

LGBTQ+ History Month – what can you do?



The month of February is used to celebrate lesbian, gay, bisexual, transgender and queer people (LGBTQ+). The LGBTQ+ umbrella is inclusive to many different sexualities and gender identities. So too are there many ways we can ensure LGBTQ+ people are supported and included in their places of work.

How to create an Inclusive Culture in the workplace

The first step to celebrating LGBTQ+ history month in your workplace is to create a diverse, equitable and inclusive environment. Your LGBTQ+ employees will feel safer, develop stronger work relationships, and be more productive.

Do employees feel comfortable being 'out' in your organisation?

Do you have any LGBTQ+ employees in manager and leadership positions?

If your culture is not quite as inclusive as you'd hope, there are still some things you can do as an individual to celebrate LGBTQ+ history month.



Strategies for LGBTQ+ inclusion in the workplace



Review your policies for LGBTQ+ inclusion

LGBTQ+ policies in the workplace are essential for establishing guidelines on how to be more inclusive and avoid discrimination. LGBTQ+ inclusion should be a core part of your Equality and Diversity policy, by providing a clear way to show your commitment to tackling discrimination in this area. Also, make sure all your policies are LGBTQ+ inclusive, for example, your policies on parental leave, adoption, and pensions.

Provide LGBTQ+ training

Training helps ensure your policies are heard and understood across the organisation and training is a powerful way to educate all staff about the LGBTQ+ community and the issues they face.



List your pronouns

Adding pronouns in email signatures, or on social media profiles has become a regular practice. Clearly stating your pronouns (be they she/her, he/him, they/them or a mixture of pronouns, such as she/they or he/they) has become a way for everyone to normalise not assuming someone's gender. When everyone gets into the habit of stating their pronouns, this helps trans and non-binary people feel more comfortable to state theirs.



Appoint LGBTQ+ champions

Ask non-LGBTQ+ staff to get on board as LGBTQ+ champions if they are passionate or interested in LGBTQ+ rights, so that they can then act as a source of support for LGBTQ+ staff and educate other non-LGBTQ+ staff in your working environment.



Celebrate LGBTQ+ history and events

Celebrating LGBTQ+ History Month, Pride, or Trans Day of Visibility, just as you would other important days in the calendar, can be a great boost to LGBTQ+ awareness and inclusion throughout the year.

