Ways You Can Support Your LGBTQ+ Colleagues and Community

Be an Ally to the LGBTQ+ Community

It's important that we all create a safe, healthy and inclusive environment for our global LGBTQ+ colleagues and loved ones. Here are 5 ways you can become a better ally to your LGBTQ+ colleagues and community.

1 Educate yourself by reviewing the LGBTQ+ Resource Guide on **guidanceresources.com** (Organization Web ID: AECOM) and get familiar with this **glossary of LGBTQ+ terms**.

2 Be an advocate and create teachable moments, no matter where you are or whom you're with. Anti-LGBTQ+ language and jokes are harmful regardless of whether they are intentional or unintentional. If one of your colleagues, family members or friends uses anti-LGBTQ+ language, let them know that you find it offensive.

3 Use inclusive language by using the appropriate **gendered and non-gendered pronouns**. Adding pronouns to your signature is one option you can use to be inclusive.

4 Be a **mentor/mentee** to an LGBTQ+ colleague or youth. Start with these **10 LGBTQ resources** for mentors.

5 Practice active listening when an LGBTQ+ person shares their experiences with you. If someone is comfortable enough sharing their experiences with you, it's important to listen, be supportive and actively engage in the conversation.

And don't forget to celebrate **Pride Month** with your global colleagues!

Did You Know?*

Many LGBTQ+ employees feel like they cannot bring their authentic selves to work; nearly 50% of LGBTQ+ employees in the U.S. remain closeted at work.

Only 77 countries prohibit discrimination in employment due to sexual orientation.

*This data applies to the broader labor force and is not specific to AECOM.

Sources:
- Catalyst
- Healthy People
- Human Rights Campaign
- Human Rights Campaign
- NHS England
- Stonewall

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