



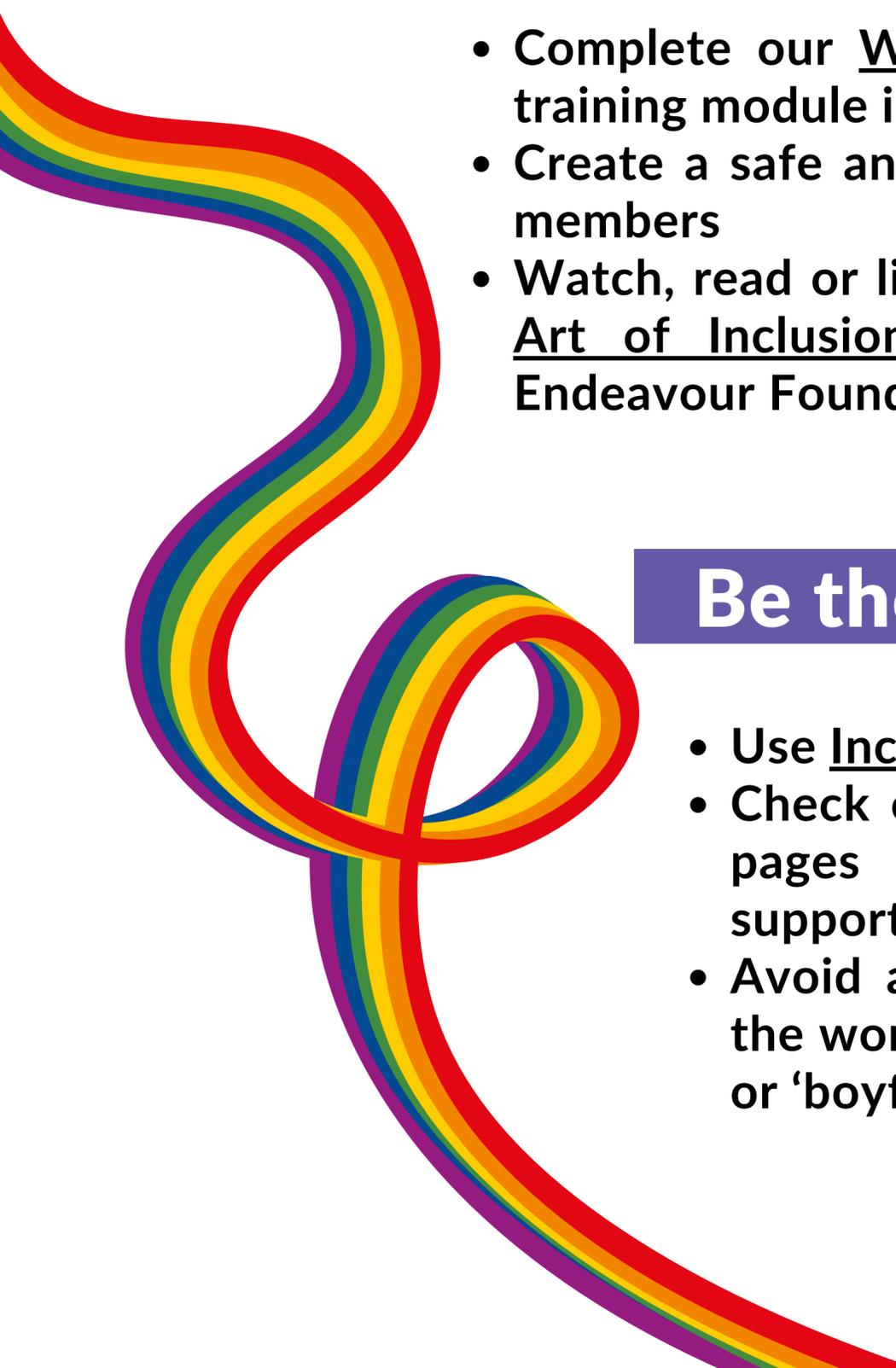
How to be an LGBTIQA+ ALLY

Be Visible

- Add your pronouns by updating PeopleSoft and Microsoft 365 profile
- Acknowledge LGBTIQA+ days of significance with your teams
- Wear shirts, lanyards, pins and display posters in your work areas

Be Informed

- Complete our Working with LGBTIQA+ participants training module in engage
- Create a safe and welcoming workspace for all team members
- Watch, read or listen to reputable sources like DCA's Art of Inclusion series, which is available to all Endeavour Foundation employees



Be the Solution

- Use Inclusive language
- Check out Endeavour Foundations intranet pages on Inclusion and LGBTIQA+ for support resources
- Avoid assumptions. If you are unsure, use the word 'partner' instead of 'husband/wife' or 'boyfriend/girlfriend'