



In this month's edition of the newsletter we have Will, the Social Media Director, taking over. This newsletter is going to cover the fundamentals of the LGBTQ+ community, and how everyone can help with inclusion.

LGBTQ+?

The many letters of this acronym can be confusing to the casual observer. Before we get into LGBTQ+ inclusion, here is a quick guide:

Lesbian: Cisgender or trans women who are solely attracted to other cis or trans women.

Gay: Cisgender or trans men who are solely attracted to other cis or trans men.

Bisexual: The individual is attracted to both (generally, cis) men and women. The phrase pansexual refers to those who date both cis and trans men and women.

Transgender: A person assigned a gender at birth that does not match with their gender expression. E.g. A trans man is someone who was assigned female at birth but who expresses themselves as male.

Queer: This term is more of a blanket phrase. It allows for people who do not feel like they fit into one category or another to have a handy descriptor. This is a re-claimed slur, which means some people are not necessarily comfortable with being described this way.

+: This serves to cover all other identities within the community, such as: asexuality, demisexuality, pansexuality, among others.

Pronouns

This is a surprisingly testy subject for some.

When it comes to pronouns, if someone introduces themselves with them or indeed puts them in their email signature that's up to that person. If someone says "Hi my name is Taylor and I use She/Her pronouns," I would respond with my name, and my pronouns.

If your pronouns match your assigned gender, using them in daily interactions is a great way to normalize the use of pronouns, an act that inherently creates a more comfortable and inclusive space!

How can I help with LGBTQ+ inclusion?

This is the most common question I get, even from fellow LGBTQ+ people. It's a fine line to balance: how to make someone from the community feel included without making them feel like some kind of token or talisman. Trust me that's a feeling you get a little tired of when you are used as a quota filler. I personally go with three principles: **DOT**.

Don't be afraid to ask questions: The only way to learn is by asking.

Open mind: Approach new perspectives and new views with openness and honesty

Treat everyone as you want to be treated: This is notorious as being the Golden Rule, and is often repeated but this is at the heart of inclusion.

Ultimately what we are striving to do is to give everyone the opportunity to work in an environment where they feel included, respected and valued.

Further Reading

Sally Davis wrote a fantastic blog post a couple of years ago following Connections 2019 about the barriers, both visible and invisible, for minorities in accessing wargaming. She discusses the issues surrounding inclusion and the cultural bias that she observed. The article is linked [here](#).

James Wharton: Out in the Army is a fantastic book to look at someone serving openly in an institution which less than 20 years ago denied LGBTQ+ the opportunity to serve in uniform.

Updates

- Transcripts and recordings are now available on our [website](#), under the Notice Board tab!
- Connections: NextGen 2023: confirmed!
- The first On Wednesdays We Wargame, Game Night, will be taking place on Wednesday June 8th! Register [here](#) or on our [website](#) to participate!