



COMMITMENT TO LGBT DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) PLEDGE

We pledge our commitment to LGBT Diversity, Equity, Inclusion, and Belonging (DEIB) to provide safe spaces for LGBT employees and consumers.

We believe in safe spaces for LGBT people and recognize that homophobia, biphobia, transphobia, heterosexism, and cissexism are oppressive forces that limit opportunity and force invisibility for LGBT people, including our employees and the people we serve.

We recognize that when we create safer spaces for our workers, we create a more equitable space for LGBT employees to perform and succeed, and subsequently enhance recruitment efforts.

We recognize that when we create safer spaces for the people we serve, we ultimately build a better business or organization that welcomes more people.

To achieve LGBT DEIB, we commit to the following:

- **INCLUSIVE LANGAUGE:** We commit to using inclusive language both internally and externally, that does not assume someone's sexual orientation or assume someone's gender identity:
 - We will not make assumptions about someone's sexual orientation and/or the gender/gender identity of someone's significant other. For example, we will use terms like "significant other," "partner," or "spouse," instead of "boyfriend/girlfriend" or "husband/wife."
- **GENDER INCLUSION:** We recognize people of all genders, including people who identify as non-binary or transgender, and commit to working towards an environment that is inclusive.
 - We recognize and support the use of pronouns.



- We will work towards having All Gender Restrooms, if we do not have them already.
- We will use gender-inclusive or gender-neutral language rather than gender-specific language. For example, instead of saying “that man,” I will say “that person in the yellow hat” and instead of saying “you guys/ladies,” I will say “folks” or “everyone.”
- **EDUCATION & AWARENESS:** We commit to educating ourselves and our team members about LGBT people, their needs, and ways to achieve DEIB.
- **INTERSECTIONALITY:** We recognize and celebrate the different communities and identities LGBT people are also a part of, such as communities of color, women, people with disabilities, immigrants and New Americans, and people who speak languages other than English.
- **POLICIES:** We commit to policies that recognize, and are supportive of, LGBT employees and consumers, including non-discrimination, healthcare, family leave, transitioning-on-the-job, and others.

We commit to our awareness of LGBT DEIB and our ongoing path and evolution towards full DEIB.

Business or Organization Name	
Signature of Business or Organization Leader	
Name of Business or Organization Leader	
Title of Business or Organization Leader	