



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

THE LOOK FORWARD

June 2025



www.hrc.org/workplace



workplace@hrc.org

WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

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.



WHAT YOU CAN FIND HERE

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.



WORKPLACE INCLUSION SPOTLIGHT

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

- [LGBTQ+ Employees Feel Less Comfortable in the Workplace, According to a Survey - Inc.](#)
- [Companies that kept DEI commitments saw higher reputation scores in 2025 - AXIOS](#)

June 2025

THE LOOK FORWARD

HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION



www.hrc.org/workplace



workplace@hrc.org



PUBLIC POLICY CORNER

LGBTQ+ employee groups should be aware of sweeping changes at the Equal Employment Opportunity Commission (EEOC), which threaten to undermine its core mission of protecting workers from discrimination. Once a critical resource for LGBTQ+ workers—especially transgender individuals—the EEOC is being reshaped under Acting Chair Andrea Lucas to serve a radically different agenda. Lucas has halted enforcement of protections for transgender employees, dropped key lawsuits, and targeted employers with inclusive practices.

These shifts align with the far-right Project 2025 blueprint and follow the illegal removal of commissioners who supported civil rights enforcement. The agency is now prioritizing actions that roll back protections, such as defending “biological sex” at the expense of gender identity rights and reframing civil rights law to attack racial equity and DEI efforts. These changes leave LGBTQ+ workers more vulnerable, though some field offices continue to issue right-to-sue letters, allowing individuals to take legal action even without the agency's support.

-Matthew Rose (he/him), Senior Public Policy Advocate, Human Rights Campaign



EQUALITY ACT REINTRODUCTION

The [Equality Act](#) was reintroduced into the House and Senate chambers of the 119th Congress on April 29th. The legislation updates foundational civil rights laws to include sexual orientation and gender identity as protected characteristics. Millions of LGBTQ+ people live in states without inclusive protections.

The Equality Act isn't just a symbolic bill. It would finally guarantee protections in housing, education, public services and more — protections most Americans assume already exist, but don't. The Equality Act would close these gaps once and for all.

[Take action with HRC!](#)



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.

- [HRC Fact Sheet: 4 Supreme Court Decisions to Watch](#)
- [HRC on the 'Big Beautiful Bill' Impacts](#)
- [HRC The Equality Impact Hub: Mobilizing for LGBTQ+ Rights](#)

WORKPLACE EQUALITY PROGRAM

HAPPY PRIDE

JUNE 2025



WorldPride is an international LGBTQ+ event held every two years in a different city, organized by InterPride, a global network of national LGBTQ+ pride organizations. It's a large-scale celebration featuring parades, festivals, and other events aimed at promoting visibility and awareness of LGBTQ+ issues on a global level.

The US has hosted WorldPride twice. In 2019, New York City hosted Stonewall 50 - WorldPride NYC, and in 2025, Washington, D.C. is hosting WorldPride. The next WorldPride will be held in Amsterdam in 2026.

For more information about [WorldPride 2025](#).



HOW "PRIDE" TURNED INTO LGBTQ+ EMPOWERMENT, PROTEST:

As Pride Month nears, [NPR's Juliana Kim](#) details the powerful transformation of the word "pride," from its origins, categorized as a deadly sin, to a rallying cry for LGBTQ+ rights and resistance. First embraced in the wake of the 1969 Stonewall Uprising, "pride" became a symbol of self-worth, dignity, and solidarity in the face of shame and marginalization. This year, amid rising anti-LGBTQ+ rhetoric and legislation, Pride events are returning to their roots — not just celebration, but protest. Organizers across the country are emphasizing our movement's original spirit of defiance and resilience, affirming that Pride is, and always has been, a powerful response to injustice.

The Human Rights Campaign has reached 3.6 million members and supporters — the largest, most powerful base of support we've ever built!

Our visibility has never mattered more--and neither has our strength. When they try to erase our stories, we rewrite them. When they try to silence us, we get louder. We're raising our flag high and making it clear, we're not going anywhere.

From the streets of World Pride to the workplace, we will not be erased. Existence is resistance. Joy is defiance. Pride is power. Joining us in raising our flag high and making it clear - These Colors Don't Run.



[For more information about what HRC is up to this Pride.](#)



workplace@hrc.org



www.hrc.org/workplace

J
U
N
E
2
0
2
5

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

Informational Webinars:

- **June 12th - CEI Webinar ERGs and Employees**
 - Exploring tactics to foster personal narratives that inspire and engage employees at all levels to support workplace fairness and inclusive policies.
 - [Click here to register](#) or scan the QR code.
- **June 23rd - General Counsel & Senior Execs**
 - Exploring legal compliance, risk avoidance, and the importance of parity across corporate networks in discussion with legal industry peers & experts.
 - [Click here to register](#) or scan the QR code.
- **June 30th - Communications & Marketing Teams**
 - Exploring CEI resource toolkits, FAQs, and ways to leverage media cycles to avoid risk and enhance your company's ROI on inclusion.
 - [Click here to register](#) or scan the QR code.



THE LOOK FORWARD
HUMAN RIGHTS CAMPAIGN FOUNDATION
WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

PRIDE 2025 WEBINAR:
The Look Forward Webinar

Join us as we reflection on the LGBTQ+ community's journey—from protests to progress—and the HRC's role in the movement. **This webinar offers a hopeful vision rooted in resilience, unity, and the ongoing fight for true equality.**

Click image above to register now!

THE A.M. READ
HRC's Tipsheet to Spill the Equal-Tea

HUMAN RIGHTS CAMPAIGN

NEWSLETTER:
The A.M. Read Newsletter

The A.M. READ newsletter is a news tip sheet highlighting LGBTQ+ news and HRC updates. It covers a wide range of topics from breaking news to politics to LGBTQ+ pop culture to sports and everything in between.

Click image above to sign up now!