

Safety, Equity & Community Model

Creating a Better Workplace for LGBTQ+ Employees

The following model outlines four essential pillars through which employers can provide safety, equity, and community for LGBTQ+ employees. Initiatives will range from the more local, organization-based efforts to those that have a more broad, societal impact. This framework takes into account the crucial role of LGBTQ+ advocacy and education groups and the benefits of a synergistic relationship between these groups and employers.



LGBTQ+ ADVOCACY AND EDUCATIONAL ORGANIZATIONS

Community partners are not only subject-matter experts on topics of relevance to the LGBTQ+ communities, but also an important source of community for LGBTQ+ individuals - something that may not be wholly possible for them to find at work.

- **Out and Equal** Educational programs and resources for employers. Hosts annual Workplace Summit conference.
- **Pride in Our Workplace** Resources for employers, as well as networking and community building for LGBTQ+ professionals.
- **Human Rights Campaign** Known for their annual Corporate Equality Index and advocacy work. Offers a variety of guides and resources.
- **Family Equality** Community and support for LGBTQ+ families, particularly related to family building. Offers a variety of virtual events.
- **UCLA Williams Institute** Research on LGBTQ+ issues and public policy advocacy.
- **GLAAD** Media monitoring organization that offers a variety of guidelines and resources.
- **PFLAG** Advocacy, support, and educational resources. Hundreds of chapters nationwide.
- **Gender Spectrum** Counseling and educational services, supporting families of LGBTQ+ children. Hosts online support groups.
- **The Trevor Project** Suicide prevention and support for LGBTQ+ youth.