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The following model outlines four essential pillars through which employers can provide safety, equity, and community for LGBTQ+ employees. Initiatives will range from the more local, organization-based efforts to those that have a more broad, societal impact. This framework takes into account the crucial role of LGBTQ+ advocacy and education groups and the benefits of a synergistic relationship between these groups and employers.



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Community partners are not only subject-matter experts on topics of relevance to the LGBTQ+ communities, but also an important source of community for LGBTQ+ individuals - something d, v i