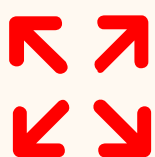


Why Considering Intersectionality Matters for LGBTQ+ Inclusion at Work

There is No One-Size-Fits-All Experience



Not all LGBTQ+ folks experience inclusion or exclusion in the same way. Lived experiences, especially around safety, representation, and opportunity, can be vastly different. Acknowledging this helps avoid surface-level or tokenistic inclusion.

For Improved Policies and Practices



Considering intersectionality means better-designed policies that reflect the real needs of a diverse workforce – such as inclusive healthcare, flexible dress codes, mental health support, and accessible spaces.

Because Representation Matters



LGBTQ+ inclusion isn't complete if it only reflects certain identities. Employers who uplift and spotlight voices from across the LGBTQ+ spectrum empower a culture of visibility and belonging for everyone.

For Belonging and Better Mental Health



Employees thrive when they feel they belong and can bring their full selves to work – without hiding aspects of their identity. This also supports better mental health and wellbeing, especially those who face compounded marginalisation.

For Greater Innovation and Empathy



A diverse team with intersections are more empathetic, adaptive, and innovative in an organisation. LGBTQ+ inclusion through an intersectional lens leads to better communication, broader perspectives, and stronger decision-making.

