

June
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FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM WEEKLY
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Issue 122

Hello FM community,

For Pride Month the FM JEDI Team created flyers and stickers to share—[located in Facilities Management, Parking & Transportation Services, and Central Receiving common areas](#). In the United States, LGBTQ+ Pride is a month-long celebration with marches, occurring throughout the month of June. Pride Month commemorates the ongoing pursuit of equal justice for the lesbian, gay, bisexual, transgender, and queer community and affirms the accomplishments of LGBTQ+ individuals. (The plus sign represents other identities, including but not limited to pansexual, asexual, and omnisexual). While visibility and support for LGBTQ+ people have come a long way in the last 50 or more years, there is still an ever-important need today to show solidarity. Please seek out a flyer and grab a couple of Pride stickers if you would like them.

The stickers and flyers differ from the standard Pride flag design. This is because the flag has evolved in its symbolism to be more inclusive of the overlapping minorities in the LGBTQ+ community. The black and brown stripes represent people of color within the community and honor the transwomen of color who led the retaliation at the [Stonewall Inn](#) in June 1969. The pink and light blue stripes represent the transgender community. Something as simple as displaying a “Proud to Run This!” Pride sticker shows that we support the CSU LGBTQ+ community. This can be especially impactful for both students and colleagues who will see it around campus.

On the flyer, the JEDI Team offers suggestions for fostering an inclusive work environment. For instance, have you seen colleagues adding pronouns into email signatures or stating their pronouns at the beginning of a meeting when they introduce themselves? This small but meaningful gesture can normalize pronoun use for everyone; it helps remind us not to make assumptions about who we think a person is based on their appearance or their name. Correctly using a person’s preferred pronoun is an easy way to show respect—or use a gender-neutral pronoun, if not indicated or unsure. Whether intentional or unintentional, using the wrong pronouns can be hurtful, angering, distracting, and demoralizing.

The workplace, where we spend most of our daily lives, is full of “getting to know you” topics; what is seemingly innocuous chitchat is so common that its prevalence can go unnoticed. When asked to reflect on the subjects that often come up in conversation, both LGBTQ+ and non-LGBTQ+ workers notice the same



Image of “Proud to Run This!” Pride sticker – option 1

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topics coming up at nearly identical rates, but LGBTQ+ workers are often stifled or stigmatized when trying to share. According to a 2018 [study](#), 46% of LGBTQ+ folks are closeted at work. This means they do not feel comfortable or safe in their job to openly discuss their partner, children, and/or personal experiences. Consider this mixed message that LGBTQ+ people receive in their work environment: 80% of non-LGBTQ+ people agree that LGBTQ+ people should not have to hide who they are at work. Yet of that same group, 59% think it is unprofessional to talk about sexual orientation and gender identity in the workplace. This severely limits people simply trying to be themselves. This contradiction means someone may not be able to share a story about a family trip with coworkers or may not feel comfortable talking with their supervisor about a partner struggling with a health issue. Making connections at work is part of fostering teamwork, collaboration, and positive morale. It assists us in better understanding the circumstances for how we show up for work and can help improve success in the workplace. This is just one reason why it is so vital to demonstrate allyship. Allies are a force for amplifying LGBTQ+ voices and a support system for individuals in the community.



Image of "Proud to Run This!" Pride sticker – option 2

Another way FM works to be inclusive on campus is by updating building design. For example, single-use and all gender restrooms allow folks who are nonbinary (someone who does not identify as exclusively a man or a woman) or transgender (transitioning their outward gender expression to match their inner gender identity) the dignity and freedom to do something as basic as use the restroom without complication, hesitation, or judgement. There is an all gender restroom project in the works for Facilities Management North this summer, which I will highlight in the coming weeks.

Thank you for taking the time to read and learn with me, and for all that you do to make campus safe and welcoming for all. Please look for future efforts to recognize other groups and identities within our FM and CSU community.

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