



10 steps towards LGBTQIA+ equality

**An action guide
for STEM environments**

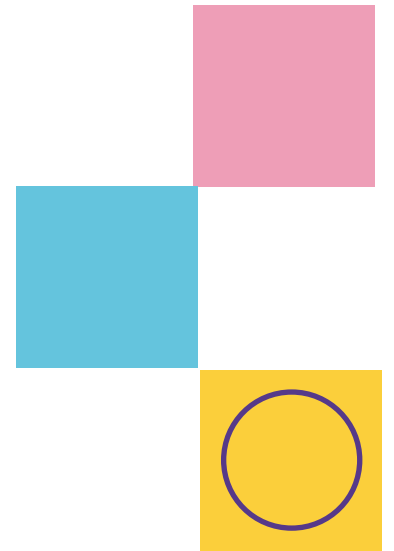


1. Training staff on LGBTQIA+ topics.

2. Supporting LGBTQIA+ visibility and equality in outreach actions.



PROTECTION



3. Establishing safe channels that can be used to report aggression, discrimination and harassment.

4. Ensure equal opportunities for trans and gender nonconforming individuals in recruitment and selection processes.





5. Establish protocols and guidelines to handle the transitioning process for trans professionals in the workplace.

6. Avoid binary gender classification systems.

7. Rejecting pseudoscientific discourse used to discriminate the LGBTQIA+ community.

VISIBILITY

8. Showcasing LGBTQIA+ role models in STEM, as well as institutional support for the community.

9. Maintaining a feminist and intersectional perspective throughout all phases of this framework.

10. Promoting research topics within STEM that intersect with the LGBTQIA+ community, through diverse work teams.

