



EVERFI®

Toolkit: Awareness Months & Holidays

June 2025

How to Use This Toolkit

Purpose and Benefits

Nationally-recognized awareness months give you a great opportunity to engage your workforce in conversations and learning all year. We're making it easier for you with our **Awareness Month Toolkit**. It's packed with resources that save you time, enabling you to focus on helping your employees gain a deeper understanding and appreciation of one another.

Contents

This easy-to-use toolkit contains the following for the month of **June**:

- Tips and resources that you can include in your employee newsletter or intranet
- Employee lunch & learn ideas with suggested activities and discussion questions
- Additional tools to share with your leaders and supervisors
- Ideas for employee giving and community service projects

***Note:** The resources and links in this toolkit are samples and suggested ideas. Please take some time to carefully review each item's contents before use, to ensure it is a good fit for your organization.*

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June

Theme: LGBTQ+ Pride Month

1. Sample Content for Your Employee Newsletter or Intranet

In June, numerous organizations, communities, and countries around the world observe Pride Month. It's a time for recognizing and celebrating LGBTQ+ people and culture, learning about the past and present challenges experienced by the LGBTQ+ community, and activism. We are proud to celebrate and continue the conversation around equity, inclusion, and belonging for all.

Did You Know?

While many people think of Pride parades as fun and celebratory events, today's parades are rooted in a long history of significant civil rights protests. This 8-minute video from PBS, "[Why is Pride a Parade?](#)" explores the history and deep meaning of Pride parades over the past 50 years and the important role they have played in the pursuit of equality and acceptance.

Dig Deeper

How can you support a colleague or friend who is in the LGBTQ+ community all year round? Here are some helpful resources and videos.

- **Read:** [What to say to support a colleague, friend, or family member who comes out](#)
- **Watch/Listen:** This video provides [3 great tips for being an ally](#) to any community. (4 mins)
- **Learn:** Concerned about using the wrong language? Check out this helpful [glossary of terms](#), but remember to listen for and respect the term that a person uses to identify themselves.
- **Do:** Consider adding your pronouns in your email signature, video-display name, or when you introduce yourself. [Here's why](#) this small act shows inclusion and respect for others.



2. Employee Lunch & Learn Suggestions: Pride Month

Have attendees watch this brief 8-minute video from PBS, "[Why is Pride a Parade?](#)" Discuss the clip. Here are some sample questions to get you started:

- What surprised you or moved you the most about the history of the Pride movement?
- The video discussed current debates about whether Pride parades should continue as a celebration or return to their protest-based roots. What do you think?
- What should corporations' roles be in observing Pride Month?
- The video touched briefly on issues of intersectionality, such as calls for Pride movements to be more inclusive of people of color. How might LGBTQ+ individuals who are also people with disabilities, people of color, or from other historically marginalized groups have unique experiences and needs, or face additional challenges?

Tip: If you have an employee resource group/ affinity group representing LGBTQ+ employees, consider seeking its input and asking if its members would like to be involved in sponsoring, planning, or holding an employee event or any other company effort to honor Pride Month.

3. Additional Resources to Share with Leaders and Supervisors

- Blog: [How to Prevent Sexual Orientation Discrimination in the Workplace](#)
- Blog: [LGBTQ+ Workplace Issues: Why the Majority of LGBTQ+ Workers Still Hide Their Identity at Work](#)

4. Encourage Employee Engagement and Belonging

Commemorate Pride Month by encouraging employee and leader participation in an LGBTQ+ employee resource group (ERG). ERGs (also known as affinity groups) provide opportunities for professional and personal development, support, information sharing, networking, and more for employees with shared interests, experiences, or identities and their allies. They are also critical tools for [employee retention, inclusion, and belonging](#).

It's strongly encouraged for company leaders to participate in regular ERG meetings, including as an ally. Visible, ongoing leader support for employee groups is critical, but unfortunately, most leaders are missing the [promise and challenges](#) faced by ERGs, according to Great Place to Work.





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