

5 WAYS TO MAKE YOUR BUSINESS MORE LGBTQIPA+ INCLUSIVE

1 **Supporting LGBTQIPA+ is a full-year commitment.** If your business only supports the community once a year during Pride, you're just showing up to the party without meaningful engagement.

2 **Promote a zero-tolerance policy for homophobia and transphobia.** If you challenge homophobia and transphobia at your company, make that known for everybody who might engage with the work that you're doing.

3 **Purposefully hire, recruit, promote and support LGBTQIPA+ employees.** LGBTQIPA+ communities experience incredibly high barriers to employment. Bringing LGBTQIPA+ people into your company, and making sure they're supported when they get there, will lead to more inclusive spaces for everyone.

4 **Host organization-wide training and professional development opportunities.** Unless your whole team is on-board with LGBTQIPA+ inclusion, your efforts won't translate to success. Seek out meaningful professional development opportunities for your staff.

5 **Donate to and support Two-Spirit and LGBTQIPA+ organizations and initiatives.** Putting your money where your mouth is goes a long way to showing your support to LGBTQIPA+ communities. Consider supporting NMN, local GSA/QSAs or other LGBTQIPA+ community groups

Did you know that we provide 2SLGBTQIPA+ diversity education to community organizations and businesses? All proceeds go directly back into our child, youth and community programming to support 2SLGBTQIPA+ people.



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