

Checklist: Organizational Actions to Take

Directions: Please reflect on the organizational actions listed on the checklist below. Then share these actions with your executive team to help build a more LGBTQ+-inclusive organization.

Roll Out the Welcome Mat

[Visibly share](#) company LGBTQ+ inclusion policies and commitments publicly.

Develop [all-user restrooms](#) and locker rooms using universal design practices.

Display [artwork, writing, and music](#) of LGBTQ+ artists to create a welcome space.

Provide ongoing [LGBTQ+ learning opportunities](#) to set employees up for success.

Feature LGBTQ+ people in [storytelling](#), marketing, recruiting materials, etc.

Invest in Your LGBTQ+ Employees

Provide [gender-inclusive health care coverage](#) for transgender and gender expansive (TGX) employees.

Ensure [Employee Assistance Programs \(EAPs\)](#) provide LGBTQ+ affirming care.

Develop [LGBTQ+-inclusive benefit options](#), including family planning options, pension plans, and life insurance.

Ask your insurance provider if they have a [gender services navigator](#).

Expand DEI Training to Include LGBTQ+ Education

Review [training content](#) to offer examples of LGBTQ+ people in other diversity, equality, and inclusion (DEI) courses.

Feature LGBTQ+-specific training to support staff engaging in acts of allyship.

Encourage facilitators to [model sharing](#) their names and pronouns.

Ensure [gender-inclusive language](#) is featured throughout training opportunities.

Strengthen LGBTQ+ Talent and Supplier Pipelines

Ensure LGBTQ+ representation in [leadership development programs](#).

Develop LGBTQ+ [talent](#) and [supplier pipelines](#).

Develop relationships with LGBTQ+ higher education [resource centers](#).

Build LGBTQ+- and Gender-Inclusive ERG Network

[Establish](#) or sponsor a LGBTQ+ and/or specific ERG.

Encourage LGBTQ+ and gender ERGs to be [TGX inclusive](#).

Encourage ERGs to connect, learn about, and lift up each other.

Enhance Social Responsibility Commitment

Commit to [condemning anti-TGX legislation](#) that harms TGX employees.

Dedicate a share of DEI budgets to support [TGX community organizations](#).

Encourage employees to learn about and [support transgender and nonbinary \(TNB\) organizations](#).

Include [TGX organizations](#) in employee donation-matching programs.

Resources

- Washington Post: [1 in 6 Gen Z Adults are LGBT. And this number could continue to grow.](#)
- Harvard Business Review: [Companies Can't Ignore Shifting Gender Norms.](#)
- Them: [50% of Gen Zers Believe Traditional Gender Norms Are Outdated.](#)
- Rhodes Perry Consulting: [Have Our Backs: Show Up for Your Transgender and Nonbinary Colleagues.](#)