Safety, Equity & Community Model

Creating a Better Workplace for LGBTQ+ Employees

The following model outlines four essential pillars through which employers can provide safety, equity, and community for LGBTQ+ employees. Initiatives will range from the more local, organization-based efforts to those that have a more broad, societal impact. This framework takes into account the crucial role of LGBTQ+ advocacy and education groups and the benefits of a synergistic relationship between these groups and employers.

COMMUNITY-POLICIES. **TALENT** COMMUNITY PROCEDURES, **BUILDING AND PARTNERSHIPS MANAGEMENT AND BENEFITS EDUCATION PRACTICES** AND ADVOCACY Ensuring Safety, Fostering Inclusion Creating Equitable Leading Change Equity & Wellbeing and Belonging Career Opportunities through Authentic Displays of Support Talent acquisition Community Listening Protective policies strategies partnerships strategies Inclusive and Mentoring and Advocacy efforts Education and equitable benefits Sponsorship training Allyship **ERGs** external/broader focus

LGBTQ+ ADVOCACY AND EDUCATIONAL ORGANIZATIONS

Community partners are not only subject-matter experts on topics of relevance to the LGBTQ+ communities, but also an important source of community for LGBTQ+ individuals - something that may not be wholly possible for them to find at work.

- Out and Equal Educational programs and resources for employers. Hosts annual Workplace Summit conference.
- Pride in Our Workplace Resources for employers, as well as networking and community building for LGBTQ+ professionals.
- <u>Human Rights Campaign</u> Known for their annual Corporate Equality Index and advocacy work. Offers a variety of guides and resources.
- Family Equality Community and support for LGBTQ+ families, particularly related to family building. Offers a variety of virtual events.

- UCLA Williams Institute Research on LGBTQ+ issues and public policy advocacy.
- **GLAAD** Media monitoring organization that offers a variety of guidelines and resources.
- PFLAG Advocacy, support, and educational resources. Hundreds of chapters nationwide.
- Gender Spectrum Counseling and educational services, supporting families of LGBTQ+ children. Hosts online support groups.
- <u>The Trevor Project</u> Suicide prevention and support for LGBTQ+ youth.