

When sharing the **same day-to-day anecdotes with coworkers**, LGBTQ people are seen as **over-sharing, or forcing their “lifestyle” upon coworkers**. At worst, LGBTQ workers’ stories are **seen as inappropriate, where the same stories told by non-LGBTQ workers are simply (seen as) innocuous personal facts**. Because casual conversations are a large part of how relationships are built in workplaces, being unable to participate can, **“Erode valuable rapport with co-workers, managers and would-be mentors,”** according to *Human Rights Campaign*.

More than **53 percent** of LGBTQ workers hide their identity at the workplace, often citing a persistent feeling of being unwelcome.



- Effective strategies to create a more inclusive workplace**
- ✓ Mentoring programs that actively match participants across genders, races, ages, and sexual identities
 - ✓ Focus on inclusivity in work-family initiatives to explicitly **include non-traditional families**.
 - ✓ **Creating an inclusive dress code** that avoids gender stereotypes and enforcing it consistently.
 - ✓ **Proactive diversity programs** that require the participation of the entire which should also feature diversity and inclusion training.
 - ✓ Pursuing **targeted recruiting programs**.
 - ✓ **Scrubbing internal communication** for language and imagery that assumes heterosexual families and relationships as the norm
 - ✓ **Educating employees** though inclusion training that advocates for **more inclusive language**
 - ✓ **Talk with employees of various genders, sexualities, and gender expressions** about what would help them feel more included



- Top 10 LGBT-inclusive Employers UK:**
- Newcastle City Council
 - Gentoo Group
 - Cheshire Fire and Rescue Service
 - Pinsent Masons
 - Ministry of Justice
 - GSK
 - Citi
 - National Assembly for Wales
 - Welsh Government
 - Cardiff University
- This year's Top 100 Employers are on Stonewall's website.**

Watch the clip
[LGBTQ in the workplace](https://www.youtube.com/watch?v=Vf9FWDQM-l4)
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