

**Stonewall**

**LGBT+**   
**History  
Month**

Founded by:

**SCHOOLS  
OUT**

**Workplace Communication Toolkit**

LGBT+ History Month

# Introduction

This communication toolkit is designed to help workplaces recognise and engage with LGBT+ History Month in a thoughtful, inclusive and practical way. You'll find messaging prompts, and examples you can use to inspire your organisation to get involved. Use this toolkit as a flexible resource, choose what fits your workplace, build on it, and encourage open dialogue throughout the month.

## WHAT IS LGBT+ HISTORY MONTH?

Launched by the LGBT+ education charity Schools Out UK, LGBT+ History Month was first celebrated in 2005. Created in response to the harm caused by Section 28, the month places a strong focus on schools and education. It highlights the remarkable achievements of LGBTQ+ people throughout history and across all areas of life.

It also provides a valuable opportunity for workplaces to build on this momentum and celebrate LGBTQ+ communities in all their diversity.

## WHY IS IT IMPORTANT?

LGBT+ History Month is a time to celebrate our rich and diverse history at a time when LGBTQ+ rights are being threatened. A moment to celebrate the achievements and contributions of LGBTQ+ communities, as well as to raise awareness of the ongoing struggles and discrimination that they face.

Each year Schools Out select a theme for the month, some themes might be relevant for workplaces, and you can find this year's theme on their [website](#).

**It is important to celebrate because we all benefit from workplaces where diverse talents are valued and everyone can contribute.**

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# Ways your workplace can get involved

**We've shared some ideas below but encourage you to get creative**

-  Share a timeline of recent developments in LGBTQ+ history - you might want to use [this one](#) from Stonewall.
-  Profile figures and share resources about LGBTQ+ people from history - you could use [this bank](#) of resources from English Heritage to do so.
-  Book a speaker or run a workshop in your workplace - you can [reach out to Stonewall](#) and make use of your Proud Employers discount.
-  Hold an LGBTQ+ history quiz - [this BBC quiz](#) might offer you some inspiration.
-  Host a film screening showcasing a film exploring LGBTQ+ history - Pride is a great choice but [this list](#) from Out might provide some other ideas.

# Key messaging

**You can use and adapt these to shape your organisation's communications**

## HISTORY COUNTS

History reminds us that inclusion is a driver of progress. By creating workplaces where everyone feels valued and respected, we strengthen our teams, improve performance, and build a foundation for long-term success.

## PROVIDE EQUAL OPPORTUNITIES

True innovation happens when every voice is heard. As we navigate new and evolving challenges, we're reminded that inclusion matters more than ever, not just in February, but every day.

## SPOTLIGHTING DIVERSITY

LGBT+ History Month reminds us how often LGBTQ+ innovators and change makers are overlooked. Spotting their contributions helps us to learn from the past in order to build a safer, fairer and more inclusive future.

## COMMITMENT TO LASTING CHANGE

Our ERG at [Insert organisation] plays a crucial role in keeping our inclusion journey on track every day, not just in February. Join us this LGBT+ History Month as we continue to promote inclusive practices that drive meaningful, lasting change that benefits us all, today, this month, and in the future.

## INCLUSION EVERY MONTH

**February is a great month to communicate about your Proud Employers membership and your year round commitment to inclusion. You could adapt the messaging below.**

At [insert organisation name], we are proud to be a Proud Employer.

Through the programme, we receive expert guidance and practical tools that support us to take meaningful, tangible steps towards a truly inclusive workplace, where everyone can succeed. While we celebrate the achievements and contributions of our LGBTQ+ colleagues during LGBT+ History Month this February, our commitment to inclusion continues throughout the year. We look forward to continuing this journey as a Proud Employer and demonstrating our ongoing commitment to inclusion while driving positive impact across our organisation.

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland) Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where every LGBTQ+ person has equal rights. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter. Stonewall are not responsible for the content of external links contained in this document.

## HASHTAGS

Use these hashtags in your social media posts during LGBT+ History Month

#LGBTHistoryMonth  
#LGBTQHistory  
#LGBTHM

