

HOW TO...

...support LGBTQ+ diversity in the workplace

The LGBTQ+ acronym stands for lesbian, gay, bisexual, transgender and queer/questioning. Studies show openly gay employees are happier and more productive than those forced to hide their sexual orientation. More than a third of LGBT staff have hidden or disguised this¹, afraid of discrimination which can lead to stress and detrimental health effects. Almost a third of non-binary people, and one in five trans people, feel unable to wear work attire representing their gender expression². (Source 1+2: LGBT in Britain report, April 2018).

WHEN TO USE THIS



When recruiting or engaging with employees. The aim is to ensure members of the LGBTQ+ community feel free to be themselves and never feel excluded.

WATCH OUTS



- If an employee refers to their 'partner', don't assume they are of the opposite sex
- Don't stereotype - don't assume sexuality based on looks or mannerisms
- Call out discrimination and speak up if you witness something
- Bear in mind the impact of casual remarks as well the intent
- Be sexuality blind - don't request this information on application forms

THINGS YOU CAN DO



- Understand the ways in which people self-identify. Encourage people to share their preferred pronouns if they are happy to
- Ensure company hiring policies explicitly mention LGBTQ+ people
- Appear at LGBTQ+ recruitment events and advertise on specific job boards & websites
- Engage with and educate non-LGBTQ+ staff members, to help spread the message that it is a diverse and supportive company
- Encourage the creation of support groups and systems for the LGBTQ+ community
- Offer a dialogue with Trans employees on gender specific needs, such as toilets
- Introduce email footers for LGBTQ+ allies, so staff know they are safe to talk to

LONGER TERM IDEAS



- Add Pride events to the calendar
- Ensure workplace systems offer titles other than Mr or Mrs/Miss for staff who identify as something different, or remove this completely
- Design induction processes to include training on diversity and inclusion
- Create a LGBTQ+ resource with content and articles for members of the community and allies
- Evidence commitment to supporting the community. Determine a LGBTQ+ charity as a nominated charity for the year