

FIVE W A Y S T O



BY STEPHANIE KEEP

These summer months might mean a slightly emptier office due to all those vacation-takers,

but there's one thing everyone in the office can rally around: June is Pride month! Whether you want to boost your established traditions or are looking for some new ideas, we've got your celebrations covered—from giving back to getting connected.

Give back

If your company offers a donation match, encourage your team to donate to LGBTQ+ organizations and causes. Share each one's mission and values, and highlight one (or several!) each week.

Also seek out organizations where you and your team could volunteer. It's the season for Pride celebrations, events, fundraisers, and other special efforts, and you can be sure that these organizations welcome the help.

Make time for story time

Highlight and share the profiles of high-impact individuals from the LGBTQ+ community. Bring in stories from the broader community and history, or shine a light on current, relevant leadership with a lunch and learn or other event where they can share their experience and advice.

Sharing about the causes, histories, and the amazing things they've done is a great way to get everyone feeling that Pride feeling.

If employees are comfortable, encourage them to share their own stories and experiences, as well. Make sure you're setting your teammates up for success with a supportive and open environment, where everyone feels safe and welcome. This month is about inclusivity and acceptance, so bring everyone into the fold and open up to the stories your coworkers have to share.

When you put love out in the world it travels, and it can touch people and reach people in ways that we never even expected.

— Laverne Cox

Make connections

Invite your employees, peer organizations, and even the surrounding community into events like happy hours and lunch and learns. Welcoming people into your office to share in the celebrations is a great way to build community and support, and to share and learn from others.

If you can swing it, get your company involved in parades and community events. From volunteer opportunities to happy hours, bringing people together for that inclusive vibe is one sure way to celebrate successfully! If you

won't be in the parade, set up a viewing party for your team. Who doesn't love a good Pride parade?

Get your leadership team involved

Visible participation and support from leadership is a huge way to bring some swagger to your celebrations. When leadership is sporting rainbow gear, highlighting the achievements of change-makers both in history and in the office, and sharing their own relevant experiences, you can be sure your team will feel the love.

Dress the part

What's Pride without a wealth of rainbow regalia? If you have the budget, designing company Pride swag is a fun way to get your team decked out and ready to celebrate. (Bonus points if you wear it in a parade!) If your budget's on the tighter side, add quick wins like colorful temporary tattoos or face painting.

Make sure your office is decked out, too. You can go the tried-and-true route of colorful cupcakes and rainbow-hued balloons, or if you've got a larger budget, hit those happy hours hard with custom cocktails in every hue. Make it known that you want to see some color in your office to celebrate Pride month, and we're sure your team will be there, loud and proud. ■