



YOUR D+I

# A Guide to Pride



# Just Ask

Celebrating Pride isn't just for the LGBT+ community to do. Allies have an important role in supporting and commemorating the LGBT+ community whether at work or in a social capacity.

Ask your LGBT+ colleagues what they would like to see from your business, letting them know they can make suggestions anonymously. This is something you should do not only for LGBT+ Pride Month but also throughout the year.

Rainbow-washing has recently become very prominent, the main form of this being businesses changing their logo to include the pride flag during June until it is reverted in July. Instead of following this trend, lead by example and commit to a 12-month plan for supporting the LGBT+ community.





# Low-Cost Activities

- Ask LGBT+ staff if they would like to volunteer to do a talk on their experiences. Ensure you are clear that this is completely optional.
- Start a book club for LGBT+ individuals and allies. There are many incredible resources out there that could be shared with the team. See page 6 for recommendations.
- Have a movie night! Screen an LGBT+ film for a fun and educational activity.
- Audit your current policies to ensure they are inclusive for all, and create new, trans-inclusive policies.
- Encourage the addition of personal pronouns to email signatures and staff bios on your website. Ensure this is communicated top down in your organisation, highlighting its importance. See our guide on pronouns for more information.





# Invest in training

Invite guest speakers and trainers in to run sessions on being an LGBT+ inclusive employer, myth busting and a guide to inclusive LGBT+ language

Ensure that anyone you invite in will be paid for the work that they do. Speakin about these issues can be emotionally exhausting and often pull on life experiences and therefore should be reimbursed for this

Recommended trainers:

- Katie Neeves - Long walk to womanhood - trans awareness
- Your D+I - The A-T of LGBT+ - Getting comfortable with the uncomfortable







# LGBT+ Pride Month



**Colourful  
Commitments**



# What are Colourful Commitments?

This **LGBT+ Pride Month**, we want to encourage businesses to avoid pinkwashing and make long-term commitments to supporting the LGBT+ community. After all, the struggles that LGBT+ people face within the workplace **do not go away at the end of June**. That's why we're encouraging businesses to continue showing solidarity and making positive changes throughout the entire year by making **Colourful Commitments** this month.





We will train our staff  
on LGBT+ language

I will call out any  
anti-LGBT+ jokes

We will improve  
the numbers of  
LGBT+ hires

I will create an LGBT+  
friendly culture

We will encourage the  
sharing of pronouns





# Make a colourful commitment!

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# Resources



# TV/Film

## Netflix

Heartsoppper

It's a sin

Pride

Call me by your name

A secret Love

Disclosure

The death and life of Marsha P Johnson

Coming out Colton

Special

## BBC

Pose

## Sky

Looking

Love, Simon

Positive

When I knew

Queer Britain



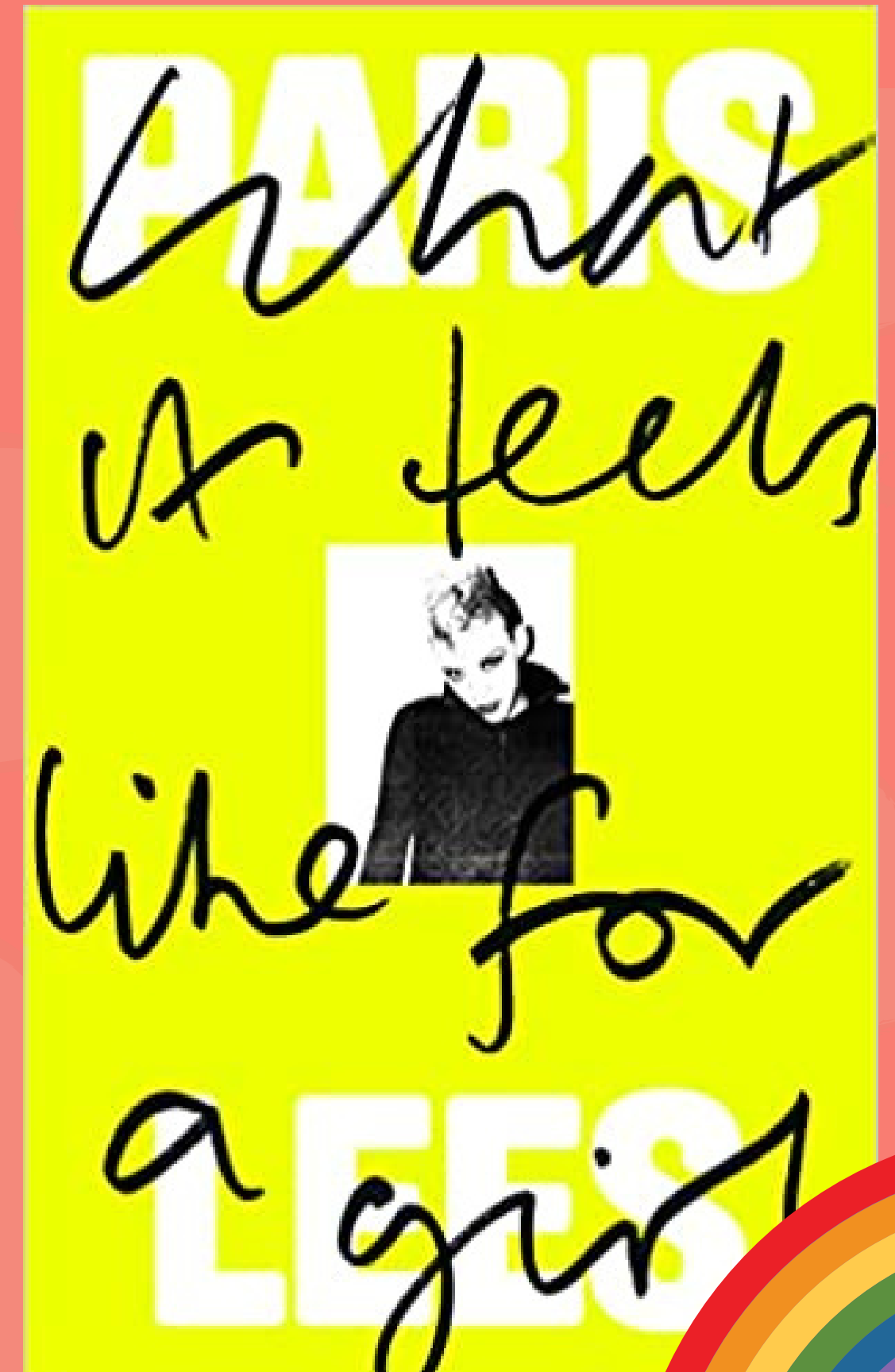


## Books

Love, Simon  
they both die at the end  
Straight Jacket  
What it feels like for a girl  
Heartstopper  
Young Mungo  
Loving  
Bi The way

## Podcast

A gay and non Gay  
To L and back  
Making gay history  
Quuerology  
Diversitea







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# Questions?

Say hello at [chris@yourdandi.co.uk](mailto:chris@yourdandi.co.uk)

Let's have a chat on 07563222426

[www.yourdandi.co.uk](http://www.yourdandi.co.uk)

Check out our free resources

[Click here](#)



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