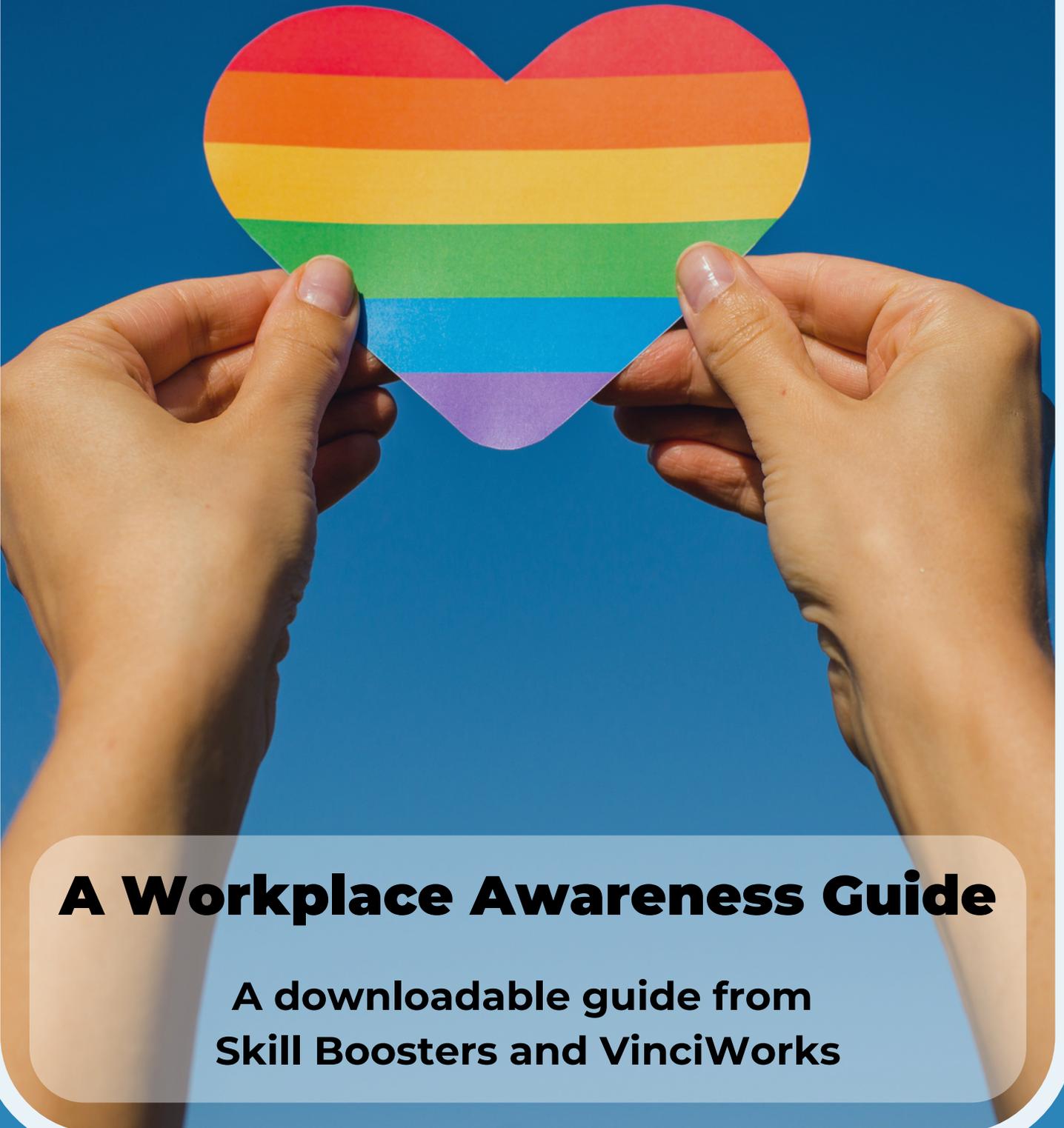


# LGBT+ History Month



## **A Workplace Awareness Guide**

**A downloadable guide from  
Skill Boosters and VinciWorks**

## What is LGBT+ history month?

LGBT+ history month is an annual month-long celebration that recognises the history and contributions of the lesbian, gay, bisexual, trans and nonbinary (LGBT+) community.

It's also an opportunity to raise awareness of the issues LGBT+ people face and reflect on the history of LGBT+ rights. The month is typically marked by cultural events and activities such as film festivals, lectures, and performances.

## What's this year's theme?

This year's theme for LGBT+ history month is 'Behind the lens'. The idea is to highlight the hard work and contributions of people from the LGBT+ community to the world of film and cinema from 'behind the lens'.

This includes a wide variety of behind-the-scenes roles such as directors, producers, cinematographers, screenwriters, costume designers, musical score composers, choreographers, special effects artists, makeup artists, set designers, sound and light technicians and other support staff such as food caterers.

## What can workplaces do?

Here are just a few ways workplaces can support and participate in LGBT+ history month:

- Organise events or workshops focused on LGBT+ history, culture and issues, e.g. speakers, film screenings, or panel discussions
- Display and offer information and resources about LGBT+ history and culture to employees such as books, brochures, and posters

- Offer training to employees on LGBT+ inclusion and diversity including common problems and how to create an inclusive workplace culture
- Use social media, email or internal communications to show support for LGBT+ History Month and to recognise the contributions of LGBT+ people
- Celebrate diversity by encouraging employees to bring their whole and authentic selves to work and encourage employees to celebrate the diversity of their colleagues
- Review and update if necessary your company's policies to ensure they are inclusive of the LGBT+ community and that they actively promote diversity and inclusion in the workplace.

## What can employees do?

- Participate in events and activities organised by their workplace to raise awareness and celebrate LGBT+ history and culture
- Educate themselves and others about the contributions and struggles of LGBT+ individuals throughout history
- Advocate for inclusive policies and practices within their workplace and support and be allies to LGBT+ colleagues and community members.

**By taking these steps, workplaces and employees can help contribute to a more inclusive workplace culture that supports and celebrates the LGBT+ community, its history and achievements.**

## Contact Skill Boosters for more diversity and inclusion resources

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