

# HOW TO BE AN ALLY FOR LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) INCLUSION

## *Tips for...*

### **Senior Leaders and Managers**

- Determine what you know and don't know about LGBT inclusion and learn about anti-discrimination policies and resources for LGBT employees.
- Support equitable career advancement and development opportunities and practices.
- Listen to LGBT employees to learn about their workplace experiences.
- Create a fact-based business case for LGBT inclusion.
- Demonstrate your commitment to inclusion publicly.

### **HR & the Broader Organization**

- Create organization-wide policies, practices, programs, and activities that build knowledge and foster inclusion.
- Build an organization-specific business case for LGBT inclusion.
- Assemble all information on LGBT inclusion at your organization.
- Ensure privacy measures are in place to protect employees who choose to self-identify in surveys or in human resources information systems.

### **Individuals**

- Develop self-awareness and remain open to education and information.
- Learn and use the correct pronoun for transgender and transsexual employees.
- Demonstrate your acceptance of LGBT individuals in public and visible ways.
- Participate in LGBT activities as an ally.
- Never make homophobic or transphobic jokes.

## *Catalyst Resources*

Infographic: [Buying Power: LGBT People in the US](#)

Quick Take: [Lesbian, Gay, Bisexual, Transgender Workplace Issues](#)

Tool: [First Step: Gender Identity in the Workplace](#)

Tool: [Global Lesbian, Gay, Bisexual, and Transgender Inclusion: Advocating Change Across Contexts](#)

Tool: [LGBT Inclusion: Understanding the Terminology](#)

Report: [Building LGBT-Inclusive Workplaces: Engaging Organizations and Individuals in Change](#)

## *Catalyst Member-Only Resources*

(log-in at [catalyst.org](#) required)

Member Tool: [Making Change: LGBT Inclusion—Implementing Policies, Programs, and Practices](#)

Member Tool: [Making Change: LGBT Inclusion—Understanding the Challenges](#)

Member Tool: [Supporting LGBT Inclusion: A How-To Guide for Organizations and Individuals](#)

Practice: [Chevron Australia—PRIDE: LGBT Inclusion, Intersectionality, and Collaborative Partnerships](#)

Practice: [The Chubb Corporation—Lesbian, Gay, Bisexual, and Transgender \(LGBT\) Inclusion at Chubb](#)

Practice: [Ford Motor Company—GLOBE: Fostering LGBT Inclusion, Valuing Diversity, and Empowering Authenticity](#)

Practice: [Google Inc.—LGBT Inclusion in India: Globally Connected, Locally Relevant](#)

Practice: [Hewlett-Packard Company—Reciprocal Mentoring with PRIDE](#)

Practice: [KPMG LLP Canada—LGBT Inclusion at KPMG LLP Canada: \[pride@kpmg\]\(#\)](#)

Practice: [McKinsey & Company—Global LGBT Inclusion](#)

Practice: [Royal Dutch Shell plc—Mobility Across the Borders: Addressing Global Relocation Barriers for LGBT Employees](#)

Webinar Recording: [Global LGBT Inclusion—Advocating Change Across Contexts](#)

Webinar Recording: [LGBT Pride Month](#)

Webinar Recording: [LGBT Pride Month With Chevron](#)

Webinar Recording: [Transgender in the Workplace](#)

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