

IDAHOBIT

17 MAY 2025

IDAHOBIT is coming up on 17 May 2025 (International Day Against Homophobia, Biphobia & Transphobia), the day after PINK SHIRT DAY in New Zealand on 16 May. The International theme this year is **The Power of Communities**. The theme reflects the diversity and richness within LGBTIQIAP+ communities, from the grassroots to the global, celebrating our varied and intersecting backgrounds, identities, and experiences. The theme for 2025 highlights the strength and resilience that emerges from our collective solidarity, recognising the contributions of human rights defenders, Rainbow and civil society groups, allies, and millions of people in our communities who support human rights and collective liberation.

IDAHOBIT is one of the most important dates in the Rainbow Calendar and we encourage all our Pride Pledge Supporters to choose something to do in the lead up to, and/or on this date. So, how is your workplace going to participate? We've got six key ideas below for making the most of the day- these are just to get you started.

- Go Rainbow
- Run an Event
- Start a Project
- CEO Support
- Shout it PROUD
- Give a Little

GO RAINBOW

Rally everyone to stand out against queerphobia at work by wearing splash of rainbow for the day, putting up rainbow decorations around the office, flying the rainbow flag from your building/office or adding a rainbow backdrop to your morning online meeting - it could be that simple. Make sure to send out an email alert beforehand to let your crew know to get everyone involved.

RUN AN EVENT

Run an event - in person, online, or a little of both! Rainbow morning meeting, or a lunch n' learn session or perhaps a Rainbow Awareness Session with us! A great way to celebrate IDAHOBIT is by continuing your team's educational journey.

START A PROJECT

Use the day to launch an organisation-wide project that supports sexual and gender diversity. We recommend:

- Encouraging everyone to start using pronouns and making sure resources are available
- Commit to the Pride Pledge Gender Affirmation Policy Register
- Kick off a commitment to Pride Pledge Certification
- Commit to the Pride Pledge Rainbow Inclusion Stocktake and assess your progress
- Or, if you haven't already, take the Pride Pledge! An easy way to get your business started and active in the rainbow D&I space.



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CEO / EXEC SUPPORT

Ask your CEO or Exec Sponsor to write a blog or article in support of LGBTTIAP+ staff and customers with a commitment to how your organisation is supporting LGBTTIAP+ diversity and inclusion.

This could also be a great opportunity for your CEO to challenge your clients and customers to get on board, or to launch a new policy. Right now, organisations standing up publicly matters!

SHOUT IT PROUD

Use your networks to promote your involvement in the day. Share photos from your events on the day using the hashtag [#IDAHOBIT](#) and show the world why supporting LGBTTIAP+ employees and consumers is so important. And don't forget to tag us! @pridepledge

We also recommend including specific data around homo, bi & trans bullying in your post, to add substance to your message and to continue the conversation that we've still got a long way to go. Reach out if we can help you with this!

GIVE A LITTLE

Use IDAHOBIT as a reason to add a charity (or more charities!) to your giving programs, or to organise a unique fundraiser to support LGBTTIAP+ communities. If you were feeling really motivated, you could also collaborate with a local charity on a specific project, like an event, tool or service. The world's your oyster, but make sure you think LOCAL first and do your research on who you are giving to and why!

You can find a list of Rainbow Charities on the pride pledge website www.pridepledge.co.nz

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