

# EVERYONE WELCOME Learnings to Stay With You

On behalf of the HospitableMe family, we want to thank you for joining the journey towards more inclusive hospitality. Your enthusiasm to *know better* and *do better* inspires us everyday, and we're honored to have shared part of your journey. These key concepts, additional references, and emerging/best practices will help you continue learning, practicing and sharing.

Join our LinkedIn community to keep up with our journey, and share your successes and challenges with others like you, working to create a more hospitable world. If you need our help, or want to explore our full range of training and education programs, reach out to us at [hospitable.me](http://hospitable.me) to start the conversation. We're always here for you.

## TEN STEPS TOWARDS A MORE INCLUSIVE LGBTQ+ WELCOME

1. Question your assumptions about people.
2. Follow others' leads on relationships and pronouns.
3. Proactively welcome LGBTQ+ guests.
4. Acknowledge non-binary folks' needs (Bathrooms!)
5. Share knowledge of local LGBTQ+ venues/history.
6. Tone and body language are important.
7. Fix misinterpretations and mistakes with ease.
8. Focus on respect and kindness.
9. It's okay to ask!
10. Foster diversity in your own organization and among your colleagues by being respectful and inclusive of them.

**"If you leave here with nothing else, know it's okay to ask."**  
— Kenny Porpora, HospitableMe



Create your own rainbow welcome pin or order ours

## CONVERSATION STARTERS

- No one is LGBTQ+
- Hospitality = providing a friendly and generous welcome to everyone without bias, attitude or disrespect.
- Inclusion is powerful. Inclusion is being asked to dance
- The same is not always equal

## ON YOUR OWN

- Use the Genderbread Person to explore your own gender identity, expression and sexual attraction: <https://www.genderbread.org>
- Expand your pronoun knowledge: <https://www.mypronouns.org>
- Practice using gender-neutral language: <http://bit.ly/GNlanguage>



**You can't provide personalized, authentic welcome to LGBTQ+ people if you don't understand who we are, and feel comfortable talking with us.**

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**"Sometimes you have to treat us a little differently to treat us equally."**  
— Billy Kolber, HospitableMe

## BRING EVERYONE WELCOME TO YOUR COMPANY, ORGANIZATIONS AND COLLEAGUES

Everyone Welcome curriculum is available for educational seminars, conference keynotes, in-person training, live webinars and on-demand streaming. Contact us for details and scheduling.

## REFERENCE DESK

- ILGA Criminalization Map <http://ilga.org>
- Transgender + Non-binary Resources <https://genderqueer.me/>
- Glossary of Trans Vocabulary <http://transwhat.org/glossary/>
- LGBTQ Advertising and Marketing Best Practices <http://bit.ly/LGBTSMBP>
- Intersex 201 <https://www.youtube.com/watch?v=cAUDKEI4QKI>
- Gender Revolution: A Journey with Katie Couric <https://amzn.to/2KELH4o>
- TED Talk : We All Have Implicit Bias <http://bit.ly/tedtalkbias>
- GLAAD: An Ally's Guide To Terminology <http://bit.ly/allyterminology>
- Sexual Orientation: A Spectrum on Attraction [bit.ly/attractionspectrum](http://bit.ly/attractionspectrum)
- Resources on Personal Pronouns <https://www.mypronouns.org>



## USING GENDER INCLUSIVE LANGUAGE

Gendered language excludes people who don't identify with the male-female binary. Gender-inclusive language includes everyone. Use gender-inclusive language when speaking with groups and people you don't know. Once someone uses gendered language with you, you should use it back. So start with

gender-inclusive language, but adopt the language that people use to describe themselves and their relationships.

## VOCABULARY

- Lesbian
- Gay
- Bisexual
- Queer
- Transgender
- Third-Gender
- Non-Binary
- Gender non-conforming
- Ally
- Cis-gender

## GENDER INCLUSIVE

- Spouse
- Child
- Parent
- People
- Friends
- Everyone
- Travelers
- Folks
- Y'all

## CONNECT WITH US

[hospitable.me](http://hospitable.me)  
[everyonewelcome.com](http://everyonewelcome.com)  
[bit.ly/followHM](http://bit.ly/followHM)  
[bit.ly/joinEW](http://bit.ly/joinEW)