

# LGBTQIA+ INCLUSION IN THE WORKPLACE

## STATS



One-fifth (**20%**) of LGBTQIA+ Americans have experienced discrimination based on sexual orientation or gender identity when applying for jobs

**46%**

Almost half (**46%**) of LGBTQIA+ workers in the United States are closeted in the workplace.

**20%**

**1 in 5** LGBTQIA+ workers report having been told or had coworkers imply that they should dress in a more feminine or masculine manner

**One-third** of LGBTQIA+ Americans reported that discrimination affected their ability to be hired

**33%**

**10%**

**1 in 10** employees have heard their own supervisor make negative comments about LGBTQIA+ people

*Power<sup>TO</sup>Fly™*



## INCLUSIVE WORKSPACES



### CREATE INCLUSIVE COMPANY LANGUAGE

Create an inclusive, evolving company-wide vocabulary and implement its use in all company communications. Review language use, both internally and externally, and replace gendered language with more inclusive terms



### ADDRESS KNOWLEDGE GAPS

Educate staff about LGBTQIA+ issues in the workplace by providing specifically targeted diversity and inclusion training. Effective training helps staff understand the best practices to create a safe and comfortable working environment in which all people can perform at their best.



### INCREASE VISIBILITY & CREATE SAFE SPACES

Highlight willing LGBTQIA+ staff's stories in company-wide communications or fireside chats. Showing employees that your company practices what it preaches can go a long way in creating an open and supportive environment.

## BENEFITS & POLICIES

### BENEFIT PACKAGES

Offer inclusive benefits such as gender-neutral parental leave or health benefits that cover gender-affirming surgeries.

### COMPANY POLICIES

Make sure your Nondiscrimination Policy (and other company policies) include sexual orientation and gender identity and expression.

### HIRING PRACTICES

Look over recruiting and hiring practices to ensure applicants have the opportunity to share their pronouns as early in the process as possible.

## EVENTS & INITIATIVES



**Start an LGBTQIA+ ERG**  
A group where employees can exchange ideas, share resources, and show solidarity.



**Host LGBTQIA+ movie screenings**  
Watch movies that portray the experience of LGBTQIA+ individuals and have a group discussion afterward.



**Host a Pride trivia night**  
Get creative with the topics! (LGBTQIA+ History, TV shows, movie quotes)



**Share stories of LGBTQIA+ colleagues**  
Promote visibility by featuring the stories of employees in the LGBTQIA+ community. Features can be posted on the blog, in emails, or social media.



**Hold a fundraiser to support LGBTQIA+ wellbeing**  
Raise funds for organizations dedicated to improving LGBTQIA+ rights and wellbeing. (Center for Black Equity, OutRight Action, The Trevor Project, Human Rights Campaign)



**Host Discussions on LGBTQIA+ Inclusion**  
Bring in LGBTQ+ leaders who can create a safe space for discussion and offer insight about important issues around LGBTQIA+ inclusion.