



CELEBRATING PRIDE MONTH

Five tips for creating an LGBTQ+ inclusive workplace



Make inclusion part of your culture

Proactively engage with news and views impacting the LGBTQ+ community and ensure training and expectations around inclusion are well communicated. From on-boarding to team building experiences, demonstrate that inclusion permeates your culture.

Review your workplace policies

Ensure your policies explicitly mention how you as an employer support LGBTQ+ people within your organisation. You could also develop LGBTQ+ specific policies – for example, a policy on transitioning at work with guidance for employees and managers. Your workplace policies should establish a strong sense of inclusion and anti-discrimination.



Promote your organisation as LGBTQ+ inclusive

Ensure that LGBTQ+ inclusive information is accessible on your website, especially on pages where you advertise job opportunities or have employee testimonials. Communicate your LGBTQ+ good news stories on social media, sharing employee stories and celebrate LGBTQ+ workplace initiatives.

Normalise pronouns

Including pronouns in email signatures and social media profiles signals respect for gender identity. It is an effective way of normalising discussions about gender and creating an inclusive environment. Also review your policies to ensure any pronouns used don't discriminate.



Recognise the challenges and promote openness

Although awareness and inclusion has come a long way in recent years, there is still a long way to go. Acknowledge the risks that some employees face, and make sure every employee knows how to access support if needed. Empower managers to support LGBTQ+ team members with easy access to guidance.