

QUEER FRIENDLY WORKPLACES

Indicators a workplace may be friendly to queer employees



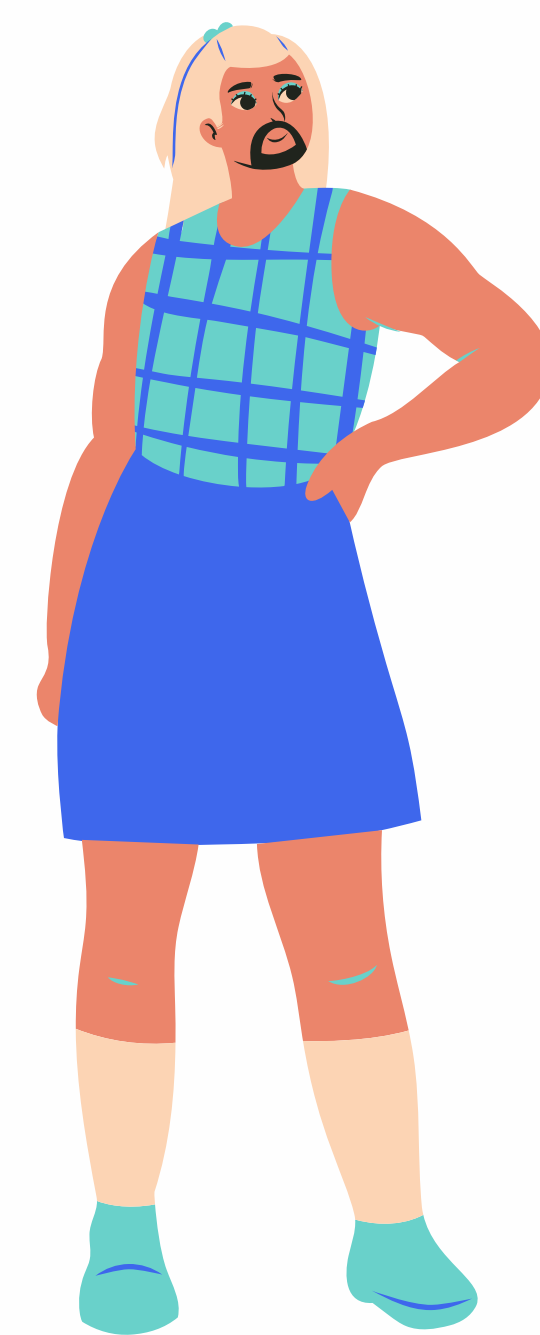
Queer Staff Groups

Queer workers meeting and fellowshiping publicly means they are given space to be themselves.

Pronouns in Email and Website



The organization encourages workers to be open about their identity.



Disruption of the gender binary

Gender neutral restrooms exist at the organization. Dress codes are welcoming of identity expression. Work materials or statements do not default to women and men, but include other identities.



Diversity Training and Accountability

Training is updated regularly and includes homophobia, transphobia, and queerphobia as topics. There is a system to report incidents (ex. bias reporting system).

Queer People are Leaders

Queer people are part of the organization's leadership in middle and upper management.

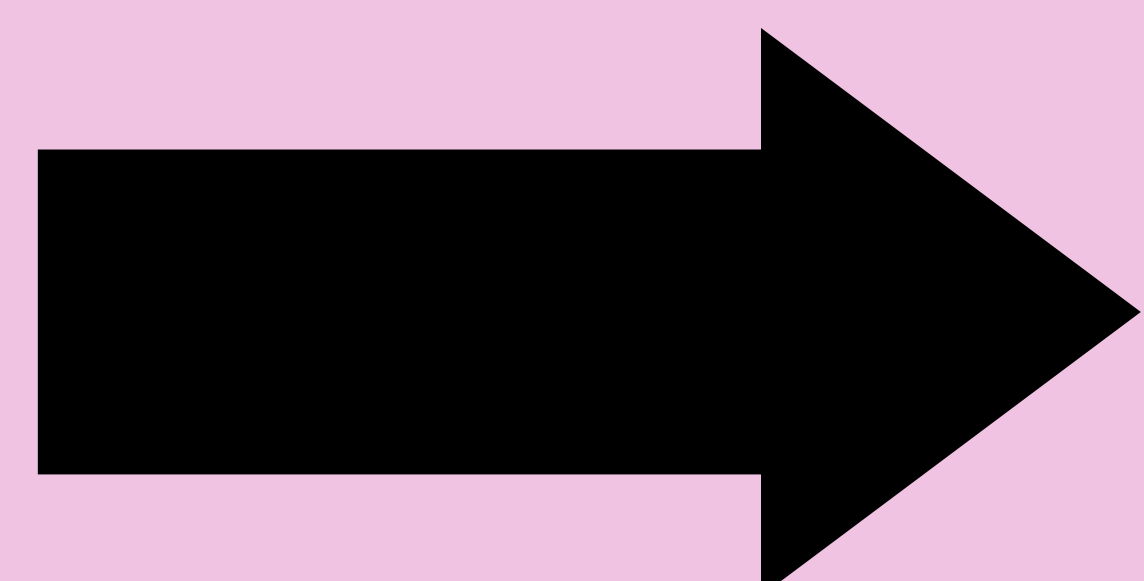


Queer Employee Retention and Mobility

Queer employees stay at organization for more than two years and they move upward in the organization.



Questions to Ask Employers!



FIVE QUESTIONS TO ASK



What resources are available to queer employees?

How does your workplace address homophobia, transphobia, and queerphobia?



What systems of accountability are in place to address when harm has been caused to an employee?

What policies are in place to support trans and nonbinary employees?



What is one thing you believe the organization could improve in the way of diversity, equity, and inclusion?



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