



# Supporting the LGBTQ+ Community in the Workplace.

**It's time we recognise that solidarity needs to go beyond the visual rainbow celebration. Here are seven ways you can be an ally and support the wellbeing of the diverse LGBTQ+ employees at your workplace:**

## Supportive Leadership.

Leaders should openly support LGBTQ+ inclusion through their actions and communications, providing visibility and opportunities for LGBTQ+ leaders at executive positions. This sets a positive example and encourages others to support diverse colleagues. Promoting LGBTQ+ role models help create an environment where everyone feels they can be their authentic selves. Such proactive support from leadership not only fosters a culture of inclusivity, but also drives organisational success by ensuring all employees feel valued and empowered.

## Establishing Employee Resource Groups (ERGs)

ERGs help build support networks within the workplace and provide a forum to discuss

issues and initiatives. These groups educate employees and advocate for LGBTQ+ issues, helping create a more informed and supportive workplace. With strong support from senior leadership, ERGs can become powerful allies and strong catalysts for change, improving equality and inclusivity.

## Diversity and Inclusion Training.

Implement regular training sessions for all employees on LGBTQ+ awareness, including the use of inclusive language and understanding the unique challenges faced by LGBTQ+ individuals. In addition to this, offer specific training to help employees become effective allies, teaching them how to actively support diversity in the workplace.



### Safe and Inclusive Facilities.

Provide gender-neutral bathrooms to ensure all employees feel safe and comfortable. Additionally, encourage employees to dress according to their gender identity, fostering a sense of safety and inclusion. Visibly display support through symbols like rainbow flags and inclusive signage, while simultaneously promoting use of inclusive language, such as respecting employees' pronouns, which is vital for creating an inclusive workplace environment. Encourage all employees to add pronouns to the end of their email signature, to create a safe environment for your employees to feel comfortable in being themselves at work.

### Feedback and Continuous Improvement.

Regularly collect feedback from LGBTQ+ employees to understand their experiences and identify areas for improvement. Use this feedback to implement action plans aimed at enhancing inclusivity and support for LGBTQ+ employees. Continuously monitor and adjust policies and practices to ensure they meet the needs of all employees.

### Diverse Mental Health and Career Coaching.

Incorporate mental health and career coaching tailored to the unique needs of LGBTQ+

individuals. These coaches offer guidance on navigating challenges, help create safe spaces for seeking assistance, and promote employee wellbeing and inclusivity.

### Inclusive Policies and Benefits.

Implement inclusive policies and benefits to create a supportive workplace environment for LGBTQ+ employees. Provide comprehensive health insurance that covers same-sex partners and specific healthcare needs, implement inclusive parental leave policies, and offer mental health support tailored to the unique challenges faced by LGBTQ+ individuals.

By integrating these strategies and regularly assessing the wellbeing needs and gaps of employees, organisations can create a more inclusive, supportive, and equitable workplace for LGBTQ+ employees, fostering a culture of diversity, and respect.

