

SUPPORTING YOUR COWORKERS

A GUIDE TO EMBRACING DIVERSITY & INCLUSION THIS

PRIDE MONTH



During Pride Month, it's important to celebrate and show support for our LGBTQIA+ coworkers by creating an inclusive, accepting, and respectful workplace.

As allies, it's our responsibility to take proactive steps toward making the workplace safe and supportive for everyone. This booklet offers practical guidance on how to support coworkers not just during Pride Month but also throughout the year. We can contribute to a more diverse and inclusive work environment by implementing these strategies.



EDUCATE YOURSELF:

- a. **Understand LGBTQIA+ Terminology:** Understanding LGBTQIA+ vocabulary and ideas promotes respectful communication and prevents unintentional discrimination.
- b. **Seek Resources:** Explore educational resources on the LGBTQIA+ community to become a better ally.



PRACTICE INCLUSIVE LANGUAGE AND BEHAVIORS:

- a. **Use Gender-Inclusive Language:** Be mindful of your language and avoid assumptions based on appearance or stereotypes. Use gender-neutral pronouns when unsure and respect individuals' chosen pronouns.
- b. **Foster Respectful Conversations:** Encourage open and respectful conversations about LGBTQIA+ topics. Listen without bias and respect diverse perspectives to create a safe environment for colleagues.
- c. **Avoid Stereotyping:** Challenge stereotypes and assumptions about sexual orientation and gender identity. Treat individuals as unique individuals, recognizing that everyone's journey is different.



BE AN ALLY:

- a. **Offer Support:** Be approachable and available to listen if coworkers want to talk or seek advice. Show empathy, compassion, and genuine interest in their experiences.
- b. **Respect Privacy and Confidentiality:** Respect coworkers' privacy and keep sensitive information confidential if they choose to disclose their sexual orientation or gender identity.
- c. **Stand Up Against Discrimination:** Speak up against discrimination and promote equality and inclusion for a safe and respectful environment.



PARTICIPATE IN PRIDE MONTH ACTIVITIES:

- a. **Attend Pride Events:** Show support for the LGBTQIA+ community by joining Pride activities with coworkers.
- b. **Engage in Company Initiatives:** Join Jarvis's Pride Month events to show your support for an inclusive workplace.
- c. **Share Resources and Information:** Share LGBTQIA+ resources with coworkers to promote self-education and understanding.

Supporting your coworkers during Pride Month is a meaningful way to foster a workplace that values diversity, inclusion, and respect.

By educating yourself, practicing inclusive behaviors, being an ally, and actively participating in Pride Month activities, you contribute to a more supportive and equitable work environment. Let us celebrate the uniqueness and contributions of every individual, promoting a culture of acceptance and belonging.

We can create a workplace where everyone feels seen, heard, and valued!

