

EAP Newsletter: Supervisor

Building a more inclusive workplace during Pride Month & beyond



[Adapted from National Association of Free & Charitable Clinics](#)

Inclusivity isn't just a buzzword — it's a vital part of creating a welcoming environment for everyone, especially during Pride Month and beyond. For HR professionals, diversity advocates, social activists, and the general public, fostering an inclusive culture can lead to happier employees, more innovative ideas, and a stronger community. But where do you start?

Hire within the LGBTQ+ community

Diverse teams bring different perspectives, leading to more innovative solutions and a richer workplace culture. Hiring within the LGBTQ+ community ensures that your team reflects the diversity of the world around us.

Partner with organizations that support LGBTQ+ job seekers, such as Out & Equal or The Trevor Project. Make sure your job postings are inclusive and highlight your commitment to diversity. Offer benefits that cater to the needs of LGBTQ+ employees, such as healthcare coverage for partners and mental health support.

Companies can make workplaces more LGBTQ+ friendly by clearly communicating their stances. According to LinkedIn, 74% of LGBTQ+ professionals feel the need to code-switch at work — which can pose devastating tolls on mental health and lead to burnout. This can be avoided by providing safe spaces and advocating for equality through policy and tangible measures.

Reframe messaging

The language you use in your organization's messaging can either include or exclude people. Reframing your messaging to be inclusive helps ensure that everyone feels represented and valued.

Ask for preferred pronouns

Using preferred pronouns respects individuals' identities and fosters an inclusive environment. It's another small step that goes a long way. Misgendering someone can make them feel invalidated and unwelcome, which is ultimately the opposite of what inclusivity aims to achieve. Incorporate pronoun fields in your email signatures, name tags, and onboarding processes. Encourage employees to share their pronouns in meetings and on social media profiles. Provide training sessions to educate your team about the importance of using correct pronouns.

FCH EAP unlimited HR & supervisor consultations

Need support with inclusive leadership or other concerns?
Call or connect with us online..

800-777-4114

www.FirstChoiceEAP.com

Companies like Slack and Zoom have added pronoun fields to their user profiles, making it easier for employees to share this information. This practice has been widely praised for its role in creating a more inclusive work environment.

Use diverse imagery

Visual representation matters. Using diverse imagery in your marketing materials, website, and social media shows that your organization values and supports all identities. Choose images that reflect a variety of genders, ethnicities, and backgrounds. Avoid tokenism by ensuring that diversity is consistent across all your visual content and posting not just during Pride Month. Collaborate with LGBTQ+ photographers and artists to create authentic representations.

Sharing on social media

Sharing the Pride flag on your company's social media is more than a symbolic gesture; it shows your commitment to supporting the LGBTQ+ community. This small act can have a significant impact, signaling to employees and followers that your organization stands for inclusivity and acceptance.

Creating an inclusive workplace

This is an ongoing effort that requires commitment and action. By sharing the Pride flag on social media, asking for preferred pronouns, reframing your organization's messaging, hiring within the LGBTQ+ community, and using diverse imagery, you can make a meaningful impact.