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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.

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Ensuring Safety, Equity & Wellbeing | . ‡z z Ð\| _Éî
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Fostering Inclusion and Belonging | É r; \| É
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Creating Equitable Career Opportunities | . ‡z z Ð\| _Éî
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Leading Change through Authentic Displays of Support |

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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   i