



Research shows that LGBTQ+ individuals continue to face disproportionate challenges in organizational processes and policies. From hiring to supervision and evaluation, this marginalized group has experienced systemic inequity. These unconscious biases impact prejudicial behaviors such as microaggressions and unequal decision-making related to LGBTQ+ staff members, and negatively influence their mental health.

While progress has been made, many LGBTQ+ individuals still worry that revealing their sexuality at work will have damaging consequences. Some corporations have made public gestures of support as well as decisions about recruitment practices and marketing plans that embrace LGBTQ+ rights. Yet people of varying gender identities, gender expressions, sexualities and sexual orientations still experience discrimination in the workplace for only being themselves.

This program will provide evidence-based strategies that can be used by any employer, with minimal economic impact, to create safe, secure and equitable environments for all staff. Participants will receive education, resources and first-hand experience from a local business on how they have successfully implemented programs to address this issue.

Participants will be able to:

- Define inequities associated with LGBTQ+ individuals
- Identify gaps that limit equity by using best practices to remove barriers
- Discuss struggles faced by LGBTQ+ individuals in the workplace
- Address the connection between mental health and workplace inequity for LGBTQ+ individuals
- Provide inclusive access to programs and services for staff and for the community
- Create a sense of empowerment among employees and set an industry standard to pave the way for societal change

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