

BLUE PRINT

••• FOR LGBT DIVERSITY & INCLUSION IN THE WORKPLACE •••

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