

# *Get Pride Ready*



YOUR D+I

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# What is pride month all about?

Pride Month is a time to celebrate and recognize the contributions of LGBTQ+ individuals and to promote acceptance and equality. It is typically marked with outdoor parades, where participants proudly display the rainbow pride flag.

While these parades are a celebration of LGBTQ+ identity, they also serve as demonstrations for legal rights and protections, such as same-sex marriage and the elimination of conversion therapy.

Pride Month also provides an opportunity to raise awareness about LGBTQ+ history and educate the general public about LGBTQ+ issues.

The origins of Pride Month date back to the Stonewall uprising in New York City in 1969, which marked the beginning of the gay rights movement in the United States. Since then, Pride parades have been an ongoing fight for liberation, visibility, and equality for the LGBTQ+ community.

Pride Month is a time to celebrate progress in LGBTQ+ inclusion and to reflect on personal journeys and historical events that have shaped the community. It is also a reminder that although progress has been made, there is still work to be done.

# 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 5 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

One of the best ways you can support LGBT+ Pride Month is inviting guest speakers and trainers in to run sessions. This can be to support your organisation in being an LGBT+ inclusive employer or training for staff on topics like LGBT+ language and allyship.

Ensure that anyone you invite in will be paid for the work that they do. Not only are they providing you with a service, but speaking on these issues can be emotionally exhausting and should, therefore, be reimbursed.

Recommended trainers:

- Katie Neeves, Cool2BTrans - Trans Awareness Training, including 'my long walk to womanhood'.
- Chris Allan, Your D+I - The A-to-T of LGBT+, Getting Comfortable with the Uncomfortable.



# How are you showing authentic pride this year?

This LGBT+ Pride Month, we want to encourage businesses to avoid rainbow-washing 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, so neither should your support.

It is key that you continue showing solidarity and making positive changes throughout the entire year by making Colourful Commitments this month. Instead of just announcing your support, make plans and goals for making the world a better place for LGBT+ people. There are many ways to do this, but your main focus should be ensuring that your workplace is an inclusive environment.



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





LGBT+

Resources



# TV and Film

## Netflix

- Heartstopper
- 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
- Gentleman Jack

## Sky

- Looking
- Love, Simon
- Positive
- When I Knew
- Queer Britain



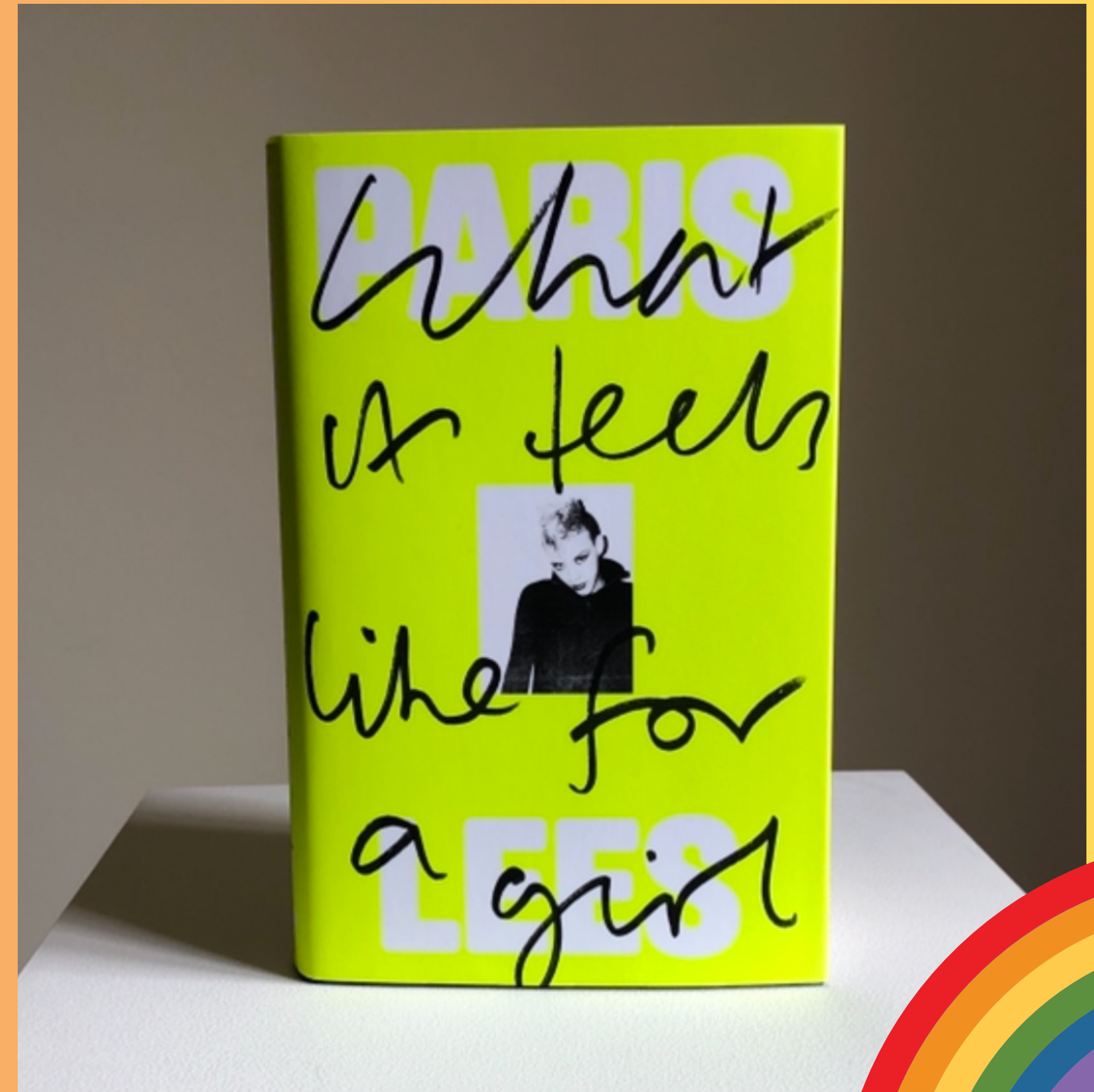
# Books

- Simon vs. the Homo Sapiens Agenda by Becky Albertalli
- They Both Die at the End by Adam Silvera
- Straight Jacket by Matthew Todd
- What It Feels Like for a Girl by Paris Lees
- Heartstopper by Alice Oseman
- Young Mungo by Douglas Stuart
- Loving: A Photographic History of Men in Love, 1850s-1950s by Hugh Nini and Neal Treadwell

- Bi the Way: The Bisexual Guide to Life by Lois Shearing

# Podcasts

- A Gay and NonGay
- Making Gay History
- Queerology
- Kaleidotrope
- The Two Princes
- Diversitea





**#TransPeopleAreLoved**

**MAKE LOVE THE LOUDEST VOICE**

Join the global call to action to stand in solidarity with Trans folks. This could be done by spreading awareness throughout your organisation or writing a statement or recording a video committing to supporting the Trans community

**WE STAND IN SOLIDARITY WITH THE TRANSGENDER COMMUNITY**



YOUR D+I

Check out our  
free resources!

**Get in touch!**

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

 [SayHey@YourDandI.co.uk](mailto:SayHey@YourDandI.co.uk)

