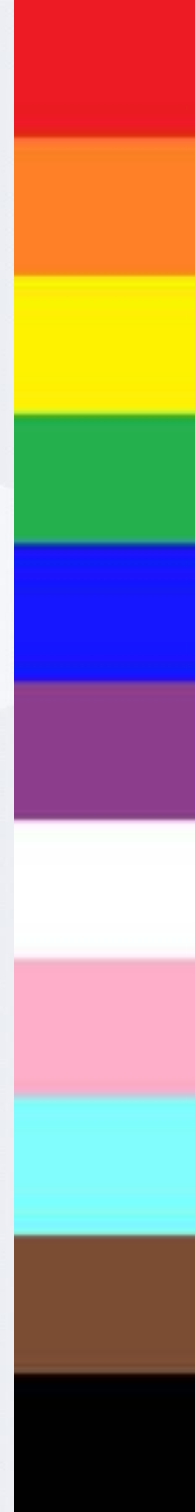


# How to spot an **LGBTQIA+** Friendly Workplace

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**READ!**

## **Read Company's policies, publications or handbooks**

Some employers place these on their website, but you could also call the HR department.

## **Search for LGBTQIA+ benefits**

*Examples:*

- Employee resource group for LGBTQIA+ individuals
- Gender-neutral restrooms
- Health insurance plan that includes transgender people
- Paid parental leave, including adoptive/other non-birth parents

## Screen the public brand

### *Examples:*

- Company website (e.g. About us, Careers, DE&I sections)
- Job postings
- Social media posts (at least during Pride month)
- Articles and general news
- Causes They Support (e.g. Does the company contribute to LGBTQIA+ oriented charities?)

### **What to look for?**

Inclusive images, inclusive language, hashtags, incidents or awards...

## Ask focused questions during an interview

*Examples:*

- An inclusive environment is valuable to me, how do you promote inclusivity amongst your teams?
- Does the company provide DE&I training such as Unconscious Bias?

## Ask your LGBTQIA+ network

Your own network might have insights on the company or friends working there: ask to your own connections!



**GO BEYOND!**

## **Get proofs beyond the slogans.**

You might have many questions  
before applying.

*Examples:*

- Favour real testimonials, by getting in contact with current employees
- Check employees' testimonials
- Employer rating (e.g. GlassDoor)
- Look for FAQs on company websites

And of course...check if there are  
**jobinars** available!

**Remember:**  
**Find an employer**  
**that values you,**  
**no matter how**  
**you identify.**

And don't forget to...  
**JOIN OUR TALENT COMMUNITY!**

