

# 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



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

[QUEERSINPROPERTY.COM.AU](https://queersinproperty.com.au)



A REMINDER...

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**YOU'RE DOING GREAT!**

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**WHAT A VIBE YOU'RE CREATING!**

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**SLAY BABES!**

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**KILLING IT, MONARCH!**

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