



ADDRESS THE NEEDS OF ALL EMPLOYEES WITH **INCLUSIVE BENEFITS**

Pride Month is a time to celebrate and honor the LGBTQ+ community and its history - a time for LGBTQ+ people and allies to come together to celebrate the diversity, resilience, and contributions of the LGBTQ+ community. It can also be a good time to start thinking about and reviewing your existing employee benefits offerings to ensure the needs of your current and future employees are being met.

Members of the LGBTQ+ community, like all employees, have a range of needs and desires when it comes to workplace benefits. However, some benefits that may be particularly important to members of the LGBTQ+ community include:

1

Comprehensive healthcare benefits: Offering healthcare benefits that are inclusive of LGBTQ+ needs can demonstrate an employer's commitment to supporting the health and wellbeing of all employees. This can include coverage for gender-affirming healthcare, mental health counseling, and support for those living with HIV.

2

Non-discrimination policies: Employees want to feel valued and protected from discrimination in the workplace. Employers can demonstrate their commitment to inclusivity by adopting non-discrimination policies that protect LGBTQ+ employees from harassment and discrimination based on their sexual orientation or gender identity.

3

Parental leave for all parents: Access to parental leave for all parents, including non-biological parents and regardless of their gender or sexual orientation, is a significant benefit for LGBTQ+ employees on the path to starting or expanding their families.

4

Domestic Partner Benefits: Offering benefits to domestic partners, including same-sex partners, can demonstrate an employer's commitment to supporting LGBTQ+ employees and their families. This can include health insurance coverage, retirement benefits, and other perks that are traditionally offered to spouses.

5

Diversity and inclusion training: Employers can provide LGBTQ+ employees with a safe and supportive environment by offering training about diversity and inclusion. Such training can help create awareness, educate employees about the issues that the LGBTQ+ community face, and equip them with tools to support their LGBTQ+ colleagues.

6

Employee resource groups: Providing employees with access to LGBTQ+ employee resource groups (ERGs) can help create a sense of community and belonging. ERGs can provide networking opportunities, mentoring, and resources to support LGBTQ+ employees in the workplace.

Employers that invest in creating an inclusive workplace for their LGBTQ+ employees demonstrate their commitment to diversity and inclusion, which can lead to a more positive work environment for all and increased employee retention.