1. LGBT- Inclusive Non-discrimination Policy
   - Post It! Make staff aware it includes sexual orientation, gender identity, and gender expression

2. LGBT- focused Recruitment Strategies
   - LGBT job boards
   - LGBT career fairs/events
   - Establish a Strategy

3. LGBT-specific On-boarding Practices
   - LGBT-inclusive forms
   - New employee protocol to include LGBT resources
   - Gender neutral language
   - Opportunity to list chosen name and legal name

4. Employee Support & Engagement
   - LGBT employee resource group (ERG)
   - Mentor program
   - Ally program
   - Participation in Pride Month activities
   - LGBT & ally newsletter

5. Workplace Awareness
   - LGBT awareness education and awareness efforts
   - LGBT campaigns (e.g. LGBT Network’s National Coming Out Day)
   - Gender neutral restrooms