

# RAISE THE BAR FOR LGBTQIA+ Inclusive Workplaces

Become more affirming, inclusive and welcoming for LGBTQIA+ employees.  
**Please Note:** This is a high-level resource and is not meant to replace larger inclusion and equity education and policies.

## Consequences of Unwelcoming Environments\*

LGBTQIA+ and ally employees need to feel that they can bring their authentic selves to work without fear of discrimination or social isolation.

 1 in 5

Employees have stayed home from work because the workplace wasn't always accepting of LGBTQIA+ people.

 1 in 5

Searched for a different job.

 1 in 10

LGBTQIA+ workers have left a job because the environment was not very accepting of LGBTQIA+ people.

## MAKE INCLUSION MORE VISIBLE AT EVERY LEVEL:

### FOR Senior Leaders

- Evaluate personal comfort level speaking specifically and directly to LGBTQIA+ inclusion.
- Reflect upon obligation to organization when it comes to recognizing LGBTQIA+ inclusion.
- Assess tools leadership has to communicate about corporate inclusion values — address knowledge gaps in the evolving vocabulary of LGBTQIA+ inclusion and utilize partners to bolster comfort.

### FOR Mid-Level Managers

- Lead conversations about unconscious bias proactively.
- Equip teams with a vocabulary around spotting unconscious bias and talking to each other and you as their manager around experiences of unconscious bias.
- Be intentional with team-building activities to ensure inclusion (i.e., ensure that they are not over-reliant on one point of bonding such as parenting, happy hours, etc.).

### FOR Individuals

- Ask yourself what informed your earliest impressions and beliefs about LGBTQIA+ identity and how you express that at work.
- Define respect for yourself and others and how you demonstrate that in the workplace.
- Practice mirroring — i.e., if your colleague asks about your weekend, ask about theirs. Recognize LGBTQIA+ people as individuals with varying levels of comfort sharing and so interactions should be personalized.

*Workplaces that go beyond inclusive policies — to truly cultivate climates of inclusion — gain the focus and energy that*

# comes from people bringing their full selves to work.

## Support your LGBTQIA+ colleagues and loved ones.

**Be an ally.** Publicly show your support for the LGBTQIA+ community. Ensure that you are supporting others by affirming their identity, using their pronouns, and being committed to providing a non-judgmental and safe space for all.

**Find common ground.** When discussing relationships, marriage, parenting and family, focus conversation on common ground, beliefs, hopes and dreams.

**Validate when others share.** Hold in confidence and validate another person's feelings when they share issues around orientation, gender identity or gender expression.

**Acknowledge and ask for help.** When talking with someone who is LGBTQIA+, acknowledge and ask for help when not certain how to talk about something.

**Ask and listen.** Check in with your colleagues and loved ones. If they show any warning signs for suicide, be direct and ask. Tell them it's OK to talk about suicidal feelings. Listen to their story without offering advice or judgment. For more guidance on steps you can take to help someone thinking of suicide, visit [www.bethe1to.org](http://www.bethe1to.org).

**LGBTQIA+ Terminology.** Knowing the right words and phrases to say is an important part of the work towards LGBTQIA+ equality. A [glossary of terms](#) is a great way to advance your competency.

**Link to resources for help.** Collaborate with your colleague or loved one to get them any help they might need.



*If you're not sure where to start, please turn to your Perspectives Employee Assistance Program (EAP) for confidential support and access to resources.*

Call or Text 24/7 | 800.456.6327

