INCLUSIVE ACTIONS FOR ORGANISATIONS

INCLUSIVE SPACES AND COMMUNICATION

❑ Use **inclusive and non-sexist language**, avoiding the misuse of gendered words and gendered pronouns. [Learn more in the infographic about inclusive language.]

❑ Include **pronouns** in introductions, email signatures, videoconferencing usernames, nametags, and organisation biographies. Avoid making pronoun sharing mandatory, but share your own pronouns to create space for others.

❑ Display **rainbow stickers and flags** in the office and communication materials.

❑ Create an *Inclusive Allies team* in your organisation, formed by supportive colleagues who actively advocate for inclusivity and equality, ensuring a safe and welcoming environment.

❑ Implement **gender-neutral restrooms** and facilities.

❑ If your organisation has a dress code, ensure that it is not based on gender and does not enforce gender norms and stereotypes.

INCLUSIVE PROCESSES

❑ Implement **hiring policies** that promote diversity and ensure representation of LGBTQIA+ members/employees in all levels of the organisation, including leadership positions.

❑ Ensure that **working conditions are inclusive**, such as family benefits that accommodate diverse family structures.

❑ Ensure that LGBTQIA+ inclusion efforts are **intersectional** and do not disproportionately prioritise certain segments of the community.

❑ Develop and disseminate **clear protocols** that promote **inclusivity** and **prevent violence and harassment**. [Check our example of protocol in our web.]

❑ Establish policies for supporting members of the organisation during their **gender transition** offering support and resources, ensuring dignity, confidentiality, and respect for employees deciding how and when to share their gender identity.

❑ **Monitor progress** and **address issues** through employee surveys, feedback mechanisms, and diversity metrics, taking action to address any gaps or issues that arise.

TRAININGS

❑ Provide **regular training** about topics such as gender and sexuality diversity, violence, discrimination, gender oppression, etc.

❑ Make sure to hire **diverse trainers** too.

❑ Invite **experts** from **local** LGBTQIA+ organisations to provide training on gender and sexuality diversity.

❑ Disseminate educational and awareness **materials**... like GATE!

COMMUNITY IMPACT

❑ Partner with and support LGBTQIA+ organisations in your community.

❑ Celebrate awareness days related to LGBTIAQ+ issues, not only Pride month.

❑ Post/share content on social media supporting LGBTIAQ+ issues.

❑ Avoid Pinkwashing! [Learn more in our infographic about pinkwashing].

Do you have other tips about inclusive actions?
Please share with us in **@gateprocess**

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Gender **Awareness** and **Transformation** for **Equality**

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