

PRIDE MONTH INITIATIVE



CELEBRATE. EDUCATE. INNOVATE. INCLUDE.

♥ CELEBRATE OUR LGBTQ+ COMMUNITY

📖 EDUCATE OURSELVES & OTHERS

👥 BUILD AN INCLUSIVE WORKPLACE

📢 AMPLIFY VOICES



♥ OUR MISSION
—
AN INCLUSIVE
WORKPLACE
WHERE **EVERYONE**
CAN BE THEMSELVES
AND DO THEIR
BEST WORK.
♥

EVERY
VOICE
BELONGS
HERE



INCLUSION TRAINING

INCLUSIVE LEADERSHIP: BUILDING TRUST THROUGH VULNERABILITY

Leadership practices that strengthen psychological safety, build trust, and create high-performing teams where everyone can succeed.

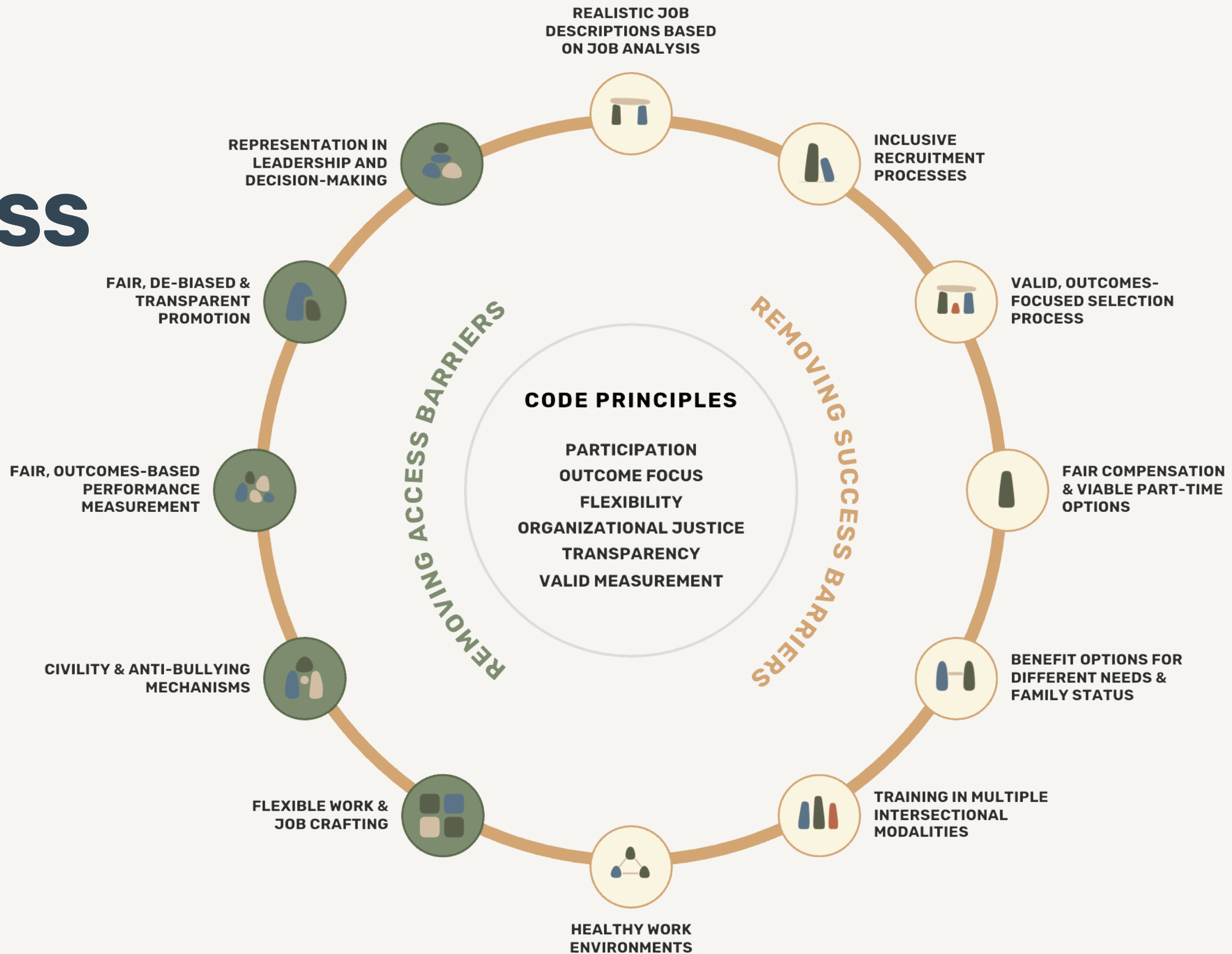


SINGER
EQUITY & WELLNESS

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.



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 transphobia operating at all levels of their life. Just coming to work everyday opens them up to real physical and psychological risk.



An illustration of a person with curly hair sleeping at a desk. The person is wearing a green sweater and has their head resting on their arms. On the desk, there is a laptop, a glass of iced coffee with a straw, a spiral notebook, a lit candle in a glass holder, and a potted plant. In the background, there is a bookshelf with books and another potted plant. The scene is dimly lit, suggesting a quiet, late evening or early morning setting.

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.

BELONGING DRIVES PERFORMANCE

A BUSINESS ADVANTAGE & A HUMAN ONE

Inclusion shows up in commitment, hiring, and where people choose to work and the data proves it.

3x

Employees who feel very included are nearly three times more likely to feel excited by and committed to their organization.

39%

of job seekers have turned down a job because they perceived the organization as lacking inclusion.

42%

of U.S. employees say working for a diverse and inclusive organization is an important factor when considering their next employer.

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



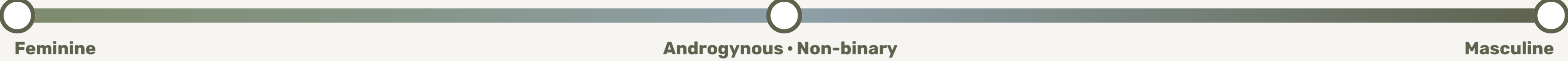
SEXUAL ORIENTATION



GENDER IDENTITY



GENDER EXPRESSION



DEFINE • KEY TERMS

UNDERSTANDING IDENTITY KEY TERMS

UMBRELL

TRANS & GENDER NON-CONFORMING (TGNC)

An umbrella term for the many gender identities and expressions that differ from the sex assigned at birth.

UMBRELLA

TRANSGENDER

An umbrella term for people whose gender identity differs from their sex assigned at birth.

IDENTITY

CISGENDER

Someone whose gender identity aligns with their sex assigned at birth.

IDENTIT

QUEER

An umbrella term used by the LGBTQ+ community to describe sexual orientations, gender identities, and expressions that differ from cisheteronormative norms.

IDENTITY

PAN SEXUAL

A person who is romantically, emotionally, and sexually attracted to individuals regardless of their gender identity or sex characteristics.

IDENTITY

LGBTQ+

Lesbian, Gay, Bisexual, Trangender, Queer + is a common acronym used to speak about the whole community. The plus can also represent those questioning their orientation.

THE WORKPLACE REALITY

IDENTITY SHAPES EVERY WORKPLACE

Employees don't leave their identities at the office door. When people feel safe to show up authentically, they spend less energy managing stigma and more energy contributing, connecting, and thriving.



An illustration of a man and a woman sitting at a desk, looking at a laptop. The man is on the left, wearing glasses and a dark jacket, pointing at the screen. The woman is on the right, with her hair in a bun, resting her chin on her hand. The desk has two mugs of coffee, a notebook, a pen, and a small potted plant. In the background, there is a bookshelf with books and a plant, and a framed poster on the wall that reads "GOOD COLLABORATION BUILDS STRONGER COMMUNITIES" with a heart symbol below it.

CULTURE IS SHAPED THROUGH LEADERSHIP

Employees experience organizational values through the people they report to. Leaders set the emotional tone for trust, learning, and belonging.

REFLECTION

THE BEST LEADER YOU EVER HAD

Take a quiet moment before we share as a group.

Bring to mind the leader who most helped you grow.

What did they do? Which specific behaviors built your trust?

PSYCHOLOGICAL SAFETY

TRUST CREATES PERFORMANCE

When people feel safe to speak, three things get better.

INNOVATION

People share half-formed ideas instead of holding back.

COLLABORATION

Teams ask for help and build on each other's thinking.

HEALTHY DISAGREEMENT

Hard conversations happen early, not in silence.

An illustration of five diverse people (three men and two women) sitting around a wooden table, engaged in conversation and eating. The scene is warm and inviting, with a sign on the wall that reads "KIND INCLUSIVE RESPECTFUL TOGETHER" and a heart symbol. The table is set with bowls of food, mugs, and a notebook. The overall color palette is warm and earthy, with a focus on brown and orange tones.

MOVING BEYOND COMPLIANCE

Inclusive leadership is about creating conditions where every employee can operate at their best, not simply following policy.

WHERE BIAS APPEARS

SMALL DECISIONS, BIG IMPACT

Everyday management decisions are where bias quietly shapes outcomes.



HIRING & SELECTION



FEEDBACK & REVIEWS



PROMOTIONS & PAY



MEETINGS & AIRTIME



RECOGNITION



SOCIAL CONNECTION

LEADING LGBTQ+ EMPLOYEES

SUPPORTING IDENTITY AT WORK

You do not need to know everything. You need three things, consistently.

- **CURIOSITY**

Ask, and stay open to the answer.

- **HUMILITY**

Own what you don't know, and learn.

- **CONSISTENCY**

Show up the same way, every day.



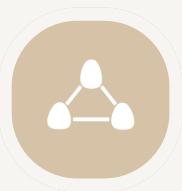
DIFFICULT CONVERSATIONS

RESPONDING WITH CONFIDENCE

A simple, repeatable path when something goes wrong.

LISTEN

Create space to fully understand before responding.

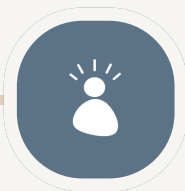


ACKNOWLEDGE

Recognize the person's experience without becoming defensive.

CLARIFY

Ask questions to understand what happened & what's needed.

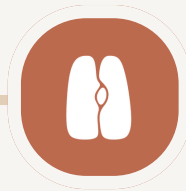


ACT

Take steps to address the situation & prevent further harm.

FOLLOW UP

Reconnect to ensure trust is rebuilt & commitments are being honored.



PRACTICE SCENARIO

A TEAM MEMBER IS MISGENDERED

Work it in small groups, then bring it back to the room.

THE SITUATION

In a team meeting, a manager repeatedly uses the wrong pronoun for an employee. The employee goes quiet for the rest of the call.

IN THE MOMENT

What should the manager do right now?

FOLLOW-UP

What repair is needed afterward?

PRACTICE SCENARIO

A JOKE MISSES THE MARK

Work it in small groups, then bring it back to the room.

THE SITUATION

During a team lunch, a coworker makes a joke about pronouns. A few people laugh, while one colleague becomes noticeably quiet and disengaged.

IN THE MOMENT

How should someone respond without escalating the situation?

FOLLOW-UP

What conversations or actions could help rebuild trust afterward?

PRACTICE SCENARIO

AN EMPLOYEE ISN'T OUT AT WORK

Work it in small groups, then bring it back to the room.

THE SITUATION

A manager enthusiastically asks an employee about their spouse during a meeting, unknowingly outing them to colleagues they hadn't shared that part of their life with.

IN THE MOMENT

How should the manager respond once they realize what happened?

FOLLOW-UP

What steps can help restore trust and respect the employee's privacy?

LANGUAGE BUILDS TRUST

THE POWER OF EVERYDAY LANGUAGE

Small shifts in language create more respectful conversations and stronger workplace relationships.

DO

SAY THIS

"Thanks for trusting me with this."

"I got that wrong, I'll correct it."

"What would support look like for you?"

DON'T

AVOID THIS

"I don't see labels, just people."

"Why do we have to make this a thing?"

"You're being too sensitive."

SYSTEMS REINFORCE CULTURE

POLICIES HAVE REAL IMPACT FOR MARGINALIZED EMPLOYEES

What you build into the system is what scales, for better or worse.



BENEFITS

Ensure benefits reflect and support the diverse needs of every employee.



HIRING

Reduce bias and create equitable opportunities through the hiring process.



ONBOARDING

Set expectations for inclusion, respect, and belonging from day one.



REVIEWS

Evaluate employees consistently through fair, & transparent practices.

LEADERSHIP COMMITMENTS

WHAT WILL YOU COMMIT TO?

Write it down, one action across three horizons.

THIS WEEK

ONE QUICK ACTION

A behavior you'll try this week to make someone feel included

THIS QUARTER

ONE TEAM PRACTICE

Something you'll build into how your team works.

LONG TERM

ONE SYSTEMIC GOAL

A policy or system you'll push to make more inclusive.

WRAPPING UP

BELONGING IS A LEADERSHIP PRACTICE

People remember how leaders made them feel. Every interaction is a chance to strengthen trust and build a workplace where everyone can thrive.



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