



# LGBTQIA+ COMMUNITY AND THE WORKPLACE

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## Checklist

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Do you want to create a welcoming and supportive environment for all your employees, no matter who they are? Of course you do!

Fostering LGBTQIA+ inclusivity is not only the right thing to do ethically but also offers tangible benefits for businesses in terms of talent acquisition, employee satisfaction, brand reputation, and financial performance. Creating an inclusive workplace is crucial for fostering diversity and belonging. Workplaces that embrace diversity are proven to be more productive and outperform their competitors financially due to improved employee engagement, innovation and customer loyalty.

### WHY SHOULD YOU INVEST IN BEING LGBTQIA+ FRIENDLY?

LGBTQIA+ individuals in the workforce face ongoing challenges in work environments and the importance of creating inclusive workplaces that support diversity, equality and belonging for all can't be overstated.

According to Stonewall's Workplace Equality Index<sup>1</sup>, nearly one in five LGBTQIA+ employees in the UK have experienced verbal harassment or negative comments from colleagues due to their sexual orientation or gender identity. Additionally, LGBTQIA+ individuals in the UK are more likely to experience mental health issues, such as depression and anxiety, which is often exacerbated by discrimination and social stigma. Transgender and non-binary individuals face specific challenges in the workplace, with research indicating higher rates of discrimination, harassment, and unemployment compared to cisgender peers.

In the US, according to the HRC Foundation<sup>2</sup>, nearly half (46%) of LGBTQIA+ workers say they are not out at work, which is unsurprising when you consider that 53% of LGBTQIA+ workers report hearing jokes about lesbian or gay people in their workplace.

### IT'S TIME TO TAKE ACTION

This checklist will help to ensure that you make your workplace a welcoming environment for everyone. It should be completed by a group of your colleagues with representatives from both management and staff, and include members of the LGBTQIA+ community.

After reading this checklist, you should:

- Assess your current policies and ways of working against each item in the table
- Identify gaps and create an action plan, with clear deadlines and responsibilities
- Foster a welcoming and supportive place of work where all are welcome

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1 <https://www.stonewall.org.uk/cy/lgbtq-facts-and-figures>

2 <https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide>

## COMPANY LGBTQIA+ CHECKLIST

ITEM	DETAIL	STATUS
Non-discrimination policy	Ensure your company has a clear non-discrimination policy that explicitly includes sexual orientation, gender identity, and gender expression.	
Training and education	Provide training sessions to educate employees about LGBTQIA+ issues, terminology and respectful communication.	
Inclusive benefits	Offer inclusive benefits such as domestic partner benefits, gender-affirming healthcare coverage, and parental leave policies that support LGBTQIA+ employees and their families.	
Safe spaces	Create safe spaces within the workplace where LGBTQIA+ employees can express themselves freely without fear of discrimination or harassment.	
Gender-neutral facilities	Provide gender-neutral restrooms and facilities to accommodate all employees, regardless of gender identity.	
Pronoun usage	Encourage employees to include their preferred pronouns in email signatures and introduce themselves with pronouns during meetings to promote inclusivity.	
Diverse representation	Ensure diverse representation of LGBTQIA+ individuals in leadership positions and employee resource groups to foster visibility and support.	
Anti-bullying and harassment policies	Implement strict anti-bullying and harassment policies that address LGBTQIA+ discrimination and provide avenues for reporting incidents safely and confidentially.	
Inclusive language	Use inclusive language in all internal and external communications, avoiding assumptions about gender or sexual orientation.	
Feedback mechanisms	Establish feedback mechanisms for LGBTQIA+ employees to voice concerns, provide input on policies, and suggest improvements to create a more inclusive workplace culture.	

Status key: 0 = Not implemented 1 = Developing 2 = Implemented

## WHAT ARE THE BENEFITS TO MY BUSINESS?

BENEFIT	DETAIL
Attracting top talent	LGBTQIA+ individuals often seek out inclusive workplaces where they feel valued and respected, leading to a more diverse and talented workforce.
Improved employee morale	An inclusive environment boosts morale and creates a sense of belonging among all employees, resulting in higher job satisfaction and productivity.
Enhanced reputation	Being known as an LGBTQIA+-friendly company can improve your reputation both within the LGBTQIA+ community and among customers, clients and partners who prioritise diversity and inclusion.
Reduced turnover	Inclusive workplaces experience lower turnover rates as LGBTQIA+ employees are more likely to stay with companies where they feel supported and accepted.
Increased innovation	Diversity of thought and perspective leads to more innovative ideas and solutions. By embracing LGBTQIA+ inclusion, companies can tap into a broader range of insights and experiences.
Expanded market reach	Appealing to LGBTQIA+ consumers by demonstrating inclusivity can expand your market reach and attract new customers who value diversity and social responsibility.
Regulatory compliance	Creating policies and practices that support LGBTQIA+ employees ensures compliance with anti-discrimination laws and helps mitigate legal risks related to discrimination claims.

## HELPFUL RESOURCES

- <https://www.stonewall.org.uk/inclusive-workplaces>
- <https://www.cipd.org/uk/knowledge/reports/inclusion-perspectives-lgbt/>
- <https://www.hrc.org/resources>
- <https://www.gov.uk>

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**18%**

Nearly 1 in 5 of LGBTQIA+ employees in the UK have experienced verbal harassment or negative comments from colleagues

**35%**

Over a third of LGBTQIA+ employees are not open about their sexual orientation or gender identity at work due to fear of discrimination or harassment

**26%**

More than a quarter of trans people don't feel they can be open with work colleagues about being trans

## GLOSSARY

TERM	DEFINITION
LGBTQIA+	Lesbian, Gay, Bisexual, Transsexual, Queer/Questioning, Intersex, Asexual + all others within the community.
Lesbian	Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.
Gay	Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality.
Bisexual	An umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.
Transsexual	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.
Queer	A term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. Previously often used as a slur against the community, it was reclaimed in the late 80s.
Questioning	The process of exploring your own sexual orientation and/or gender identity.
Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.
Asexual	A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not.
Pansexual	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.
Heterosexual/ straight	Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'.
Cisgender	Someone whose gender identity is the same as the sex they were assigned at birth.
Pronoun	Words used to refer to people's gender such as 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.
Deadnaming	Calling someone by their birth name after they have changed their name. Often associated with those who have changed their name as part of their transition.



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