



INCLUSIVITY AWARENESS



LGBTQIA+ AWARENESS - IN THE WORKPLACE -

BUILDING UNDERSTANDING. PROMOTING RESPECT. ENCOURAGING ALLYSHIP.

What does LGBTQIA+ mean?

LGBTQIA+ is an umbrella term used to describe diverse sexual orientations, gender identities, and expressions. It represents a community of people who may identify differently from traditional gender or sexuality norms.



The History of South African Pride

Pride in South Africa grew out of the global LGBTQIA+ movement, gaining momentum after the end of apartheid. In 1994, South Africa became the first country in the world to enshrine LGBTQIA+ rights in its constitution, guaranteeing equality and protection from discrimination. Today, Pride is celebrated across the country as a symbol of visibility, resilience, and the ongoing fight for acceptance—honouring both the progress made and the struggles still faced by the LGBTQIA+ community.



Respect in the Workplace

Everyone deserves to feel safe, respected, and valued at work.

Respect includes:

- Using appropriate and inclusive language
- Treating all colleagues with dignity
- Respecting personal identities and boundaries
- Avoiding assumptions, jokes, or discrimination



Pretoria Pride & Workplace Education

Pretoria Pride provides training sessions, resources, and awareness initiatives to help companies create LGBTQIA+ positive workplaces. We are committed to fostering professional, inclusive, and sustainable environments where every individual—regardless of sexual orientation or gender identity—is respected, valued, and empowered.



Being an Ally at Work

An ally supports inclusion by:

- Listening and learning
- Speaking up against disrespectful behaviour
- Supporting inclusive workplace practices
- Creating a welcoming environment for all colleagues

