

EMPLOYEE ASSISTANCE PROGRAM

JUNE IS LGBTQIA+ PRIDE MONTH

Support the LGBTQIA+ community and promote inclusivity

Pride Month celebrates the lesbian, gay, bisexual, transgender, queer, intersex, asexual and related (LGBTQIA+) communities, the diversity of identities its members represent and their fight for equal rights around the world.

While progress continues in support of LGBTQIA+ communities, many challenges persist. Here's how you can support LGBTQIA+ individuals and create a more inclusive environment.

- 1. Be a role model for kindness and inclusion.** Don't tolerate hateful speech. Speak up if you hear anti-LGBTQIA+ comments or witness incidents of bullying and harassment.
- 2. Use inclusive language** that acknowledges diversity, conveys respect to all people, is sensitive to differences and promotes equal opportunities.
- 3. Beyond just learning definitions, build relationships.** While it's important to understand the terminology to describe gender and sexual orientations, the higher priority is to build trusting relationships with LGBTQIA+ individuals so they feel safe.
- 4. Be an ally.** Allies have powerful, influential voices. To be an ally, take action to support equal rights for everyone, and do what you can to call out discrimination and make the world a better place for all people, regardless of their sexual orientation.

Help is available. Contact EAP at 1-866-327-4762 or visit eap.calhr.ca.gov for helpful resources.



Sources:
HRC.org, Guidelines for Inclusive Language