



Support the LGBTQIA+ community and promote inclusivity

While progress continues in support of LGBTQIA+ communities, many challenges persist. Here's how you can support LGBTQIA+ individuals and create a more inclusive environment.

- 1 Be a role model for kindness and inclusion.** Don't tolerate hateful speech. Speak up if you hear anti-LGBTQIA+ comments or witness incidents of bullying and harassment.
- 2 Use inclusive language** that acknowledges diversity, conveys respect to all people, is sensitive to differences and promotes equal opportunities.
- 3 Beyond just learning definitions, build relationships.** While it's important to understand the terminology to describe gender and sexual orientations, the higher priority is to build trusting relationships with LGBTQIA+ individuals so they feel safe.
- 4 Be an ally.** Allies have powerful, influential voices. To be an ally, take action to support equal rights for everyone, and do what you can to call out discrimination and make the world a better place for all people, regardless of their sexual orientation.

Help is available. Contact your Employee Assistance Program at 1-800-450-1327 (TTY 711) or visit Member.MagellanHealthcare.com (enter Principal Core) for helpful resources.