

UNITE IN PRIDE
SYMBOLS OF
SOLIDARITY



National
Oceanography
Centre



RAINBOW FLAG 02



PROGRESS PRIDE FLAG 04



TRANSGENDER FLAG 06



INTERSEX FLAG 08



BISEXUAL FLAG 10



LESBIAN FLAG 12



PANSEXUAL FLAG 14



NON-BINARY FLAG 16



ASEXUAL FLAG 18



GENDER-FLUID FLAG 20



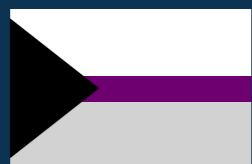
AGENDER FLAG 22



GENDER QUEER FLAG 24



AROMANTIC FLAG 26



DEMISEXUAL FLAG 28



PHILADELPHIA FLAG 30



NEURODIVERSITY FLAG 32

Welcome to our celebration of the rich diversity within the LGBTQIA+ community, explored through the many flags that symbolise identity, history and pride.

Now in its second edition, this guide includes more flags than ever before, each representing a unique perspective and a shared commitment to visibility, respect and belonging.

Alongside the flags, you'll discover spotlights on awareness days, organisations and other initiatives that amplify LGBTQIA+ voices across STEM (science, technology, engineering and mathematics). These highlights aim to inspire connection, visibility and allyship, helping us all come together to *Unite in Pride* within our workplace and beyond.

In a time when inclusion and representation are more important than ever, we offer this guide as an invitation to learn, to reflect and to stand in solidarity. It is not exhaustive, nor perfect, but created with care and the best of intentions. We hope it contributes to ongoing conversations - within our organisation and beyond - reminding us that every identity, every colour and every person matters.



RAINBOW FLAG

GILBERT BAKER, 1978

The Rainbow Flag stands as one of the most iconic symbols of LGBTQIA+ pride and resistance. It was created by artist and activist Gilbert Baker, who was commissioned by Harvey Milk, one of the first openly gay elected officials in the United States, to design a symbol of hope and liberation for the queer community.

The original flag featured eight colours, each with a specific meaning: hot pink for sex, red for life, orange for healing, yellow for sunlight, green for nature, turquoise for magic/art, indigo for serenity and violet for spirit.

Due to fabric availability at the time, hot pink and turquoise were removed and indigo was replaced with royal blue, resulting in the widely recognised six-stripe flag we see today.

Beyond its colours, the Rainbow Flag symbolises unity in diversity. It has flown during moments of both celebration and protest; from the first Rainbow Flag at the San Francisco Gay Freedom Day Parade in 1978, to being projected onto landmarks around the world in the wake of pivotal events such as the Orlando Pulse nightclub shooting in 2016.

The flag has become a global beacon, representing the shared struggles, pride, and ongoing fight for equality of LGBTQIA+ people everywhere.

What does Pride mean to you personally? How do you express it in your own life or community?

SPOTLIGHT

500 QUEER SCIENTISTS

VISIBILITY MATTERS

The Rainbow Flag symbolises unity across the LGBTQIA+ spectrum - a celebration of life, love and visibility. In the world of science, visibility isn't just symbolic - it's transformational.

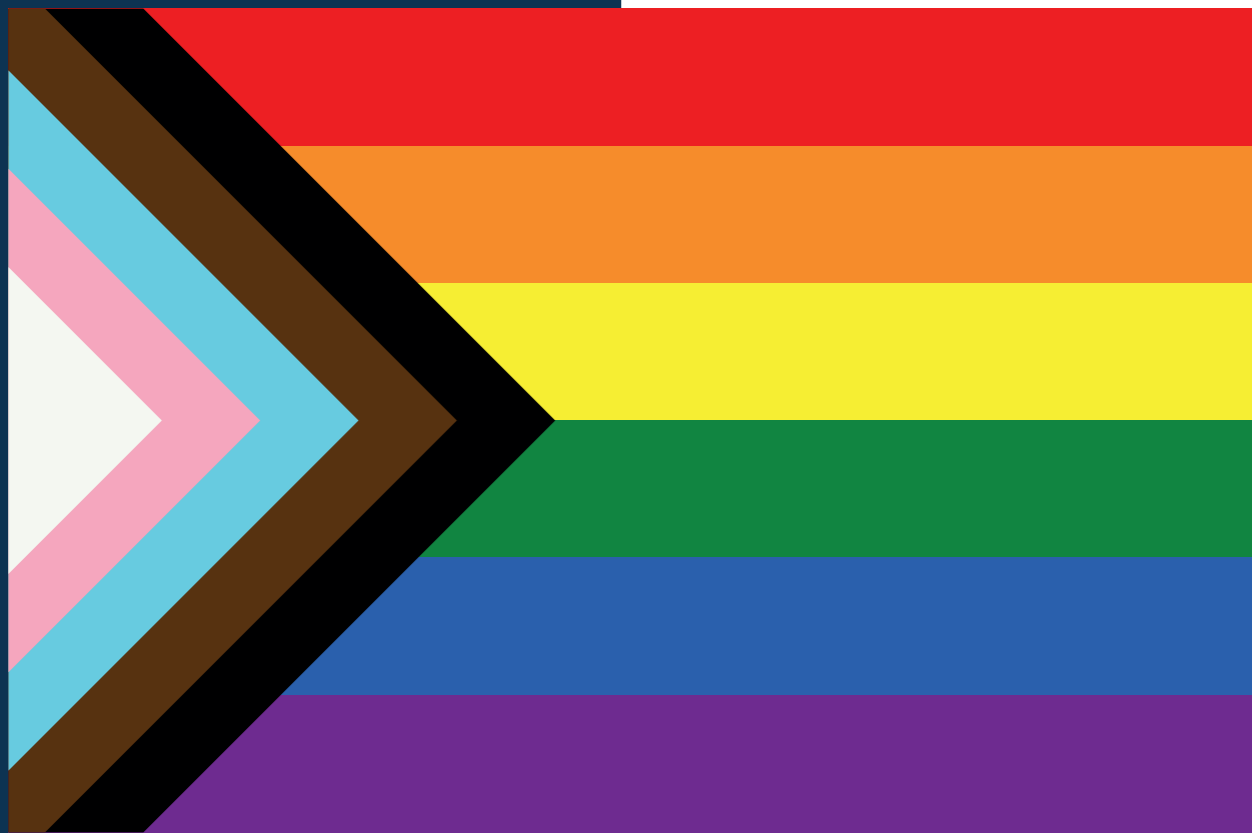
That's the goal of 500 Queer Scientists, a visibility campaign and online archive launched in 2018 to highlight LGBTQIA+ people working in science, technology, engineering, and mathematics. What started as a hashtag grew into a global movement, now featuring more than 1,700 stories from scientists in over 50 countries.

"You can't be what you can't see and if you can't see people like you in science, it's harder to believe you belong there."

500 Queer Scientists

Created by marine biologist Dr. Lauren Esposito and science illustrator Sean Vidal Edgerton, the project invites LGBTQIA+ scientists to share their stories in their own words, about their work, identity, challenges and pride.

Find out more, explore the archive and contribute your own story at 500queerscientists.com



PROGRESS PRIDE FLAG

DANIEL QUASAR, 2018

A powerful evolution of the original Rainbow Flag, the Progress Pride Flag was designed to better represent the full spectrum of the LGBTQIA+ community, especially those who have been historically marginalised. Created by graphic designer Daniel Quasar, the flag incorporates a chevron of additional colours that highlight the importance of inclusion and intersectionality.

The flag retains the six traditional rainbow stripes but adds a forward-pointing arrow to symbolise progress. This chevron includes:

- Black and brown stripes to represent LGBTQIA+ people of colour and to acknowledge the intersection of race and queer identity.
- Light blue, pink and white stripes from the Transgender Pride Flag, representing trans and non-binary individuals.

The arrow shape not only draws attention to these communities but also points to the future, reminding us that while progress has been made, the journey toward full equality and inclusion continues.

The Progress Pride Flag has become a modern emblem of unity, visibility and advocacy. It is flown proudly at marches, rallies and workplaces around the world, serving as a call to action and a symbol of solidarity with all members of the LGBTQIA+ community.

Is our workplace “inclusive” or “actively welcoming”? What’s the difference - and what’s missing?

SPOTLIGHT PRIDE IN STEM

SCIENCE NEEDS EVERYONE

The Progress Pride Flag was created to highlight people who are often marginalised within the LGBTQIA+ community - including people of colour and trans and non-binary individuals. In STEM, these same groups face additional barriers to access, funding and recognition.

Dr. Carpineti is a gay astrophysicist and founder of Pride in STEM, a UK-based charity championing inclusion and representation across science, technology, engineering and maths (STEM). In 2018, his team launched the first-ever #LGBTSTEMDay, a global celebration that brings visibility to LGBTQIA+ scientists worldwide.

“It’s not just about inclusion — it’s about belonging. People should feel safe enough to stay and thrive in STEM, not just pass through.”

Dr. Alfredo Carpineti, Pride in STEM

Discover how you can celebrate, support and uplift LGBTQIA+ voices in science year-round at prideinstem.org



TRANSGENDER FLAG

MONICA HELMS, 1999

Designed by transgender activist and US Navy veteran Monica Helms, this flag represents the transgender community's identity, visibility and pride. It features five horizontal stripes: two light blue, two pink and a white stripe in the centre.

Each colour has a specific meaning:

- Light blue represents traditional colours for baby boys.
- Pink represents traditional colours for baby girls.
- White symbolises people who are transitioning, those with a neutral or undefined gender, or those who identify outside the gender binary.

Its symmetrical design allows it to appear the same whether flown right side up or upside down, symbolising the fluidity of gender and the ongoing journey of transgender individuals.

Since its creation, the flag has become a widely recognised symbol of transgender rights and affirmation, commonly displayed during Pride celebrations and events such as Transgender Day of Visibility. It serves as a reminder of the importance of respect, inclusion and support for transgender and non-binary people worldwide.

How can you support transgender and non-binary people in your community to feel seen, respected, and valued every day?

SPOTLIGHT TRANSGENDER DAY OF VISIBILITY 31ST MARCH

Observed annually, Transgender Day of Visibility (TDOV) is dedicated to celebrating transgender people and raising awareness about the ongoing discrimination they face.

Founded in 2009 by transgender activist Rachel Crandall, TDOV highlights the achievements and contributions of transgender individuals across all fields - including science, technology, engineering and mathematics (STEM).

In STEM, visibility is crucial to breaking down barriers and fostering inclusive environments where transgender people can thrive authentically. Events on TDOV often showcase transgender role models, spotlight research by transgender professionals and promote mentorship programs aimed at supporting transgender students and early-career researchers.

By celebrating TDOV, we not only recognise the struggles but also the resilience and innovation transgender individuals bring to STEM, inspiring future generations to pursue their passions free from bias. Learn more at glaad.org/tdov



INTERSEX FLAG

MORGAN CARPENTER, 2013

Created by Morgan Carpenter of Intersex Human Rights Australia, this flag features a purple circle on a yellow background. The unbroken circle symbolises wholeness and completeness, representing intersex people as whole and complete.

The colours - purple and yellow - were chosen specifically to avoid traditional gender associations like pink and blue, offering a neutral and inclusive symbol.

Intersex refers to people born with natural variations in sex characteristics - such as chromosomes, hormones or anatomy - that do not fit typical binary definitions of male or female bodies. These variations are a natural part of human diversity and are not medical disorders, although many intersex individuals face unnecessary medical interventions and social challenges due to stigma and misunderstanding.

This symbol stands for visibility, bodily autonomy and the right to live free from discrimination and unwanted medical procedures. It celebrates diversity in sex characteristics and advocates for respect, inclusion and human rights for intersex individuals worldwide.

How can we foster greater understanding and respect for bodily diversity in our communities and workplaces?

SPOTLIGHT

UN FREE & EQUAL CAMPAIGN

A GLOBAL CAMPAIGN FOR EQUALITY

The United Nations (UN) Free & Equal campaign is a global initiative dedicated to raising awareness and promoting equal rights for LGBTQIA+ people, including intersex individuals.

Through powerful educational materials, public service announcements and advocacy, the campaign works to combat discrimination and encourage acceptance worldwide.

UN Free & Equal's efforts extend into workplaces and educational sectors, including science, technology, engineering, and mathematics (STEM). The campaign promotes policies that foster inclusive environments where LGBTQIA+ professionals and students can thrive without fear of bias or exclusion.

By supporting UN Free & Equal, individuals and organisations contribute to a global movement for systemic change that ensures diversity in gender and sex characteristics is recognised and respected.

Learn more about the campaign, including factsheets on topics such as Intersex people, LGBTQIA+ inclusion in the workplace, and more at unfe.org



BISEXUAL FLAG

MICHAEL PAGE, 1999

Created by activist Michael Page to give the bisexual community its own symbol of pride, visibility, and unity. The flag features three horizontal stripes: pink representing same-gender attraction, blue for attraction to different genders, and a purple overlap in the centre symbolising attraction across the gender spectrum and the blending of identities.

Bisexuality is often misunderstood or erased, even within the LGBTQIA+ community. Many bisexual individuals face unique challenges, including pressures to “choose a side” or the invalidation of their identity based on the gender of their current partner. The flag stands as a bold statement against this erasure, celebrating fluidity in sexual orientation and affirming the validity of bisexual experiences.

In STEM, bisexual people may experience both external and internal pressures to stay closeted or simplify their identity in professional settings. Visibility and affirmation are key to ensuring that bisexual individuals feel empowered to bring their whole selves to their work and research environments.

Have you ever encountered or witnessed bi-erasure? What small actions can you take to affirm bisexual identities in our workplace, groups or communities?

SPOTLIGHT

BISEXUAL RESOURCE CENTER

EMPOWERED, VISIBLE AND INCLUSIVE

The Bisexual Resource Center (BRC), founded in 1985, is the oldest national organisation in the United States solely dedicated to bisexual advocacy. Based in Boston but with a global reach, the BRC provides educational resources, support networks and public programming to promote visibility, understanding and equality for people who are attracted to more than one gender.

The BRC challenges harmful stereotypes and works to counter the erasure of bisexual identities - something particularly relevant in science and research spaces where bisexual people often face unique challenges around recognition and belonging.

The BRC also offers downloadable guides that can help make academic and STEM environments more inclusive for bi+ individuals. Their materials are a valuable resource for fostering equity in our field.

Learn more about the Bisexual Resource Center, explore bisexual-inclusive resources and find out how to get involved at biresource.org



LESBIAN FLAG

EMILY GWEN, 2018

The most widely recognised Lesbian Pride flag today was designed by community artist Emily Gwen in 2018. It emerged from a Tumblr post aiming to create a more inclusive and widely accepted symbol for the lesbian community, addressing limitations of previous flags like the “lipstick lesbian” flag (2000) and the “labrys” symbol (1970s), which were either overly narrow in representation or lacked community adoption.

The original design featured seven horizontal stripes, each representing a unique facet of lesbian identity, such as gender non-conformity, femininity and community.

A five-stripe version was later created for improved accessibility and simplicity, maintaining the core colour themes while making the flag easier to reproduce and more visually cohesive. This simplified flag has become more common in public use and online settings, especially within younger and intersectional lesbian communities.

Today, the flag is a vibrant symbol of lesbian identity, diversity, and pride - a beacon for visibility both within LGBTQIA+ spaces and in the wider world. It serves not only as a statement of presence but also as an invitation for broader inclusion and understanding.

What difference does it make to see someone like you represented in your field or workplace? How can we increase visibility for lesbian scientists and ensure they feel seen, safe and celebrated?

SPOTLIGHT

LESBIAN VISIBILITY WEEK

CELEBRATING LGBTQIA+ WOMEN & NON-BINARY PEOPLE

Launched in the UK in 2020 by DIVA Media Group, Lesbian Visibility Week is now an international campaign held every April to celebrate lesbians and LGBTQIA+ women and non-binary people.

The week highlights the importance of visibility and solidarity, especially for those who may face multiple layers of marginalisation - including trans lesbians, people of colour, disabled people and those working in STEM fields.

Through events, interviews and panel discussions, Lesbian Visibility Week provides a vital platform for amplifying underrepresented voices and driving change across workplaces, media and communities. Research shows that lesbian women are among the least represented and most likely to feel excluded in scientific environments - especially when multiple marginalised identities intersect. This campaign serves as a powerful reminder of the importance of creating inclusive spaces that recognise and support the full diversity of LGBTQIA+ identities.

Learn more about previous events and hear about upcoming events at lesbianvisibilityweek.com



PANSEXUAL FLAG

2010

Created to increase visibility for pansexual people, this flag is a bold assertion of identity beyond traditional gender binaries. The term pansexual refers to the capacity to feel attraction - romantic, emotional or sexual - towards people regardless of their gender identity or sex assigned at birth.

The flag features three horizontal stripes:

- Pink represents attraction to those who identify as female.
- Yellow signifies attraction to non-binary or gender-nonconforming people.
- Blue represents attraction to those who identify as male.

The flag emerged in online queer communities as pansexual people sought to affirm their distinct identity apart from bisexuality - though many individuals may identify with both. Bisexuality is often defined as attraction to more than one gender, pansexuality explicitly includes all genders and challenges binary thinking.

This flag plays an important role in fostering dialogue around gender diversity, fluidity and inclusivity within the LGBTQIA+ spectrum.

How can we ensure we are welcoming to people of all gender identities - especially those who don't fit neatly into binary definitions?

SPOTLIGHT

INCLUSIVE LAB PRACTICES TOOLKIT

FROM THE ROYAL SOCIETY OF CHEMISTRY (RSC)

The RSC LGBT+ Toolkit is a comprehensive suite of resources designed to foster inclusive, respectful and affirming environments in scientific workplaces. Recognising the unique challenges faced by LGBTQIA+ individuals, including pansexual scientists, the toolkit offers practical guidance for employers, colleagues and LGBTQIA+ individuals themselves.

The toolkit includes practical resources such as an Employer Guide to help embed inclusion in workplace policies, an Allyship Booklet to support colleagues in promoting respect and solidarity and a Trans Inclusivity Guide offering advice on supporting trans, non-binary and pansexual people.

By implementing the practices outlined in the toolkit, scientific institutions can move beyond tokenism, ensuring that pansexual individuals and all members of the LGBTQIA+ community are genuinely included and empowered.

Explore the full toolkit and download resources at rsc.org/policy-evidence-campaigns/inclusion-diversity/resources/lgbt-toolkit/



NON-BINARY FLAG

KYE ROWAN, 2014

Non-binary is an umbrella term for gender identities that do not exclusively align with the binary categories of male or female. Individuals who identify as non-binary may experience their gender as a mix of both, neither, or something entirely distinct.

Some may identify as agender (without gender), bi-gender (two genders), gender-fluid (a gender that changes over time), or another identity outside the traditional binary framework. Non-binary people may or may not also identify as transgender.

The non-binary flag was designed to offer greater visibility to those who felt unrepresented by the gender binary or by the transgender pride flag. It features four horizontal stripes:

- Yellow represents identities outside the binary.
- White symbolises multi-gender experiences.
- Purple reflects a blending of male and female traits.
- Black stands for those who identify as having no gender.

The flag is a symbol of inclusivity, recognition and pride for the diversity of gender experiences beyond the binary spectrum.

What actions can you take to challenge gender assumptions and create environments that affirm non-binary people in STEM and beyond?

SPOTLIGHT

NON-BINARY ALLYSHIP

10 WAYS TO STEP UP

Stonewall, one of the UK's foremost LGBTQIA+ organisations, provides a clear and practical guide showing how we all can support non-binary people through everyday actions.

Their *10 Ways to Step Up as an Ally* outlines important steps such as respecting pronouns, avoiding assumptions about gender and actively challenging transphobia and discrimination. These actions help create inclusive, affirming spaces - especially vital in STEM workplaces and academic environments, where non-binary individuals often face invisibility or misunderstanding.

This practical resource encourages individuals and organisations alike to foster empathy and understanding, ensuring that gender diversity is embraced, valued and supported.

Learn more and access the full guide at: stonewall.org.uk/news/10-ways-step-ally-non-binary-people



ASEXUAL FLAG

2010

Asexual individual experience little or no sexual attraction to others. However, asexuality is a broad spectrum and includes identities such as demisexuality, where sexual attraction occurs only after forming a strong emotional bond and gray-asexuality, where sexual attraction is infrequent or conditional. Importantly, asexuality is about the experience of sexual attraction rather than behaviour or choice, distinguishing it from celibacy or abstinence.

Asexuality challenges traditional norms around sexuality, which often assume that sexual attraction and desire are universal experiences. The recognition of asexual identities disrupts these assumptions and calls attention to the diversity of human sexual orientation. Studies show that asexual individuals can face invisibility and misunderstanding both in mainstream society and within LGBTQIA+ communities, leading to unique challenges around identity validation and social inclusion.

Many asexual people do experience romantic attraction, emphasizing that sexual and romantic orientations are distinct facets of identity.

The flag's four stripes each symbolise a part of this spectrum: black for asexuality, grey for gray-asexuality and demisexuality, white for sexuality more broadly, and purple for community and solidarity.

How can inclusive language and policies help reduce assumptions about sexuality in professional settings?

SPOTLIGHT ASEXUAL VISIBILITY AND EDUCATION NETWORK (AVEN)

Founded in 2001 by David Jay, AVEN is the largest online community and resource hub dedicated to asexual individuals and allies worldwide. Its mission is to increase awareness and understanding of asexuality, provide support and education, and promote visibility for people who experience little or no sexual attraction.

AVEN offers forums where members can share experiences, ask questions and find community, helping to combat the isolation often felt by asexual individuals. Beyond support, AVEN actively educates the public through articles, resources and outreach to challenge misconceptions about asexuality.

In STEM fields, AVEN's work is particularly important as it aims to foster an inclusive environment where diverse sexual orientations, including asexuality, are acknowledged and respected. This visibility encourages a culture where all identities can contribute fully and authentically.

Learn more and access resources at asexuality.org



GENDER-FLUID FLAG

JJ POOLE, 2012

Gender-fluid describes individuals whose gender identity is not fixed but changes over time or depending on different situations. This fluidity can mean shifting between masculine, feminine, both, neither, or other gender identities. Gender-fluidity challenges traditional binary notions of gender that see identity as static and strictly male or female.

Recognising gender-fluid identities helps expand our understanding of gender as a social construct - something shaped by culture, expectations and personal experience rather than biology alone. This challenges rigid gender norms and creates space for more diverse expressions and experiences.

In many societies, gender is deeply tied to roles, behaviours and power structures. Gender-fluid people disrupt these norms, questioning assumptions about what it means to be a man or a woman and highlighting the importance of individual autonomy in defining identity.

The flag's colours symbolise different aspects of this spectrum: pink for femininity, blue for masculinity, purple for a mix of the two, black for all genders (including agender), and white for the absence of gender. Together, they represent the complex, evolving nature of gender identity and promote visibility, respect and acceptance for gender-fluid people.

How do traditional gender norms shape expectations in the workplace or STEM environments?

SPOTLIGHT FLUIDITY IN INNOVATION

EMBRACING VARIED PERSPECTIVES

In STEM, progress thrives on adaptability, open-mindedness, and the courage to question established norms. Gender-fluid individuals - whose identities shift and evolve beyond traditional gender binaries - embody a mindset that challenges rigid structures.

This perspective aligns powerfully with the ethos of innovation, where creative solutions often come from those willing to think and operate outside conventional frameworks.

Recognising and supporting gender-fluid people can unlock a richer landscape of thought. Diverse teams that embrace fluidity foster greater empathy, flexible problem-solving and more dynamic collaboration.

Embracing gender-fluidity within teams can be a driving force for innovation, helping organisations remain resilient and responsive in the face of change.

Learn more in the Women in Tech Network article womentech.net/how-to/how-can-embracing-gender-fluidity-in-teams-propel-tech-innovation-forward



AGENDER FLAG

SALEM X, 2014

Designed to represent individuals who identify as having no gender or who reject the concept of gender altogether. The flag features seven horizontal stripes: black and white representing the absence of gender, grey for semi-genderlessness, and a central green stripe symbolising non-binary identities - green being the inverse of traditional gendered purple.

Agender individuals may describe themselves as gender-neutral, genderless, or as having a non-existent or undefinable gender identity. This experience challenges the assumption that gender is a universal or necessary part of personal identity, prompting broader reflection on how gender norms are embedded in society, language and institutions - including in STEM environments.

In the workplace and in research spaces, agender people may face unique barriers: from forced categorisation in data collection to a lack of inclusive facilities or misgendering through default language. Inclusion for agender individuals often means not only adding representation, but actively deconstructing assumptions about gender altogether.

What would a truly gender-neutral STEM workplace look like - not just in language, but in systems, data and culture?

SPOTLIGHT

GENDER SPECTRUM

SUPPORTING GENDER-DIVERSE YOUTH

Gender Spectrum is a global non-profit organisation dedicated to fostering gender-inclusive environments for young people of all identities, with a strong emphasis on agender, non-binary and other gender-diverse individuals.

Their mission is to provide educators, parents and institutions with comprehensive resources and guidance to better understand and support agender youth, particularly in educational settings.

Agender students often face unique challenges related to visibility and acceptance, which can impact their confidence and engagement, especially in traditionally gendered fields like science, technology, engineering and mathematics. Gender Spectrum's work helps break down these barriers by promoting awareness, respect and affirming practices that validate agender identities and experiences.

This inclusive approach not only benefits gender-diverse students but enriches the learning environment for all.

Learn more and access free resources at:
genderspectrum.org



GENDER-QUEER FLAG

MARILYN ROXIE, 2011

Gender-queer is an umbrella term that encompasses a wide range of non-binary and gender non-conforming identities. It describes individuals who do not exclusively identify as male or female, instead existing outside of, between, or beyond the traditional gender binary. For many, gender-queer reflects a fluid or shifting sense of gender that can vary over time or in different contexts. This identity challenges societal expectations and norms surrounding gender, advocating for greater freedom and authenticity in how people understand and express themselves.

The gender-queer flag features three horizontal stripes, each with specific symbolism: lavender, white and dark green. Lavender - a blend of blue and pink - represents androgyny and queerness. The white stripe stands for agender or gender-neutral identities, highlighting those who feel disconnected from gender altogether. Dark green, which is a non-traditional colour often associated with nature and growth, represents non-binary individuals who fall outside the binary entirely.

Together, the flag's colours celebrate the rich diversity and visibility of gender-queer individuals within the broader LGBTQIA+ community. It serves as a powerful symbol of pride, resilience and the ongoing journey towards inclusivity and recognition of all gender identities.

How might gender-queer identities intersect with other aspects of diversity, and why is it important to recognise these intersections?

SPOTLIGHT LGBTQ+ PEOPLE IN STEM NATIONAL MUSEUMS LIVERPOOL

National Museums Liverpool has taken important steps to raise awareness about the experiences of LGBTQIA+ scientists, engineers and innovators, showcasing their contributions to STEM fields as well as the challenges they have historically faced.

Their work emphasises the importance of visibility and inclusion in science and technology, tackling issues such as workplace discrimination, under-representation and the social barriers that affect LGBTQIA+ people pursuing STEM careers. By sharing these narratives, National Museums Liverpool aims to inspire a new generation of LGBTQIA+ scientists and create a more welcoming environment within STEM industries.

This initiative is a vital reminder that scientific progress thrives when all identities and perspectives are embraced.

Explore the stories of LGBTQIA+ individuals at liverpoolmuseums.org.uk/stories/lgbtq-people-stem



AROMANTIC FLAG

CAMERON WHIMSY, 2014

Aromantic refers to someone who experiences little or no romantic attraction to others. This means they may not desire romantic relationships or feel the kinds of emotional pull that are often shown in films, books or everyday conversations.

Aromantic people often form strong friendships and chosen families but may not seek or feel the need for romantic relationships. In society, there's often pressure to find a romantic partner as if that's the most important kind of relationship. But aromantic experiences show us that deep connection doesn't have to look one way.

To represent this spectrum of experiences, the flag has five stripes:

- Dark Green represents romantic identity.
- Light Green represents the broader aromantic spectrum.
- White represents platonic love and friendship.
- Grey represents identities that exist between romantic and aromantic.
- Black represents the diversity of sexual orientations aromantic people can have.

The flag stands as a symbol of recognition and pride for those whose experiences with attraction don't follow mainstream expectations.

*Do we sometimes assume everyone wants romance or a partner?
How could we make more room for different kinds of connection?*

SPOTLIGHT

AROMANTIC SPECTRUM AWARENESS WEEK

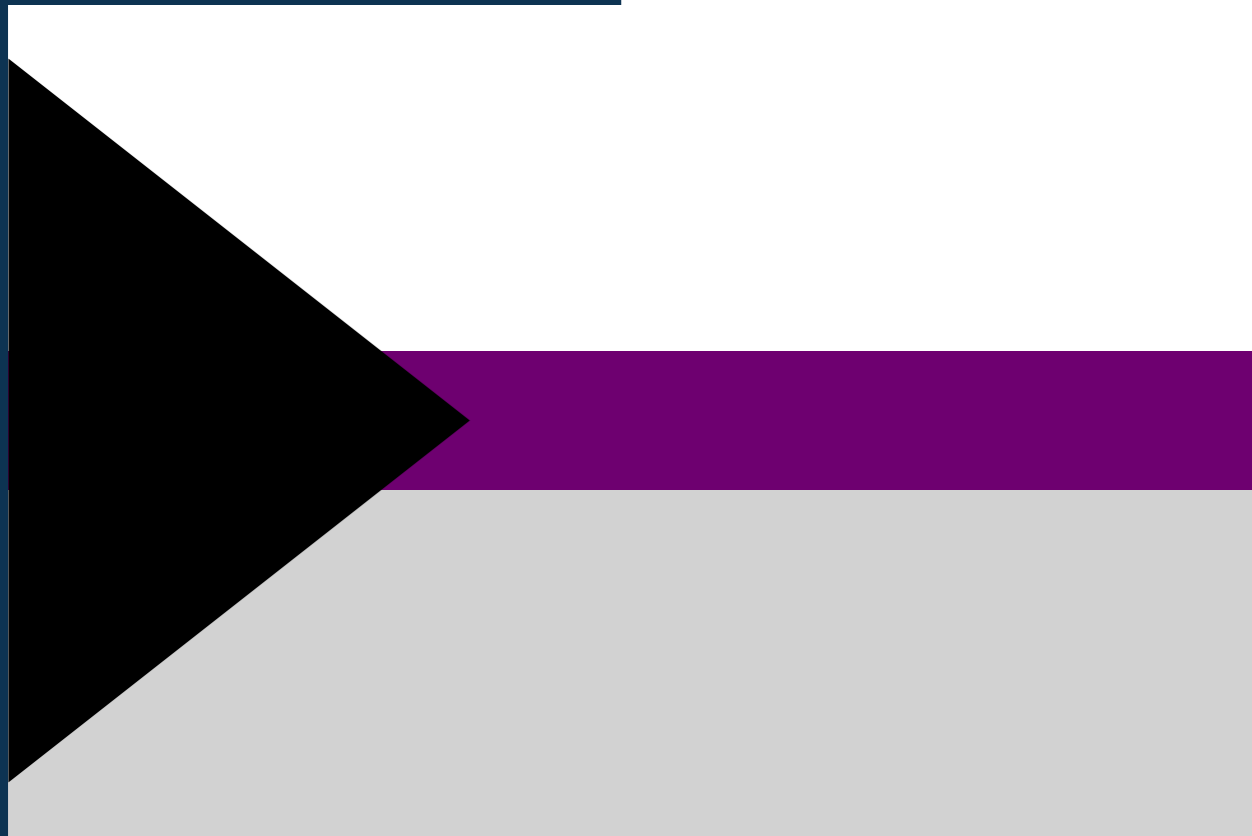
Held annually during the first week after Valentine's Day, Aromantic Spectrum Awareness Week (ASAW) is a global campaign that celebrates aromantic identities and promotes greater understanding of the aromantic spectrum.

ASAW helps challenge societal assumptions that romantic love is a universal experience or necessary for a fulfilling life. This is especially important in science and professional settings, where inclusion efforts often overlook relationship diversity.

During the week, individuals and organisations share personal stories, educational resources and advocacy efforts aimed at increasing visibility and combating stigma.

The campaign creates opportunities for allies to learn more about aromanticism and reflect on how workplace culture can be more inclusive of those who don't prioritise or experience romantic relationships.

Learn more, explore the aromantic spectrum and find community-led resources at arospecweek.org



DEMISEXUAL FLAG

ASEXUAL VISIBILITY AND EDUCATION NETWORK, 2010

Demisexuality is a sexual orientation in which a person only experiences sexual attraction after forming a strong emotional bond with someone. This connection doesn't guarantee attraction - it simply means that the potential for attraction exists only in the context of emotional closeness. Demisexuality exists on the broader asexual spectrum.

Recognising demisexuality challenges dominant cultural narratives that equate instant attraction with normality and highlights the spectrum of human connection. The demisexual flag, includes:

- Black triangle represents asexuality and serves as a grounding symbol connecting demisexuality to the broader asexual spectrum.
- Grey stripe symbolises grey-asexuality and demisexuality - identities that experience sexual attraction conditionally or infrequently.
- White stripe stands for non-asexual allies and partners, acknowledging support from outside the asexual spectrum.
- Purple stripe represents community and shared identity within the LGBTQIA+ and asexual umbrella.

The flag visually places demisexuality within the context of the asexual umbrella while highlighting its distinctiveness.

In what ways can acknowledging lesser-known identities like demisexuality improve team cohesion and psychological safety?

SPOTLIGHT

SWITCHBOARD HELPLINE

CONFIDENTIAL SUPPORT

The LGBTQIA+ helpline is one of the UK's longest-standing support services, providing confidential, non-judgemental support and information to people across the LGBTQIA+ spectrum. Whether someone is exploring their identity, facing workplace challenges or simply needs someone to listen, Switchboard offers a safe space to talk.

For individuals identifying as demisexual, lacking understanding and acceptance in society can feel isolating. In STEM environments, where LGBTQIA+ visibility remains limited, the helpline can support anyone navigating these complexities by offering guidance, resources and referrals to other specialist services.

Switchboard also works with employers and organisations to promote inclusivity and awareness in workplaces, helping to foster environments where all sexual orientations and gender identities are respected.

Learn more or access confidential support at switchboard.lgbt



PHILADELPHIA FLAG

CITY OF PHILADELPHIA, OFFICE OF LGBTQ+ AFFAIRS, 2017

An important evolution in LGBTQIA+ symbolism, the Philadelphia Pride flag builds on Gilbert Baker's original Rainbow Flag. By adding two black and brown stripes atop the classic six colour flag, it explicitly recognises and honours LGBTQIA+ people of colour. This addition was a response to the ongoing issues of racial exclusion and invisibility within the LGBTQIA+ community.

By highlighting racial diversity, the Philadelphia flag called attention to the intersectionality of race and queer identity, advocating for greater inclusivity and equity. It paved the way for the Progress Pride Flag, which further expanded on these ideas by incorporating the trans flag colours alongside the black and brown stripes, making visible both racial and gender-diverse communities.

The Philadelphia flag was a crucial step in evolving pride symbolism to better represent the full spectrum of identities, emphasising that true unity requires actively acknowledging and addressing marginalisation within the community.

How can acknowledging racial diversity within LGBTQIA+ spaces help create a more inclusive and supportive community? In what ways can you contribute to uplifting voices that are often marginalised both within and beyond the LGBTQIA+ community?

SPOTLIGHT UK BLACK PRIDE STRENGTH THROUGH UNITY

UK Black Pride is the UK's largest celebration and advocacy group for LGBTQIA+ people of African, Asian, Caribbean, Middle Eastern, Latin American and diaspora heritage. Established in 2005, it provides a vital platform to celebrate the diversity and resilience of queer people of colour, amplifying voices that are often underrepresented within both the wider LGBTQIA+ community and society at large.

Beyond the annual festival, UK Black Pride is deeply engaged in advocacy, education and community-building activities. The organisation works tirelessly to address the unique challenges faced by LGBTQIA+ people of colour, including those in STEM fields, where intersectional barriers related to race, gender, and sexual orientation can create additional hurdles to career progression and inclusion.

UK Black Pride helps cultivate environments where diversity in all its forms is not only accepted but embraced as a strength.

Learn more about their work and how to get involved at ukblackpride.org.uk



NEURODIVERSITY FLAG

VARIOUS

The Neurodiversity Pride Flag is a symbol that celebrates the diversity of neurological differences, including autism, ADHD, dyslexia, dyspraxia and other cognitive variations. It represents the concept of neurodiversity, which views these differences as natural variations of the human brain rather than disorders to be cured.

Unlike the many flags featured in this booklet with a fixed design, the Neurodiversity Pride Flag does not yet have a universally agreed-upon design. Various designs exist, each highlighting different aspects of neurodiversity and its values such as acceptance, inclusion and respect for diverse ways of thinking and processing the world.

Among these, a rainbow loop on a white background has emerged as a popular and growing symbol, appearing in different forms to represent the interconnectedness and spectrum of neurodivergent experiences.

As awareness and advocacy around neurodiversity grow, so too does the conversation about how best to represent this community visually. The flag symbolises ongoing efforts to promote understanding and acceptance in society, education and workplaces, especially in fields like STEM where diverse cognitive styles can drive innovation.

How can embracing neurodiversity in STEM fields lead to more innovative and inclusive solutions, and what changes can workplaces make to better support neurodivergent colleagues?

SPOTLIGHT

NEUROINCLUSION IN STEM

SUPPORTING THE NEURODIVERSE COMMUNITY

A UK-based initiative dedicated to increasing visibility and support for neurodivergent individuals in science, technology, engineering and mathematics fields. The Neuroinclusion in STEM project collects and shares personal stories from neurodivergent people working or studying in STEM, highlighting their unique experiences and contributions.

By fostering a supportive community and providing resources, it aims to challenge misconceptions and promote inclusion across STEM workplaces and education. The platform encourages submissions from anyone wanting to share their journey, either publicly or anonymously, helping to broaden representation and understanding.

Creating inclusive environments enhances innovation and creativity in STEM disciplines. This initiative is a vital resource for those seeking practical guidance on embracing neurodiversity and building stronger, more diverse teams.

Learn more about Neuroinclusion in STEM and how to contribute or access resources at neuroinclusioninstem.com

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