

# Top 5 Tips

## How to be an LGBTQ+ inclusive organisation



1

### **LISTEN - to your LGBTQ+ employees and their experiences**

- Hear the perspective of LGBTQ+ people in your workplace
- Invest in LGBTQ+ staff wellbeing

2

### **LEARN - how all your staff can become LGBTQ+ allies**

- Make sure organisation values like, 'respect' or 'inclusion' include LGBTQ+ people.
- Train staff on inclusive language, how to respond to homophobic or transphobic jokes or comments, and supporting trans or non binary clients.

3

### **SPEAK UP - all year, not just during Pride Month (June)**

- Look for opportunities to share LGBTQ+ content all year
- Ensure that LGBTQ+ inclusion is present in all your policies and practice
- Include LGBTQ+ people are represented on panels and in presentations.

4

### **TAKE ACTION - to ensure LGBTQ+ people are welcome**

- Have visible LGBTQ+ indicators in your workplace - like an inclusion statement on display.
- Use LGBTQ+ inclusive language and visuals in your policies, procedures & marketing
- Train staff on inclusive language
- Use pronouns along with names on the website, in emails and during introductions.

5

### **GIVE - your resources to LGBTQ+ people and organisations**

- Use LGBTQ+ inclusion trainers or consultants who are part of the community
- Buy your LGBTQ+ materials from LGBTQ+ suppliers
- Ensure that your supplier chain has LGBTQ+ suppliers in it
- Support an LGBTQ+ charity as part of your charitable giving
- Partner with LGBTQ+ organisations to learn from them

Check out our LGBTQ+ Resource Hub, e-learning courses and links:

#### **FREE LGBTQ+ Resources Hub**

<https://prideoutside.org/uk/lgbtq-training-free-resources>



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