



INCLUSION TRAINING

BEYOND ALLYSHIP: BUILDING LGBTQ+ INCLUSIVE WORKPLACES

Exploring evidence-based strategies for fostering LGBTQ+ inclusion, strengthening workplace relationships, and creating cultures where every employee can thrive.

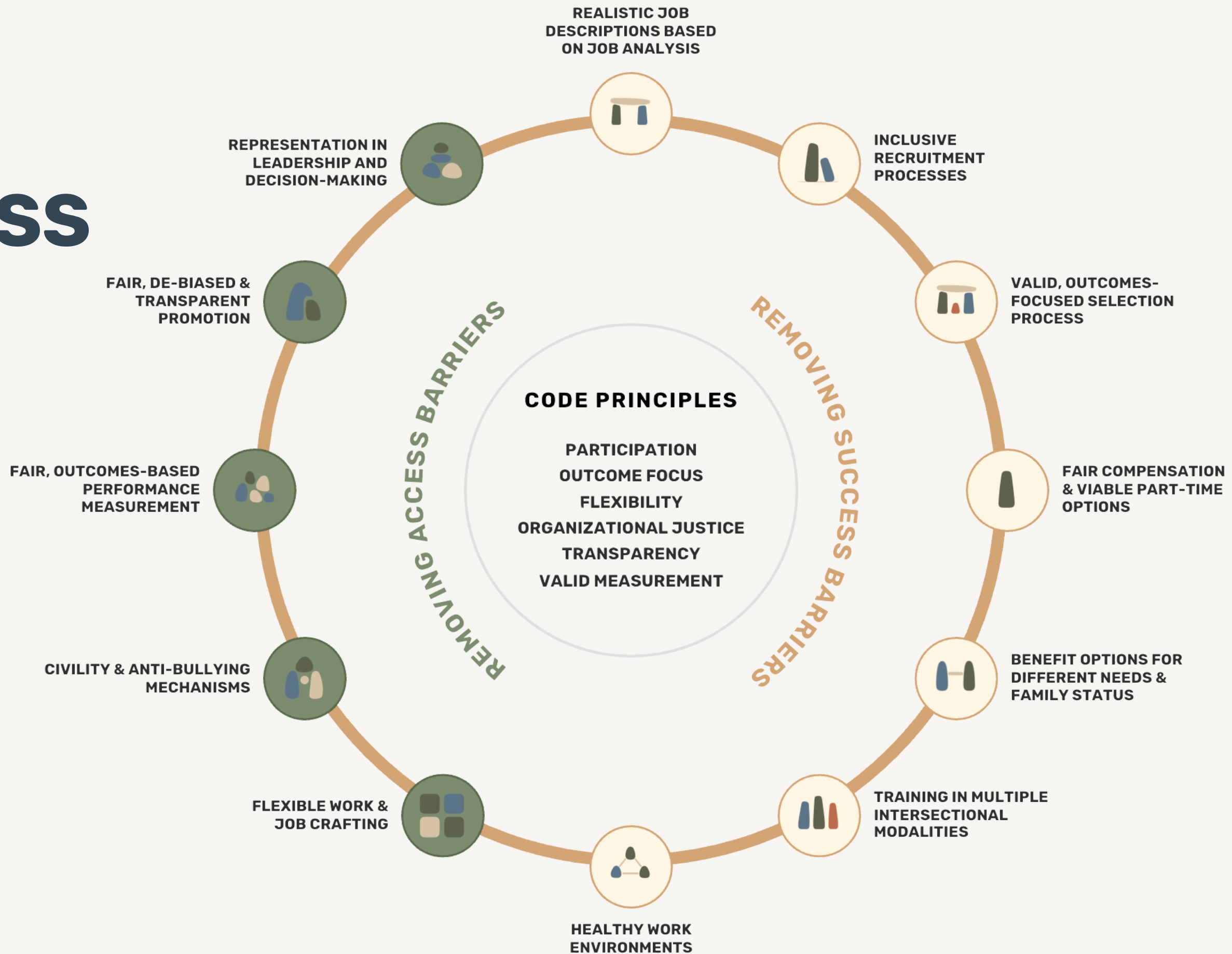


SINGER
EQUITY & WELLNESS

THE CANARY CODE FRAMEWORK

EMBEDDING INCLUSION ACROSS THE EMPLOYEE EXPERIENCE

Let's explore Ludmila N. Praslova's Canary Code to see how six guiding principles and twelve talent practices work together to create more inclusive, equitable workplaces.



DEFINE

IDENTITY ON A SPECTRUM

People’s identities can be fluid and are best defined by the individual – not by family, society, or the government.

ASSIGNED SEX AT BIRTH



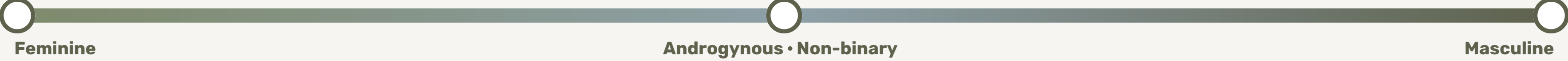
SEXUAL ORIENTATION



GENDER IDENTITY



GENDER EXPRESSION



THE CURRENT LANDSCAPE

TRANS COMMUNITY UNDER ATTACK

83%

of transgender employees have experienced discrimination or harassment at work at some point in their careers.

98%

of trans adults who accessed gender-affirming hormone therapy said it made them more satisfied with their lives.

47%

of LGBTQ+ employees have experienced workplace discrimination because of their sexual orientation or gender identity.

70%

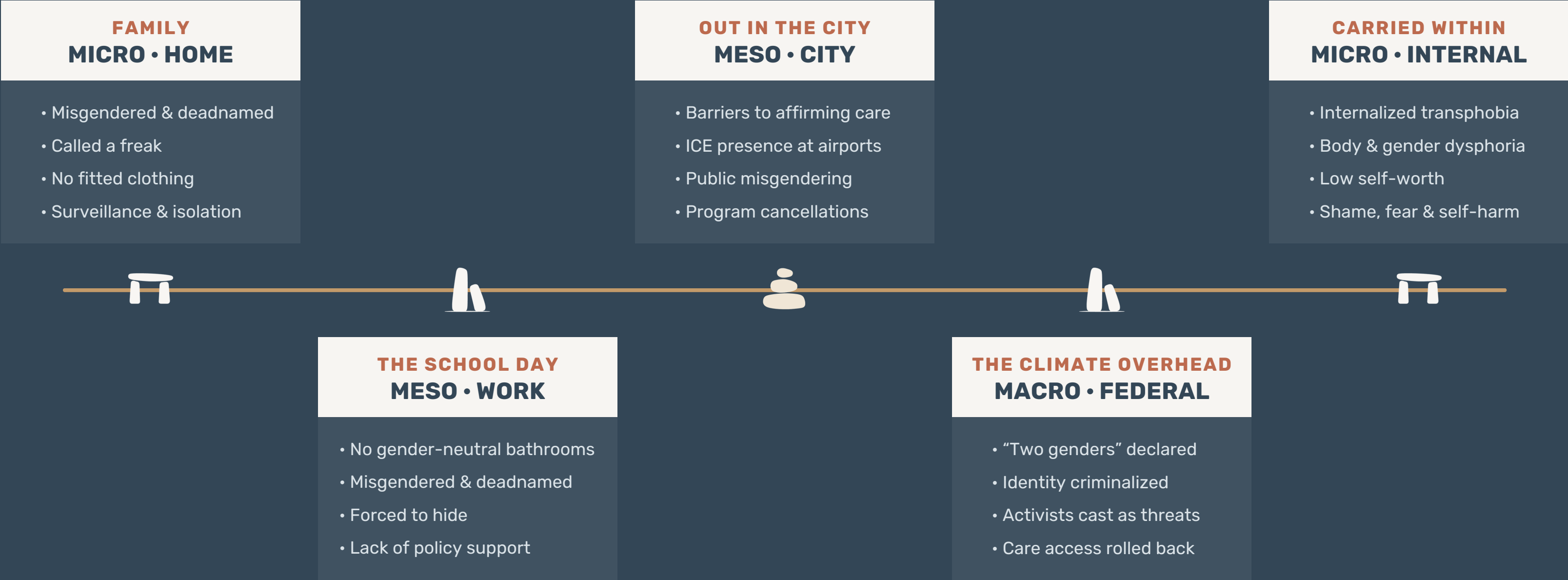
of trans adults who experienced family rejection had seriously considered suicide, highlighting the profound impact of social support.

803

active anti-LGBTQ and TGNC legislative bills being considered across 43 states.

THE IMPACT OF CULTURAL TRANSPHOBIA

In our society, your TGNC employees face trasnphobia operating at all levels of their life. Just coming to work everyday opens them up to real physical and psychological risk.



BELONGING IMPACTS WORK OUTCOMES

The data overwhelmingly shows that people do their best work when they feel respected, trusted, and valued. Without it, employees struggle and so does the business.

