



CELEBRATING

LGBT+ HISTORY MONTH

2026

Five tips for creating an LGBTQ+ inclusive workplace



Shape EDI through inclusive leadership

Inclusion starts at the top. When leaders openly support LGBTQ+ inclusion and share why it matters to them, it signals that inclusion is a shared value and not just a corporate goal.

Make inclusion part of your workplace culture

Inclusion should be visible in daily interactions, not just policies. Use inclusive language, respect chosen names and pronouns, and create space for open conversations year-round.



Review your workplace EDI policies

Policies should clearly reflect support for LGBTQ+ employees. Include anti-discrimination statements, gender-neutral language, and specific guidance like transitioning at work policies.

Support EDI through learning and development

Regular training helps build understanding and challenge bias. Workshops and awareness sessions during Pride, and beyond, can empower teams to be more inclusive every day.



Drive employee engagement through inclusion

An inclusive culture supports wellbeing and boosts engagement. Equip managers with the tools and data they need to lead confidently and support progress on equality, diversity and inclusion.



Find out more