

7 Ways To Make Workplaces More LGBTQIA+ Inclusive



01



Non-Discrimination Policies

Organisations should develop and implement non-discrimination policies that explicitly include gender identity, sexual orientation, and expression. This shows commitment to DEI initiatives in the company.

02



Use inclusive language

Using inclusive language in all internal and external communications helps build an inclusive work culture where all employees feel recognised, e.g. using 'valued employees' instead of 'ladies and gentlemen'.

03



Company wide Education

Regular education and training are necessary to continue work against stigma and stereotypes while promoting an inclusive work environment.

04



Ask for feedback

To understand where improvements can be made, ask for feedback. Ensure that employees know that their honesty will not result in backlash or a further worse experience.

05



Provide gender-affirming dress codes

Gender-neutral dress codes can help create a more inclusive and welcoming work environment for all employees and avoids reinforcing gender stereotypes.

06



Create an anonymous reporting system

This allows employees to report incidents without fear of backlash or judgement and allows for early interventions from employers

07



Donate and advocate for equality

Companies can demonstrate their commitment to improving the standing of LGBTQIA+ community by donating to charities that address the significant challenges these individuals face