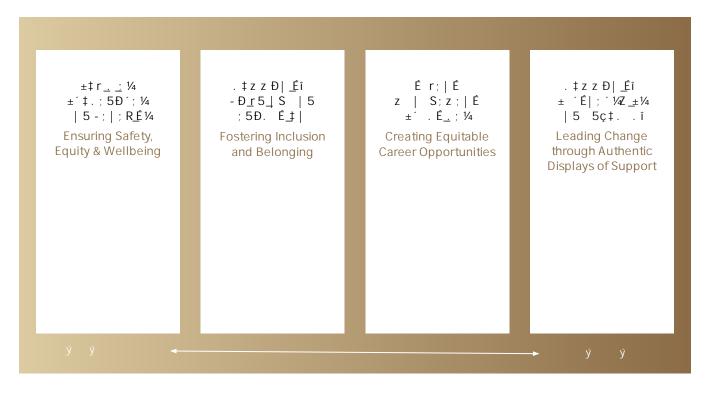
$$\frac{1}{4}\dot{y}$$
 ; . z . .  $\dot{y}$   $\dot{y}$  -  $\dot{e}$   $\dot{y}$   $rS-\dot{E}^3$  ;

The following model outlines four essential pillars through which employers can provide safety, equity, and community for LGBTQ+employees. Initiatives will range from the more local, organization-based e orts to those that have a more broad, societal impact. This framework takes into account the crucial role of LGBTQ+advocacy and education groups and the benefits of a synergistic relationship between these groups and employers.



## rS-É $^3$ 5ç‡. .î |5;5Đ. É $_{\pm}$ | r‡´S | $_{\underline{\varnothing}}$ É $_{\pm}$ | ½

Community partners are not only subject-matter experts on topics of relevance to the LGBTQ+communities, but also an important source of community for LGBTQ+individuals - something d, v