

BE VISIBLE

It's time to come out of the closet for more than the month of June – to take some important steps along the journey to publicly demonstrate to your employees, clients and stakeholders that you are an open and inclusive organization.



IDEAS FOR ACTION

- 1** Make personal pronouns and gender-neutral language a normal course of business.
- 2** Provide options for employees to self-identify, without expectations, by auditing HRIS platforms making sure they provide sexual orientation, gender identity, and pronoun options.
- 3** Include LGBTQ+ statistics in your annual DEI reporting.
- 4** Publish your annual DEI data on **AGENCY DEI**.
- 5** Include your DEI policy, including your commitment to LGBTQ+ workers on your website, social profiles, on job descriptions, hiring specifications and your employee handbook.
- 6** Start/support and LGBTQ+ ERG, including allies.
- 7** Recognize and educate that diversity exists within the LGBTQ+ group.
- 8** Support local LGBTQ+ organizations with time, talent and/or treasure. Join and support your local LGBTQ+ chamber of commerce.
- 9** Share your LGBTQ+ support, knowledge and engagement on social channels.