2025 Pride Month

Toolkit

Persevering Together

Washington State Employees'

RAIN

LGBTQ+ Business Resource Group

What is Pride?

Every June, people around the world celebrate Pride Month as a way to uplift and show support to the 2SLGBTQ+ community. It was created in honor of the Stonewall riots. On June 28th, 1969, 2SLGBTQ+ people pushed against systematic violence and unjust treatment. Led by trans women of color, the event sparked a gay rights movement that has left a worldwide impact.

We encourage agencies to celebrate Pride Month. It is a fun and easy way to show support to the community. 2SLGBTQ+ Employees and customers need to know you care!

2SLGBTQ+: Two-spirit, lesbian, gay, bisexual, transgender, queer, and more!

Who Are We?

RAIN (Rainbow Alliance and Inclusion Network) is the 2SLGBTQ+ Business Resource Group for Washington state employees. We are sponsored by the Washington LGBTQ+ Commission and Washington Office of Financial Management.

RAIN works to create a workplace where state employees can bring their full authentic selves. Employees that feel free to be themselves are able to do their best work serving Washingtonians.

You can learn more about RAIN by visiting our website www.lgbtq.wa.gov/rain or email us at rain@ofm.wa.gov.

What does Pride mean to WA State employees?

"In a time and space where queer people are not universally accepted, where rights are being stripped away, Pride means that I am not alone. It means that I can be brave and know others will stand up with me. It means I know someone's got my back, and my heart is filled with love to push out any fear. Pride is community. Pride is home."
— Anonymous

Pride is "Where we can let out the parts of ourselves that many of us keep hidden or subdued in public. It reinforces safety in numbers, helps me re-establish community, and lets me bask in unfiltered queerness."
— Amanda (they/them), Department of Ecology

"Today, more than ever, Pride is the celebration of who we are, who we love, the shoulders upon which we stand and the resistance to oppression we still must exert. It is singles and couples and families and allies loving on us from the sides. And, like everything queer and trans folk touch, it is colorful and joyful and filled with bad ass human beings who know how to accessorize."
– Moaz Ozmun-Wells

"Pride reminds me to step up my game as an ally. What am I ACTUALLY doing to support my trans, gay, and queer friends? It's a time to reconfigure my priorities and time so I'm living out my values in service to them, my non-binary family members, and community members that deserve support, respect, access, justice, and visibility."
– Anonymous

"Pride is what our elders risked everything for, and we have to continue their work and make sure that we never lose our Pride or our hard-earned rights."
– Anonymous

How can my agency participate?

- Visual displays in lobby or entrance (ex. hang a flag)
- Provide pronoun pins for employees and visitors
- Print resources to hang up or have available
- Have 2SLGBTQ+ speakers come to talk
- Hold a lunch and learn panel
- Compile local 2SLGBTQ+ resources
- Consider starting an agency 2SLGBTQ+ Employee Resource Group (ERG)
- Utilize RAIN's trainings in the [Washington State Learning Center (WSLC)](#)

A Call to Community, Courage, and Commitment

June marks Pride Month—a time when 2SLGBTQ+ people and allies gather to celebrate identity, honor history, and strengthen community. It's a time for parades and reflection, for joy and resistance. Pride began as protest, and at its core, it continues to be about resilience and visibility in the face of adversity. That context feels especially urgent this year.

Since January 2025, federal actions have raised concerns about the loss of rights for 2SLGBTQ+ people. They target areas such as healthcare access, workplace protections, and the ability for transgender and non-binary people to be out in public.

One especially troubling policy seeks to redefine "sex" in federal programs based solely on physical features assigned at birth, which threatens the legal recognition and protection of transgender, non-binary, and intersex people. In this climate, visibility matters more than ever.

While legal challenges are in motion and some federal actions may be blocked, the chilling effect on the 2SLGBTQ+ community—especially trans youth, families, and public servants—is already being felt. As public employees in Washington State, we have a responsibility to show that our commitment to inclusion is not performative—it's protective. It's policy. It's power shared.

Washington has a long history of increasing protections for people. Pride Month is an opportunity to deepen that commitment by showing support for employees and community members. This is done not only through statements, but through actions, policies, and cultural shifts.

This year, the RAIN Best Practices group is proud to provide the 2025 Pride Month Toolkit for state agencies. This resource is designed to help workplaces recognize, honor, and support 2SLGBTQ+ communities—while also offering tools to build inclusive environments year-round. Whether you're facilitating a conversation or taking time to learn more about the barriers your colleagues face—every action matters. Every signal of support makes a difference. The 2SLGBTQ+ community is resilient. But we deserve more than resilience—we deserve to thrive. Let's build a Washington where everyone can.

With pride and purpose,
The Rainbow Alliance and Inclusion Network (RAIN)

Showing Support

According to a [2021 survey by the UCLA School of Law](#),

- 50% of S2LGBTQ+ employees are not out to their current supervisor,
- 26% are not out to any co- workers,
- 46% have experienced unfair treatment at work, and
- 34% have left a job due to treatment by their employer.

According to data from HR Management,

- 4.9% of 2SLGBTQ+ employees identified as queer in FY25 (up by 0.2% from FY24) and
- 0.6% identified as gender X/non-binary.

However, the 2024 Survey showed potentially higher numbers:
- 9% identifying as 2SLGBTQ+,
- 1% gender X/non-binary, and
- 14% responding to both questions saying that they preferred not to say.

The fear of discrimination may explain lower self-reporting rates in data compared to anonymous engagement survey results.

Creating a supportive and accepting environment for 2SLGBTQ+ employees allows them to bring their true selves to work. Celebrating Pride Month is one step towards creating that environment.

This toolkit is meant to be a foundation for agencies to build their own Pride Month show of support. Below you will find a list of resources and some printable flyers. Pride Month is a good time to acknowledge the community, but showing support for employees and customers should be a year round effort.

Want to learn more? Keep scrolling for more info!

Pride Month Toolkit
Digital Resources

The following resources are compiled by RAIN. While we have done our best to review all content, some resources may not be accessible to all. Despite those potential barriers, we decided the resource was still valuable and included it in this list. Contents are not listed in any particular order. Please enjoy, and let us know what resources you would like to see in next year's toolkit!

RAIN Work Products

RAIN Transitioning in the Workplace Toolkit
RAIN Adding Pronouns to Your Signature Line FAQ
RAIN Recommendation for Use of Pronouns in Communications RAIN Recommendation Including Gender X options on Forms
RAIN Recommendation Inclusive Bathroom Signage
RAIN Teams/Zoom backgrounds, including Pride Month Backgrounds

Trainings

RAIN: Supporting Trans and Nonbinary Customers (WSLC)

Glossary of Terms

General Information and Definitions, Washington State LGBTQ Commission
Pride Vocabulary 101: Your GAY B C's, Collegiate Parent
Glossary of Terms, Human Rights Commission
LGBTQ+ Vocabulary Glossary of Terms, Safe Zone Project
PFLAG National Glossary of Terms, PFLAG
Washington State Glossary for Inclusive & Equitable Workplaces, OFM

Allyship

Becoming Visible Allies, PFLAG
Guide to Being a Trans Ally, Straight for Equality
Leading with Love for People Who Are LGBTQ+, Straight for Equality
Tips for Allies of Transgender People, GLAAD
Some questions to ask yourself as you become a better bi+ ally, GLAAD
Statewide Business Resource Groups, OFM

Celebrating Pride Virtually

[How to celebrate Pride Month from home](), Texas A & M University College of Liberal Arts & Sciences
[30+ Pride Month Celebration Activities & Ideas for Work](), Unexpected Virtual Tours and Training
[Virtual LGBTQ+ Events: Celebrating Pride Online](), Pride Adventures
[Virtual Pride Event Ideas to Celebrate Diversity at Work](), AVVA
[LGBTQ+ Educational Resources](), SnoCoCAN.com (contains subpages including research resources, resources for educators, resources for employers and businesses, resources for healthcare providers, and resources for families, friends, and supporters of LGBTQ+ folks)

Pride Events

[Washington State LGBTQ Pride Events](), Washington State LGBTQ Commission
[A calendar of every Pride celebration happening in the U.S. in 2025](), Pride
[Online pride events](), eventbrite
[Virtual Pride Month Events](), elevent

Flags

[The Complete Guide to Queer Pride Flags](), Pride
[LGBTQ+ Pride Flags](), Human Rights Campaign

Pronouns

[Talking About Pronouns in the Workplace](), Human Rights Commission
[How to Talk About Pronouns at Work: A Visual Guide](), Harvard Business Review
[What's Your Pronoun?](), Out and Equal Workplace Advocates

Coming Out

[Coming Out: A Handbook for LGBTQ Young People](), Trevor Project
[A Resource Guide to Coming Out](), Human Rights Commission
[Coming Out: Living Authentically as Black LGBTQ People](), Human Rights Commission

2SLGBTQ+ History

[LGBTQ History Timeline Reference](#), GLSEN
[LGBTQ Pride Month](#), DiversityInc
[Teaching LGBTQ History](#), Instruction Resources for California Educators, Students, and Families

Historical Figures

[Historical Figures of LGBTQ+ History](#), University of Northern Colorado
[12 Historic LGBTQ Figures Who Change the World](#), National Geographic
[LGBTQ Historical Figures](#), Learning For Justice
[Honoring LGBTQ Leaders for Women's History Month](#), GLAD
[LGBTQ+ History Cards](#), GLSEN
[31 LGBTQ+ Leaders from World History](#), Advocate

Pacific Northwest 2SLGBTQ+ History

[Northwest LGBTQ History](#), Oregon Queer History Collective
[Gay and Lesbian Archives of the Pacific Northwest LGBTQ History](#), Oregon Encyclopedia
[LGBTQ History in the PNW](#), Tacoma Community College

Flyers

Keep scrolling for informative flyers and the Gender Unicorn!

Gender Unicorn

Gender Identity
- Woman
- Man
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other Gender(s)

Sex Assigned at Birth
- Female
- Male
- Intersex/Other

Physical Attraction
- Women
- Men
- Other Gender(s)

Emotional Attraction
- Women
- Men
- Other Gender(s)

Graphic by Trans Student Education Resources
Design by Landyn Pan and Anna Moore
To Learn more, go to www.transstudent.org/gender

Gender Unicorn –
Additional Information

Example for how to fill out your own Gender Unicorn

Many people were curious if agender and asexual people were included in this graphic. In short, they are. For example, identifying on the left of the sexuality spectra would indicate no attraction. Each arrow is a sliding scale, not a checkbox.

Definitions

Gender Identity: One's internal sense of being male, female, neither of these, both, or another gender(s). Everyone has a gender identity, including you. For transgender people, their sex assigned at birth and their own internal sense of gender identity are not the same. Female, woman, and girl and male, man, and boy are also not necessarily linked to each other but are just six common gender identities.

Gender Expression/Presentation: The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc. Many transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.

Sex Assigned at Birth: The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes. It is important we don't simply use "sex" because of the vagueness of the definition of sex and its place in transphobia. Chromosomes are frequently used to determine sex from prenatal karyotyping (although not as often as genitalia). Chromosomes do not always determine genitalia, sex, or gender.

Physically Attracted To: Sexual orientation. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/ presentation, and sex assigned at birth.

Emotionally Attracted To: Romantic/emotional orientation. It is important to note that sexual and romantic/ emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth. There are other types of attraction related to gender such as aesthetical or platonic. These are simply two common forms of attraction.
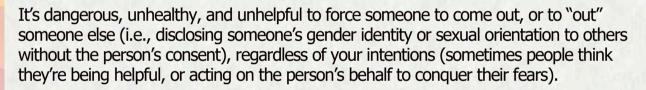
Coming Out of the Closet

This is a process by which someone (1) accepts and identifies with their gender identity and/or sexual orientation and (2) shares their identity willingly with others.

Sometimes we talk about coming out as if it were a one-time thing. But for most folks coming out is a series of decisions – sometimes daily – that 2SLGBTQIA+ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

A decision to come out to a person or group is one of safety, comfort, trust, and readiness. People may be "out" in some spaces, and "in" in others.
➢ To Family
➢ to Friends
➢ to Classmates/Coworkers
➢ to Religious Community

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), regardless of your intentions (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears).

If someone comes out to you...

Do:
1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is. (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of them.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.

Don't:
1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

Adapted from www.TheSafeZoneProject.com

2SLGBTQ+ Inclusive
Language Do's and Don'ts

Avoid Saying	Say Instead	Why?	Example
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth.	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"	"Assigned female/male at birth"	"-bodied" language is often interpreted as a pressure to medically transition, or invalidation of one's gender identity.	"Max was assigned female at birth, then he transitioned in high school."
"A gay" or "a transgender"	"A gay/trans person"	Gay or transgender are adjectives that describe a person/group.	"We had a transgender athlete in our league this year."

2SLGBTQ+ Inclusive Language Do's and Don'ts

Avoid Saying	Say Instead	Why?	Example
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders.	"Video games aren't just a boy thing—kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc.	Moving away from binary language is more inclusive or people of all genders.	"Good morning, everyone, next stop King Street Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs.	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone, unless explicitly asked (e.g. when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."