

## Celebrating Pride Year-Round

29 Jun 2022

[Zachary L. Chapman](#)

Whether you are a member of the LGBTQ+ community, a friend or an ally, or someone who wants to know more about Pride, celebrating Pride in the workplace should not just be celebrated once a year, but something to honor year-round. June is a particularly important month for the LGBTQ+ community, as it marks what is historically considered the beginning of the gay pride movement in the United States. Pride is celebrated around the world in June each year, and in most places, it is meant to commemorate the riots that occurred at New York's Stonewall Inn in June 1969. Members of the LGBTQ+ community, led by people of color and trans people, pushed back against police harassment and aggression. Violent protests lasted several days and resulted in the organization of activist groups with goals of establishing safe places where community members would not be harassed and advocating for equal rights.

For me, Pride means celebrating both our similarities and our differences. It means being my authentic self, both at home and at work.

As this month comes to a close, it is important to remember the significance of celebrating Pride year-round, especially in the workplace. Celebrating Pride in the workplace is not only the right thing to do, it promotes awareness and equality at your company and helps to create a welcoming place for all. Providing educational opportunities for employees throughout the year also creates an increased understanding of issues faced by the LGBTQ+ community.

Throughout the year, your company can show support for the LGBTQ+ community in several ways.

### **Make LGBTQ+ Employees Visible**

Recognize the achievements of LGBTQ+ employees. Further, invite them to provide feedback, and utilize their insights to inform your decisions about diversity, equity, and inclusion efforts in which your company is involved.

### **Use Inclusive Hiring Practices**

Use inclusive language when you are trying to recruit, feature LGBTQ+ employees in marketing materials, and receive feedback from LGBTQ+ employees on your recruiting practices.

### **Be Intentional When Donating to LGBTQ+ Organizations**

Make sure you research local LGBTQ+ organization before donating to them. Consider donating to smaller local organizations in your community where a donation might have a more direct impact on your local community. Ask your employees to nominate organizations and include employees in the decision-making process.

Jackson & Campbell, P.C. is a proud ally of the LGBTQ+ community and embraces its LGBTQ+ employees and clients. As we end Pride month, Jackson & Campbell, P.C. embraces diversity, equity and inclusion, and is committed to working toward a more equitable and inclusive workplace.

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