



## Government Steps to an Out & Equal Workplace

### EQUAL POLICIES & BENEFITS

- Include sexual orientation in global non-discrimination & anti-harassment policies\*.
- Include gender identity & expression in global non-discrimination & anti-harassment policies\*.
- Recognize same-sex couples & their families with full, equal access to all agency/organizational benefits allowable under the law (family events, memberships – significant other – inclusion OF LGBT families in agency events & M&W\*).
- Ensure that global health coverage includes complete health benefits for transgender employees\*.

### TALENT MANAGEMENT & PROFESSIONAL DEVELOPMENT

- Establish & support LGBT employee resource groups (ERGs).
- Actively recruit, hire, & offer mentoring to LGBT employees through both internal and external tools such as **LGBTCareerLink.com**\*.
- Provide leadership development experiences specifically for LGBT employees (such as the O&E Summit)\*.
- Track recruitment & career development metrics for LGBT employees who choose to self identify.

### WORKPLACE CLIMATE

- Provide mandatory diversity training with specific reference to LGBT issues – such as **Out & Equal's Building Bridges Training** – for all employees (include LGBT training in mandatory LGBT diversity issues)\*
- Use anonymous climate surveys and exit surveys to measure effectiveness of LGBT diversity policies & programs.\*
- Include LGBT diversity objectives in management performance goals (not broken down into specific groups – LGBT focus is included with additional benefits – agency diversity objective – get the word out that includes LGBT).
- Communicate routinely to all employees about how the organization supports its LGBT workforce\*.

### COMMUNITY COMMITMENT

- Work with other LGBT supportive agencies/organizations\*.
- Actively recruit at LGBT career fairs, conferences and events such as local prides with booth and parade entries for recruiting\*.
- Encourage agencies/organizations to host & sponsor local LGBT ERG & community events\*.
- Include LGBT images in marketing & advertising strategies\*.
- Include LGBT owned businesses in supplier diversity program objectives.
- Ensure government contractors and grantees have inclusive LGBT practices and policies that comply with the agency/organization's LGBT diversity standards.

### ADVOCACY & AGENCY RESPONSIBILITY

- Be a visible role model for LGBT workplace equality in the federal community\*.
- Implement LGBT inclusive policies and guidelines & executive orders at all levels\*.
- Make Governing Leadership Agencies/Organizations aware of the facts on LGBT workplace equality\*.
- Identify local regulations & procedures that would change in the event of implementation of LGBT equality\*.
- Share best practices on LGBT workplace equality with other federal agencies & by supporting the **Out & Equal Workplace Summit!** \*
- Be an ally to LGBT workplace equality, speak up!\*