

RAINBOW REGISTERED

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McMillan is committed to fostering a culture of equity, diversity and inclusion that respects and embraces the unique backgrounds, perspectives, experiences and talents of individuals at all levels of the firm.

In support of this, McMillan is proud to announce that we have recently achieved Rainbow Registered LGBT+ Friendly Accreditation. Canada's LGBT+ Chamber of Commerce, together with Tourism HR Canada, have collaborated to launch the Rainbow Registered LGBT+ Friendly Accreditation Program.

Rainbow Registered is a national accreditation for LGBT+ friendly businesses and organizations. When you see a Rainbow Registered symbol, you know the business or organization meets a stringent set of standards to ensure LGBT+ clients, visitors and firm members feel safe, welcomed, and accepted.

The Program is based on criteria that define the required standards of practice and are informed by National Guidelines. The National Guidelines include clear, measurable, attainable business criteria reflecting current and emerging best practices specific to the needs and interests of LGBT+ clients, visitors and firm members.

In order to qualify for the Rainbow Registered accreditation, the firm must have met the pre-established criteria and standards for the following four categories:

1. Policies and practices are non-discriminatory and respectful of sexual orientation and gender identity
2. Training focused on LGBT+ topics
3. Commitment of the firm regarding Inclusive Leadership
4. The fostering of a culture that is LGBT+ inclusive

An Assessor from Rainbow Registered reviewed McMillan's application and conducted initial research on the firm. Then Rainbow Registered conducted an in-depth interview with [Nisha Rider](#) to review our submission including our policies, events related to the LGBT+ community, community outreach and other Diversity and Inclusion programs.