



DISCOVERY FOUNDATION

# 2SLGBTQ+

## Insights Report



**BC TECH**  
association

# 15 Key Recommendations

## 1. Education and Resources

Training within the workplace about the unique challenges faced by sexually diverse and gender diverse individuals.

## 2. Address Assumptions

Create awareness about the harm of common assumptions that all people are straight or cis gender.

## 3. Safe Spaces

Establish Pride Employee Resource Groups (ERGs) to build community within the organization.

## 4. Diversity Data

Capture meaningful data on gender with expanded categories, as well as separate data for sexual orientation.

## 5. Gender Disclosure Procedures

Formal procedure for disclosure of gender identity in the workplace.

## 6. Feedback Mechanisms

Transparent and widely communicated procedures to facilitate formal & informal feedback, taking consideration of subtle forms of discrimination.

## 7. Visibility

Explicit and formal support for employees who chose to disclose their sexual and gender identities within the workplace, especially from leadership.

## 8. Access to Programs and Facilities

Ensure programs and benefits are accessible to all employees and inclusive of 2SLGBTQ+ staff needs, along with more all-gender facilities.

## **9. 2SLGBTQ-specific Networking**

2SLGBTQ-specific events to help build a larger community for employees in the industry.

## **10. Leadership Programs**

Develop 2SLGBTQ+ professionals in management and leadership positions

## **11. Mentorship Programs**

2SLGBTQ-specific mentorship programs connecting less experienced professionals to more established professionals.

## **12. Stories from 2SLGBTQ+ Leaders**

Spotlight 2SLGBTQ+ leaders within the field who are comfortable to share their stories to create greater visibility and access to mentors.

## **13. Resources**

Access to general resources for employers on 2SLGBTQ+ issues, especially for smaller companies.

## **14. 2SLGBTQ+ Causes**

Show support and get involved with 2SLGBTQ+ causes and campaigns.

## **15. Intersectionality**

Within broader EDI work, consideration should be made at intersections of 2SLGBTQ+ and other identities.



In partnership, the Discovery Foundation and BC Tech are proud to publish the 2SLGBTQ+ Insights report.



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