

# PHOENIX FUTURES

HOW TO ATTRACT, RETAIN AND  
DEVELOP LGBT+ TALENT



WOOSH RAZA  
*HEAD OF PEOPLE & CULTURE,  
PHOENIX FUTURES*

**Diversity & Talent aren't 2 separate camps!**



# Attracting LGBT+ Talent

- Ask your LGBT+ employees! (*Surveys/ Polls*)
- Data is your friend – use it!
- Look at your content - Ensure your recruitment **language** is welcoming and inclusive (Pronouns, looking at gender identity **and** orientation)
- Review your hiring practices
- Involve your hiring managers
- Where are you advertising?
- Get honest feedback from candidates



Great – we have attracted LGBT+ Talent – How do we keep LGBT+ candidates?





*diversity*

IS HAVING A SEAT AT THE TABLE.

*inclusion*

IS HAVING A VOICE. AND

*belonging*

IS HAVING THAT VOICE BE HEARD.

-LIZ FOSSLIE



# Developing and Retaining LGBT+ Talent

- Remember the difference between *Diversity, Inclusion & Belonging*
- Don't be performative or Tokenistic
- Intersectionality matters!
- **0** Tolerance means **0** Tolerance!
- Visibility is everything
- Foster a gender neutral environment
- Offer Benefits that are inclusive to all
- Ask your LGBT+ employees!

A detailed grayscale illustration of a fingerprint, showing the intricate ridges and valleys of the skin. The fingerprint is centered and occupies most of the frame. Overlaid on the fingerprint is the word "Questions?" in a bold, pink, sans-serif font. The text is positioned in the middle of the fingerprint, slightly to the right of the center.

**Questions?**