Stonewall

#LVW26
LESBIAN VISIBILITY WEEK

Workplace Communication Toolkit

Lesbian Visibility Week

Introduction

This communication toolkit is designed to help workplaces recognise and engage with Lesbian Visibility Week in a thoughtful, inclusive and practical way. You'll find messaging prompts, and examples you can use to inspire your organisation to get involved. Use this toolkit as a flexible resource, choose what fits your workplace, build on it, and encourage open dialogue throughout the month.

WHAT IS LESBIAN VISIBILITY WEEK?

Lesbian Visibility Week is an annual observance in the UK, the US and some other countries. With roots in the US in the early 90s Lesbian Visibility Week was reintroduced by DIVA in 2020 with a full week of events and activities ending on lesbian visibility day on 26th April.

The week aims to:

- Build public understanding of LGBTQIA+ women and non-binary people's lives
- To increase lesbian visibility
- To create a legacy that benefits our community everywhere

The week aims to increase the visibility of lesbian women and non-binary people, highlight their contributions to society, and raise awareness of the specific challenges they face. For organisations, it provides an opportunity to celebrate lesbian employees, leaders, and role models, as well as a moment to reflect on how workplaces can better support inclusion and representation.

WHY IS IT IMPORTANT?

Lesbian Visibility Week is important because, despite progress in LGBTQ+ equality, lesbian employees still experience discrimination, underrepresentation and stereotypes.

Lesbian Visibility Week creates space for organisations to acknowledge these experiences and demonstrate their commitment to truly inclusive workplaces.

For organisations recognising the week:

- Highlights lesbian achievements and leadership
- Fosters conversations about inclusion equality and wellbeing
- Strengthens employee resource group activities
- Demonstrates a commitment to an inclusive culture

The 2026 theme, **Health and Wellbeing**, underscores the importance of supporting physical, mental and emotional wellbeing. It ensures we are working to create workplaces where everyone feels seen and valued.

Ways your workplace can get involved

We've shared some ideas below but encourage you to get creative

- Book a speaker for your workplace - you can reach out to Stonewall and make use of your Proud Employers discount.
- Share this calendar of Lesbian Visibility Events from Diva with your staff.
- Highlight this year's theme of health and wellbeing by signposting to initiatives that support lesbian employees' mental and physical wellbeing, such as workshops, wellbeing sessions, or resource-sharing.
- Use the Stonewall Rainbow Laces campaign to have conversations about health and wellbeing at work.
- Profile lesbian role models in your workplace highlighting the contributions they've made and sharing their stories.
- Celebrate lesbian culture using brilliant resources from Diva - showcase books, films and podcasts in internal newsletters or on your intranet and encourage teams to share recommendations or host virtual screenings.
- Host an employee resource group event focussed on lesbian inclusion, this could be a panel discussion or a social event.

Key messaging

You can use and adapt these to shape your organisation's communications

VISIBILITY MATTERS

When lesbian voices are seen and heard, we build stronger, more innovative teams. Celebrating visibility strengthens connection and drives long term success.

REPRESENTATION DRIVES PROGRESS

History shows that inclusion leads to achievement. By recognising lesbian contributions, we create a workplace where every person can succeed.

STRENGTHEN OUR COMMUNITY

This week is an important moment to come together, recognise achievements, and support each other in building an inclusive, productive workplace.

CREATING AN INCLUSIVE CULTURE

Building an inclusive workplace is about more than policies, it's about culture. We are committed not only to updating systems and practices but also to nurturing an environment where everyone feels valued and able to succeed. True inclusion means giving all employees the same opportunity to flourish, in Lesbian Visibility Week, and every week.

CELEBRATING CONTRIBUTIONS

As an organisation, we acknowledge and truly appreciate the contributions of our lesbian employees. We hope that everyone feels included and valued every week but during Lesbian Visibility Week, we are especially committed to spotlighting these voices and ensuring that their achievements are genuinely celebrated.

PROUD TO SUPPORT

At [organisation], we are proud to support Lesbian Visibility Week. This week we're celebrating how far we've come and recommitting to continuing our progress

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INCLUSION ALL YEAR ROUND

April is a great month to communicate about your Proud Employers membership and your year round commitment to inclusion. You could adapt the messaging below.

At [organisation], we are proud to be a Proud Employer.

Through the programme, we receive expert guidance and practical tools that help us take meaningful steps towards creating a truly inclusive workplace where everyone can succeed. While Lesbian Visibility Week is a moment to highlight the achievements, experiences and contributions of lesbian colleagues, our commitment to lesbian and wider LGBTQ+ inclusion continues throughout the year.

We look forward to continuing this journey as a Proud Employer and strengthening our work to create an inclusive culture where everyone can thrive.

HASHTAGS

Use these hashtags in your social media posts during Lesbian Visibility Week

#LVW
#LVW26
#LesbianVisibilityWeek
#LesbianVisibility
#LesbianVisibilityWeek2026

RESOURCES AND LINKS

- DIVA - The history of Lesbian Visibility Week
- LVW - Community Toolkit
- Albert Kennedy Trust- Lesbian resources
- Register your event on the LVW website
- Stonewall - Lesbian Hub

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where every LGBTQ+ person has equal rights. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter. Stonewall are not responsible for the content of external links contained in this document.