



# Approach to LGBTQIA+ Inclusion in the workplace

SA LGBT+ Management Forum

BY CHANTE ARAB

- Gender Inclusive Resources and Services
- Being inclusive during women's month and in our fight for gender equality in the workplace and beyond
- 6 element approach to LGBTQIA+ inclusion in the workplace

## FTEC STAFF WELLNESS LUNCH TIME WEBINARS

Wednesday 23 August 2023

12h00

TEAMS LINK

<https://msteams.link/8H2V>



### STRUCTURES

### BEHAVIOURS

#### 1. POLICIES

Does the company have policies in place that will protect and nurture LGBT+ employees?



#### 4. AWARENESS & SENSITIVITY

Are all leaders and employees trained and aware of issues facing LGBT+ people?



#### 2. PROCESSES

Does the company have processes that are inclusive and considerate of the needs and realities of LGBT+ people?

#### 5. DIVERSE & INCLUSIVE THOUGHT

Do employees respect and value diversity of thought across all aspects of identity?

#### 3. SUPPORT MECHANISMS

Does the company have mechanisms or groups specifically designed to support LGBT+ employees?

#### 6. VISIBILITY

Are LGBT+ people visible within the company?

