Change can be challenging.

Where do you start?

Here are some ideas for **encouraging queer inclusion at work.**

- Review policies for inclusive language (e.g.: 'parent' not 'mother')
- Establish a gender affirmation care leave policy
- Learn the basics of gender, sexuality & identity
- Understand, respect & use pronouns (e.g.: email signatures & meeting introductions)
- Partner with a LGBTQIA+ organisation for support
- Celebrate pride days, e.g.: IDAHOBIT day / National Coming Out Day
- Create a guide for LGBTQIA+ allies at work
- Establish a way of listening to LGBTQIA+ experiences & needs, e.g.: surveys, & one-on-ones
- Add LGBTQIA+ & ally visibility items to uniform & stationery, e.g.: pins, stickers
- Ensure diversity quotas include LGBTQIA+ representation
- Establish a Pride or DEI group to focus on LGBTQIA+ issues
- Active & pre-emptive allyship, e.g.: if you see or hear something, address it

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For more resources, check out our resource hub.
We welcome your feedback. Contact us via:

queersinproperty.com.au

You're doing great, *sweetie!* 💁

What a vibe you're creating... *SLAY, BABES!* 👯

Killing it, *Monarch!* 👑

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