



## Support LGBTQI+ Employees During Pride Month & Beyond



**June is Pride Month—a time to recognize and celebrate the LGBTQI+ community. But true support doesn't stop in June. A genuinely inclusive workplace is built through year-round effort, allyship, and action.**

**Whether you're a manager or a colleague, here are six ways to support LGBTQI+ employees—during Pride Month and beyond:**

### Acknowledge & Celebrate Pride

- Recognize Pride Month in internal communications.
- Host events, panels, or awareness campaigns.
- Display Pride symbols respectfully in shared spaces or email signatures.

Visibility matters—it says “You belong.”

### Review Policies & Benefits

Make sure company policies are inclusive and up to date:

- Use gender-neutral language in handbooks and forms.
- Include healthcare coverage for gender-affirming care and domestic partners.
- Ensure non-discrimination policies cover sexual orientation and gender identity.

### Foster a Culture of Respect

Inclusion starts with everyday actions:

- Use correct names and pronouns.
- Speak up against discrimination or bias.
- Don't make assumptions—let people share their identities on their own terms.
- Managers: Lead by example and set the tone for inclusive behavior.

### Support ERGs (Employee Resource Groups)

- Join or support LGBTQI+ ERGs—whether you identify as LGBTQI+ or are an ally.
- Encourage participation across all levels of the company.
- No ERG? Start the conversation—now's a great time.

## Go Beyond the Rainbow

Celebrating Pride is great—but back it up with action:

- Prioritize inclusive hiring and promotion practices.
- Offer DEI training that includes LGBTQI+ education.
- Reflect real representation in company messaging and media.

## Keep Listening & Learning

- Inclusion is an ongoing journey.
- Ask for feedback from LGBTQI+ team members.
- Stay informed and open to change. You don't need to be perfect—you just need to care and take action.

## Final Thought: Inclusion Benefits Everyone

When people feel safe and respected at work, they thrive—and so does the team. Pride Month is the reminder, but the real impact happens every day.

Let's commit to inclusion, together.

