



LGBT Pride Month Toolkit

Background

In New York City, in June 1969, a group of LGBTQ+ individuals bravely stood up against harassment and oppression. This soon became known as the Stonewall Riots, which were the spark that started the gay rights movement.

30 years later, June was declared Gay and Lesbian Pride Month to reflect and honor the Stonewall Riots.

In 2009, June was changed to be Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month.

Today, June is still a time for the LGBTQ+ community to remember those who courageously paved the path before now, rejoice in the accomplishments, and remember there is still more work to be done for equality.

Every June, celebrations and parades take place across the globe to mark LGBT Pride Month.

Showing Support

In the recent survey, [A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide](#), conducted by the Human Rights Campaign Foundation, 46% of LGBTQ surveyed workers said they are closeted at work, and 1 in 10 LGBTQ workers said they left a job because the environment was not very accepting of LGBTQ people.

Creating a supportive and accepting environment for LGBTQ+ employees allows them to bring their true selves to work. This toolkit is designed to provide some ideas on how each agency can take small steps to acknowledge and show support for the LGBTQ+ community during Pride Month.

Current Practices

In early June, the state kicks off Pride Month with the Governor raising a pride (rainbow) flag at the Capitol building.

Several agencies across the state celebrate in different ways. For example, Labor and Industries (L&I) has its own LGBTQ+ resource group that puts up a table of information, pronoun pins, and handouts in the lobby. The agency also displays a variety of LGBTQ+ flags around their rotunda, holds TED Talk viewings, and hosts speakers and community lunches.

Some Ways You Can Participate

- **Visual displays in lobby or entrance (ex. hang a flag)**
- **Print resources to hang up or have available**
- **Have LGBTQ+ speakers come to talk**
- **Hold a lunch and learn panel**
- **Compile local LGBTQ+ resources**
- **Consider starting an agency LGBTQ+ resource group**
- **Mark gender non-restrictive bathrooms in the facilities map**

Moving Forward

This toolkit is meant to be a foundation for agencies to build their own Pride Month show of support. The resources provided are basic printable flyers and visuals from various sources, including L&I's LGBTQ+ resource group. Although Pride Month is a good time to acknowledge the LGBTQ+ community, showing support for LGBTQ+ employees and customers is not limited to the month of June.