**General Message for Employees**

Hello [company name] staff/team,

June is Pride Month and, as part of our ongoing emphasis on behavioral health, we’d like to take this opportunity to celebrate the LGBTQ+ community.

The complete well-being of our employees – behavioral and physical – is of the upmost importance to us. Surveys show that more than one in three LGBTQ+ Americans faced discrimination in the past year, and 36% of respondents said they faced that discrimination in the workplace. More than half of LGBTQ+ individuals hide their relationships or alter their personal or work lives to avoid discrimination. Adversities like these can have a profound impact on a person’s mental health.

No one should have to change who they are when they come to work – we want all our employees to feel free to be their authentic selves. Our goal at [company name] is to foster a culture where it is safe to be yourself and talk about the challenges you might be facing. We encourage all employees to speak up – we’re here to listen.

Pride Month is a chance to celebrate diversity and support the LGBTQ+ community. However, our efforts will not end after June. [Company name] will continue to advocate for and support all our employees – LGBTQ+ and otherwise.

Learn more about how you can show your support of the LGBTQ+ community at:

* [LGBTQI | NAMI: National Alliance on Mental Illness](https://nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQI)
* [A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide - HRC](https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide)
* [Research Brief: LGBTQ Youth in the Workplace – The Trevor Project](https://www.thetrevorproject.org/2021/03/30/research-brief-lgbtq-youth-in-the-workplace/)
* [Ally-Guiding-Behaviors.pdf (outandequal.org)](https://outandequal.org/wp-content/uploads/2020/05/Ally-Guiding-Behaviors.pdf)