

# Supportive workplace cultures

## Outcome

*Increased visibility and awareness about LGBTIQ+ inclusion, creating workplace cultures where employees feel valued and supported to bring their whole selves to work every day.*

### The Organization will:

- promote and encourage whole-of-sector participation in the Pride March and regional pride festivals to show visible support for LGBTIQ+ employees
- support the public sector LGBTIQ+ steering committee with sectorwide awareness, engagement and inclusion initiatives for LGBTIQ+ employees and allies.
- support LGBTIQ+ employees by providing education about complaints and appeal processes.

### Agencies can:

Provide support for LGBTIQ+ employees within the agency by:

- establishing and maintaining agency-based networks for LGBTIQ+ employees and allies to connect, support each other, provide education and promote workplace inclusion
- providing a mentor or buddy program for LGBTIQ+ employees, especially those new to the agency
- providing a workplace environment where transgender and gender diverse employees feel safe to present as their affirmed gender
- supporting LGBTIQ+ employees by providing information about complaints and appeal processes.

Visibly demonstrate that LGBTIQ+ people are recognized and accepted in workplaces by:

- encouraging all employees to visibly show support for LGBTIQ+ inclusion in the workplace e.g. through email signature blocks, wearing rainbow lanyards or laces
- displaying posters and resources, and actively communicating to employees that homophobia and transphobia are unacceptable in the workplace and have negative effects on all employees
- celebrating LGBTIQ+ awareness days within the agency e.g. Pride, International Day Against Homophobia and Transphobia, Wear it Purple Day, Transgender Day of Visibility, Intersex Awareness Day
- using Yammer, employee newsletters and other agency communication channels to raise awareness and share stories relating to LGBTIQ+ employees, programs and activities.

Actively promote the public sector as an inclusive employer of choice to the broader community by:

- visually reflecting LGBTIQ+ inclusion in internal and external documents and promotional materials, and using non-binary language when referring to sex, gender or sexual orientation
- flying the rainbow flag on LGBTIQ+ awareness days or during local LGBTIQ+ events
- actively representing the agency as inclusive of LGBTIQ+ people and communities at promotional, recruitment and community engagement events.

### Teams and individuals can:

- respect that not all LGBTIQ+ people feel safe or wish to disclose or talk about their sexual orientation, gender identity or intersex characteristics, and always be mindful of their privacy
- speak out against homophobic, or other negative transphobic comments, jokes or behaviors, even when LGBTIQ+ people are not present
- participate in LGBTIQ+ related networks or activities as an ally or advocate
- avoid heteronormative assumptions, comments and questions e.g. assuming that a single female colleague is interested in dating men.