



Discussion Questions for Employees

- How do you think historical events like the Stonewall Riots and the removal of the classification of “homosexuality” as a mental disorder have shaped the progress of LGBTQ+ rights and inclusion in the U.S.?
- What lessons can we learn from the experiences of LGBTQ+ activists, such as Harvey Milk and the founders of ACT UP, in advocating for change and equality? How can we apply those lessons to our organization’s efforts?
- How can our organization move beyond symbolic gestures and demonstrate more meaningful support for the LGBTQ+ community during Pride Month?
- What specific initiatives or events can we implement to foster a more inclusive workplace for LGBTQ+ employees throughout the entire year, not just during Pride Month?
- How well do you think our organization aligns with the criteria used to determine top companies for LGBTQ+ employees, such as achieving a 100% rating on the Human Rights Campaign’s Corporate Equality Index and having workplace practices that support LGBTQ+ individuals?
- What additional initiatives or programs would you like to see implemented within our company to further support LGBTQ+ employees and create a more inclusive workplace?