



HUMAN
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FOUNDATION

THE LOOK FORWARD

July 2025

WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION



www.hrc.org/workplace



workplace@hrc.org

WELCOME TO THE WORKPLACE EQUALITY NEWSLETTER

There is still work to be done to ensure every workplace has inclusive policies and practices in place. Non-discrimination policies, benefits, and other practices that include LGBTQ+ workers are essential for businesses as they compete for talent and customers. The Workplace Equality team works to provide employers and employees the resources they need to improve and promote fairness in the workplace.

The Look Forward is a *monthly newsletter* for the latest in LGBTQ+ workplace inclusion. It features relevant resources, policy updates, best practices, upcoming events, and storytelling from the community.

Stay informed and engaged as we explore the evolving landscape of LGBTQ+ workplace inclusion together.



JOIN THE WORKPLACE TEAM

Join the Human Rights Campaign as the
Senior Director of Corporate Engagement!

We're looking for a strategic leader to drive LGBTQ+ workplace inclusion and corporate citizenship. This role will partner with top executives, shape best practices, and position HRC as a trusted voice in the corporate world.

If you're passionate about advancing equality and influencing change at the highest levels, this is your opportunity to lead.



WORKPLACE INCLUSION SPOTLIGHT

Here you can find highlights and spotlights of various workplaces that are continuing the fight for workplace inclusion!

After a Pride Month Workshop with HRC, **McGraw Hill** posted on their [LinkedIn](#) page highlighting the virtual event and how they are “*actionable steps we can all take to become stronger advocates for change and to help create more welcoming, inclusive spaces wherever we are.*”

[Find the full post here.](#)

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PUBLIC POLICY CORNER

On June 18, the U.S. Supreme Court **upheld Tennessee's ban on gender-affirming care for transgender youth in United States v. Skrametti**, ruling 6–3 that the law does not violate the Constitution.

The Court applied the lowest level of judicial scrutiny—rational basis review—arguing the law is based on age and medical use, not sex. This decision narrows legal pathways for challenging similar bans and may encourage further restrictions on transgender healthcare.



UPDATE ON U.S. VS SKRMETTI

"This is going to cause many folks to consider leaving the states that they are living in," said Cathryn Oakley, HRC's Senior Legal Director. "To the extent that an employer has the ability to influence that, it is a moment for folks to be aware of, sensitive to, and responding to."

Where possible under relevant laws, employers should consider supporting impacted employees through:

- Travel and relocation benefits
- Financial assistance for legal expenses related to accessing care

Explore [HRC's Transgender Inclusion Toolkit for Employers](#) and the [HRC's State Laws on Transgender Healthcare](#) for additional guidance.



WHAT'S ON THE DOCKET

What's On the Docket is what is coming down the pipeline in terms of public policy that you should be on the look out for.

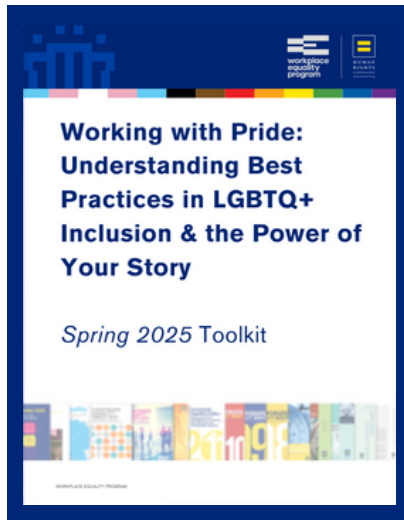
- [A Term of Injustices: Supreme Court Delivers Unrelenting Blow to LGBTQ+ Rights in Series of Rulings](#) - HRC Press

WORKPLACE EQUALITY PROGRAM

HRC NEWS



JULY 2025



WORKPLACE TEAM LAUNCHES 2025 EMPLOYEE TOOLKIT

As Pride Month comes to a close, we here at HRC know Pride is 365 days a year. With that the Workplace Equality team launched our 2025 Employee Toolkit - ***Working with Pride: Understanding Best Practices in LGBTQ+ Inclusion & the Power of Your Story.***

We believe that creating inclusive and respectful workplaces starts with understanding the policies and protections that support LGBTQ+ employees. This guide is designed to help you navigate key workplace practices—from non-discrimination policies and healthcare benefits to employee resource groups and inclusive leadership. Whether you're just starting your career or looking to better understand your rights and resources, this is a practical starting point for feeling informed, supported, and confident at work.

Scan the QR code or [click the link to access the toolkit!](#)

SAVE THE DATE: HRC National Dinner

Join us on **Saturday, September 13th in Washington, DC** for an evening of celebration and inspiration at our National Dinner.

Join us as we come together as a community of members, supporters, friends, family, and allies from around the country.

**Get your tickets now for the
HRC National Dinner!**



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NEWS TO USE



2026 Corporate Equality Index

The CEI is the leading benchmarking tool to help businesses assess and advance a fair, safe and inclusive workplace for LGBTQ+ employees using a clear and actionable framework for leading policies and practices

Build workplaces where LGBTQ+ employees have the same opportunity to succeed as their peers—and where business success is strengthened by inclusion



The CEI is easier and faster than ever!



"Everyone sends a big THANK YOU for streamlining the survey this year. What a huge timesaver for so many here. Please extend our appreciation and gratitude to all involved on your end!" — 2026 CEI Survey Submitter

- For our Equality 100 companies, we are seeing survey submissions **completed in less than THIRTY MINUTES!**
- For our full CEI survey submitters, we've streamlined the survey by **reducing the number of questions and attachments by 30%** and have received submissions far more quickly than expected.

*Get started on your CEI survey today and remember, the **CEI is due Friday, August 29, 2025.***



WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

JULY WEBINAR:
The Look Forward Webinar

Join us as we do a **deeper dive into the recent SCOTUS Skrametti decision** and how that impacts people, employees, and businesses.

[Click image above to register now!](#)

THE A.M. READ

HRC's Tipsheet to Spill the Equali-Tea



NEWSLETTER:
The A.M. Read Newsletter

The A.M. READ newsletter is a news tip sheet highlighting LGBTQ+ news and HRC updates. From breaking news to politics to LGBTQ+ pop culture to sports and everything in between.

[Click image above to sign up now!](#)