

Governor Carney Issues Pride Month Proclamation, LGBTQ+ Action Plan for State Employees

Action Plan to improve policies for LGBTQ+ employees

WILMINGTON, Del. – Governor John Carney on Friday signed a [proclamation](#) declaring June 2021 as Pride Month in the State of Delaware. Governor Carney and the Delaware Department of Human Resources (DHR) also released an [Action Plan for Improving State Policies for LGBTQ+ State Employees](#). Governor Carney issued the following statement:

“Our work for LGBTQ+ equality goes beyond signing this proclamation. Earlier today, the State’s Department of Human Resources released an Action Plan for Improving State Policies for LGBTQ+ State Employees. The plan outlines specific action items that the state is undertaking to double down our efforts on LGBTQ+ equality. We are making it clear that we not only value a diverse workforce, but that diversity includes sexual orientation, gender identity or expression.

“These state efforts to build an LGBTQ+ inclusive workplace is not just the right thing to do; it also sends a signal loud and clear – for current employees, future employees, and the Delaware community at large – that the State of Delaware is an employer that is inclusive and equitable, where diverse lived experiences are encouraged and celebrated.”

The Action Plan will guide the State in taking a more

proactive approach to LGBTQ+ diversity and inclusion by:

- *Converting the State's Guidelines on Equal Employment Opportunity and Affirmative Action Gender Identity to a formal, statewide [Gender Identity Policy and Procedure](#).*
- *Revising the Equal Employment Opportunity Statement to include gender identity and gender expression.*
- *Allowing preferred name and pronouns wherever possible and legally permissible – including in the State job application process.*
- *Requiring mandatory training on gender identity and expression for all employees and supervisors.*
- *Capturing metrics and data about the LGBTQ+ community to inform policy and procedure development and compliance.*

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