

FINDING AN LGBT+ INCLUSIVE EMPLOYER

Everyone should feel valued and accepted in the workplace. There are lots of employers doing wonderful things to celebrate and welcome LGBT+ individuals in their teams! Take a look at our 5 top tips below to help you to research LGBT+ friendly employers:

- 1 HAVE A LOOK AROUND THEIR WEBSITE**
You can usually tell if an employer is proud to celebrate diversity as they will want you to know about it! Browse their website, do they have a separate section on diversity? Is LGBT+ included in their ethos or policies? Do they share information on support groups or societies they have for LGBT+ individuals?
- 2 CHECK OUT THEIR SOCIAL MEDIA**
Look through their social media channels, particularly for smaller employers who may not have as much information on their websites. Do they support campaigns such as Pride or just give a general tone of inclusion and support?
- 3 WHAT DO THEIR EMPLOYEES SAY?**
Does the organisation share case studies of LGBT+ employees? If you know a current employee, they might be able to give you an idea of how inclusive the employer is and the support they offer. You could also look up reviews that employees may have written about diversity and inclusion in the workplace.
- 4 WHAT DOES THE LGBT+ COMMUNITY SAY?**
Websites such as Stonewall are a great place to start your research, as they publish a list of their 100+ inclusive employers. Don't forget other awards for diversity and inclusion, not all employers can feature in the top 100, but might still be brilliant!
- 5 VISIT THE EMPLOYER — HAVE A LOOK FOR YOURSELF**
Challenge any stereotypes you may have about a sector or organisation by seeing it for yourself! Arrange a visit to get a feel for what the workplace is like. Smaller businesses who may not promote a lot on their website, could still be the perfect employer for you.