

5

THINGS TO CONSIDER WHEN SEEKING AN LGBT+ INCLUSIVE EMPLOYER

Adapted from the Out & Equal
Twenty Steps to an Out &
Equal Workplace



CENTER FOR
CAREER DEVELOPMENT

EQUAL POLICIES & BENEFITS

- Does the company include sexual orientation and gender identity in their non-discrimination and anti-harassment policies?
- Does the company recognize same-sex couples and their families with full, equal access to all company benefits? What about transgender employees?

RECRUITING & PROFESSIONAL DEVELOPMENT

- Does the company have LGBT employee resource groups?
- Do they recruit, hire, and mentor LGBT employees through tools such as LGBTCareerLink.com?
- Does the company provide leadership development experiences specifically for LGBT employees?

WORKPLACE CLIMATE

- Does the company provide diversity training with specific reference to LGBT issues for all employees?

COMMUNITY COMMITMENT

- Does the company visibly participate in LGBT cultural events and nonprofit work?
- Does the company include LGBT images in their marketing and advertising strategies?

ADVOCACY & CORPORATE RESPONSIBILITY

- Is the company a visible role model for LGBT workplace equality in the community?
- Does the company actively support public policy efforts that protect LGBT workplace equality, and actively oppose any attempts that would limit or restrict LGBT workplace equality?