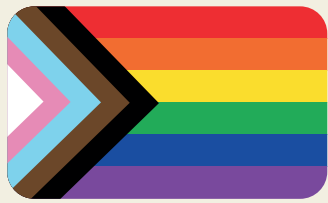


Know your flags

Supporting your LGBTQAI+ employees, not just during pride, is crucial for their workplace wellbeing. To do this, educate yourself and others, and listen to members of the community within your organisation. Let's start with flags & identities...



Progress (Pride)

Created in 2018, the progress flag was designed to represent the entire community. The chevron was included to place a greater emphasis on "inclusion and progression" for people of colour, those affected by AIDs, and trans individuals.

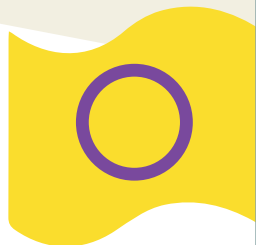


Transgender (Trans)

Created in 1999, the Trans flag represents those who have a gender identity or gender expression that differs from the sex that they were assigned at birth.

Intersex

Intersex people are individuals born with any of several variations in sex characteristics including gonads, chromosomes, sex hormones or genitals that do not fit the typical sex binary.



Lesbian

Lesbian is the term for a gay woman, woman-aligned, or feminine-aligned person who is attracted to women, woman-aligned or feminine-aligned people.



Bisexual (Bi)

Designed in 1998, this flag is for those who have a sexual attraction to **two or more** genders, and not exclusively the binary men or women.



Pansexual (Pan)

Pansexuality is the attraction to people **regardless** of their gender. Pansexual people are sexually attracted to people of any gender identity.

Non-Binary (Enby)

The gender binary is a social construct based on the sex we are assigned at birth. Non-binary is an umbrella term for someone whose gender falls somewhere outside of, or rejects, the gender binary.



Asexual (Ace)

Asexuality is the lack of sexual attraction to others, or low or absent interest in, or desire for, sexual activity.



Agender

Sitting under the non-binary umbrella, Agender is defined as not having a gender, being gender neutral, or genderless.

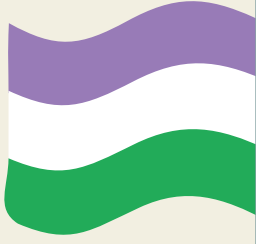


Genderfluid

Genderfluid refers to someone whose gender identity changes over time. A genderfluid person can identify as any gender, or combination of genders at any given time.

Genderqueer

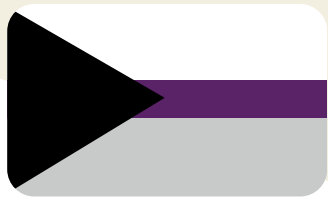
An umbrella term with a similar meaning to non-binary. It could be used by someone who feels that they have a queer or non-normative experience with their gender.



Aromantic (Aro)

People who are aromantic, also known as "aro," have little or no romantic attraction to other people. But that doesn't mean they don't have feelings. They can form strong bonds and have loving relationships that have nothing to do with romance.

People outside of the LGBTQAI+ community should refrain from using the term 'queer' as it is a slur that is still weaponized against the community.



Demisexual (Demi)

Demisexual people only feel sexually attracted to someone when they have an emotional bond with the person.



Gay (men/masc aligned)

Created in 2019 as an exclusive flag for gay men, and masculine-aligned people, as the classic rainbow progressed to symbolise the community as a whole.

Polysexual

Polysexual, also spelled plysexual or polisexual, is the sexual attraction to many, but not necessarily all, genders.



Ready to learn more?

Visit the below LGBT charities and organizations for a range of resources to help educate yourself and your workplace, making it a more comfortable place to be.

[Mermaidsuk.org.uk](https://mermaidsuk.org.uk)

[Stonewall.org.uk](https://stonewall.org.uk)