

# LGTBI Policies and Practices at Work

*Creating an environment where everyone can be themselves*

*Presentation to ESA, January 14th 2019*



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**Workplace  
Pride**

THE INTERNATIONAL  
PLATFORM FOR LGBTI  
INCLUSION AT WORK

# MEMBERS

Leaders

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Rijksoverheid



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Partners







SERVICES DE QUALITÉ DE VIE







Unilever

Members

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**OUR MEMBERS INCLUDE:**  
Major Dutch and Multinational  
Businesses, both public & private  
sectors plus academia who support  
LGBTI workplace inclusion

## Mission Statement:

Dedicated to improving the lives of LGBTI people at work

- International events, publications, connections re LGBTI workplace inclusion
- Point of reference for HR & D&I professionals & LGBTI community for best practices
- Gives employers, governments & NGOs the tools they need to create real change
- Realising the full potential of LGBTI workplace inclusion for all stakeholders



# 35%

**Of your total waking hours over a working life is spent at work**

# 30%

**The percentage of productivity and creativity loss we estimate if LGBTI people cannot be themselves at work**

If you cannot be openly yourself at work, this is bad for you, bad for your employer & ultimately bad for economies due to productivity loss.

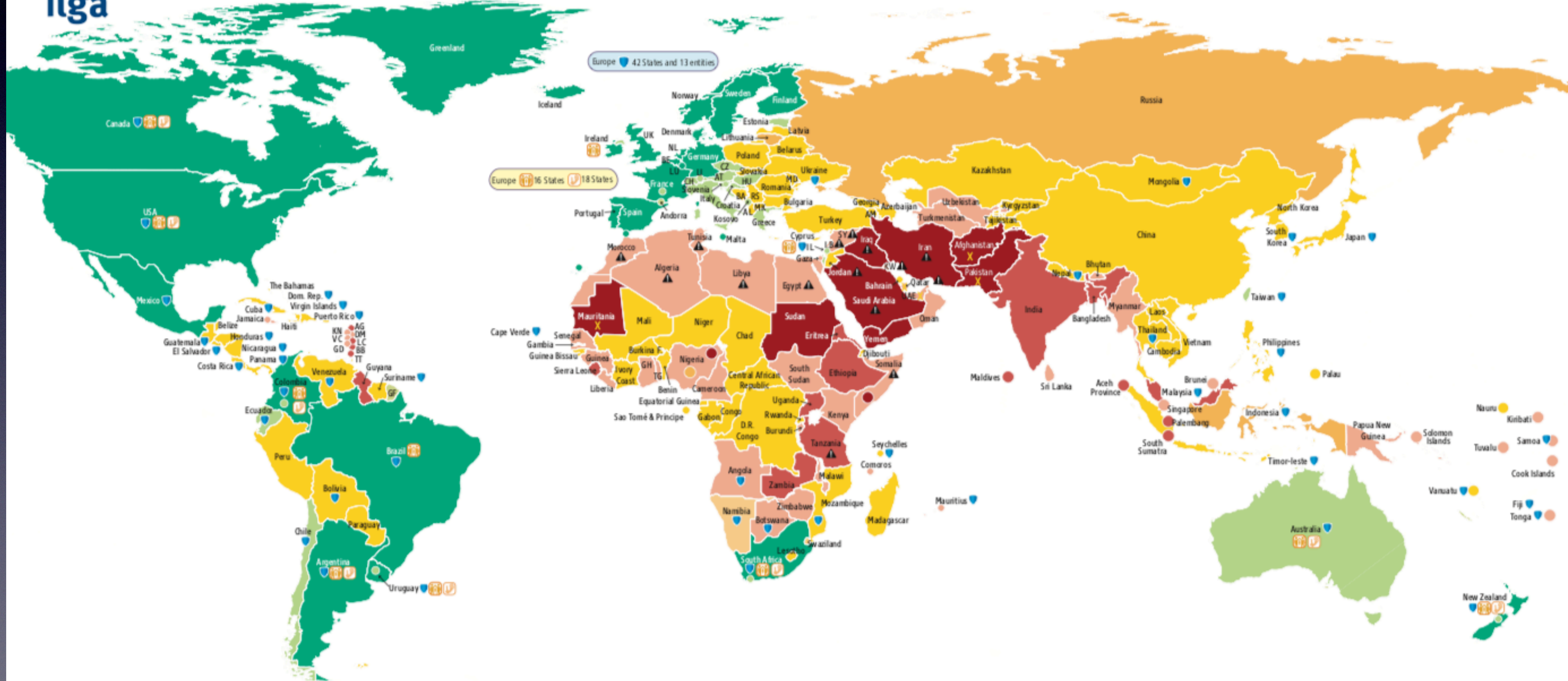
# THE DILEMMA



## SEXUAL ORIENTATION LAWS IN THE WORLD - OVERVIEW

ILGA, THE INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION

**MAY 2017**  
ILGA.ORG



**CRIMINALISATION**

72 STATES

**PROTECTION**

85 States

**RECOGNITION**

47 States

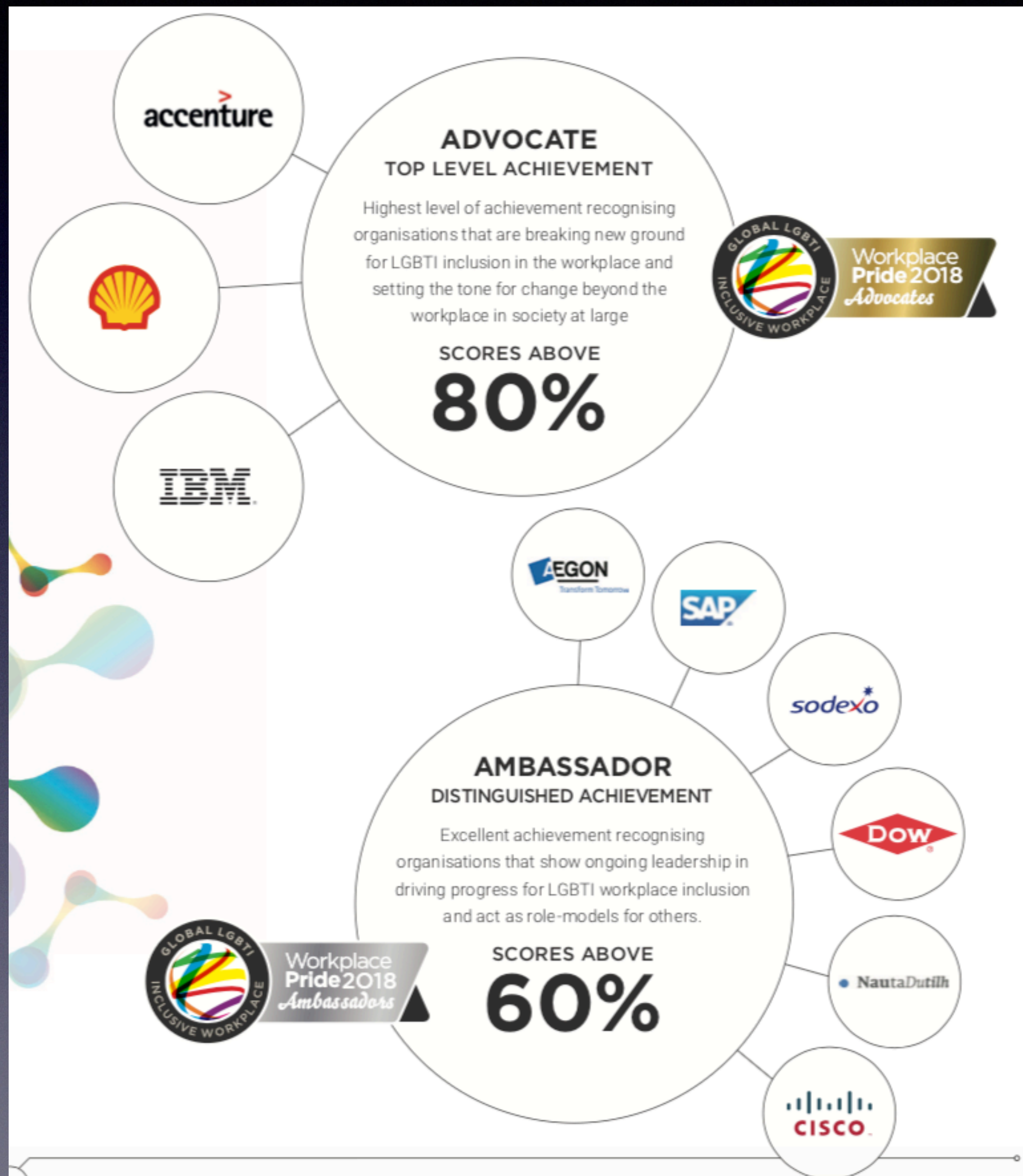
# THE DILEMMA

- **Most organisations have global Diversity and Inclusion and LGBT policies**
- **But varying laws and cultural norms make implementation difficult**
- **First step is to know where you stand with LGBTI Workplace Inclusion...**

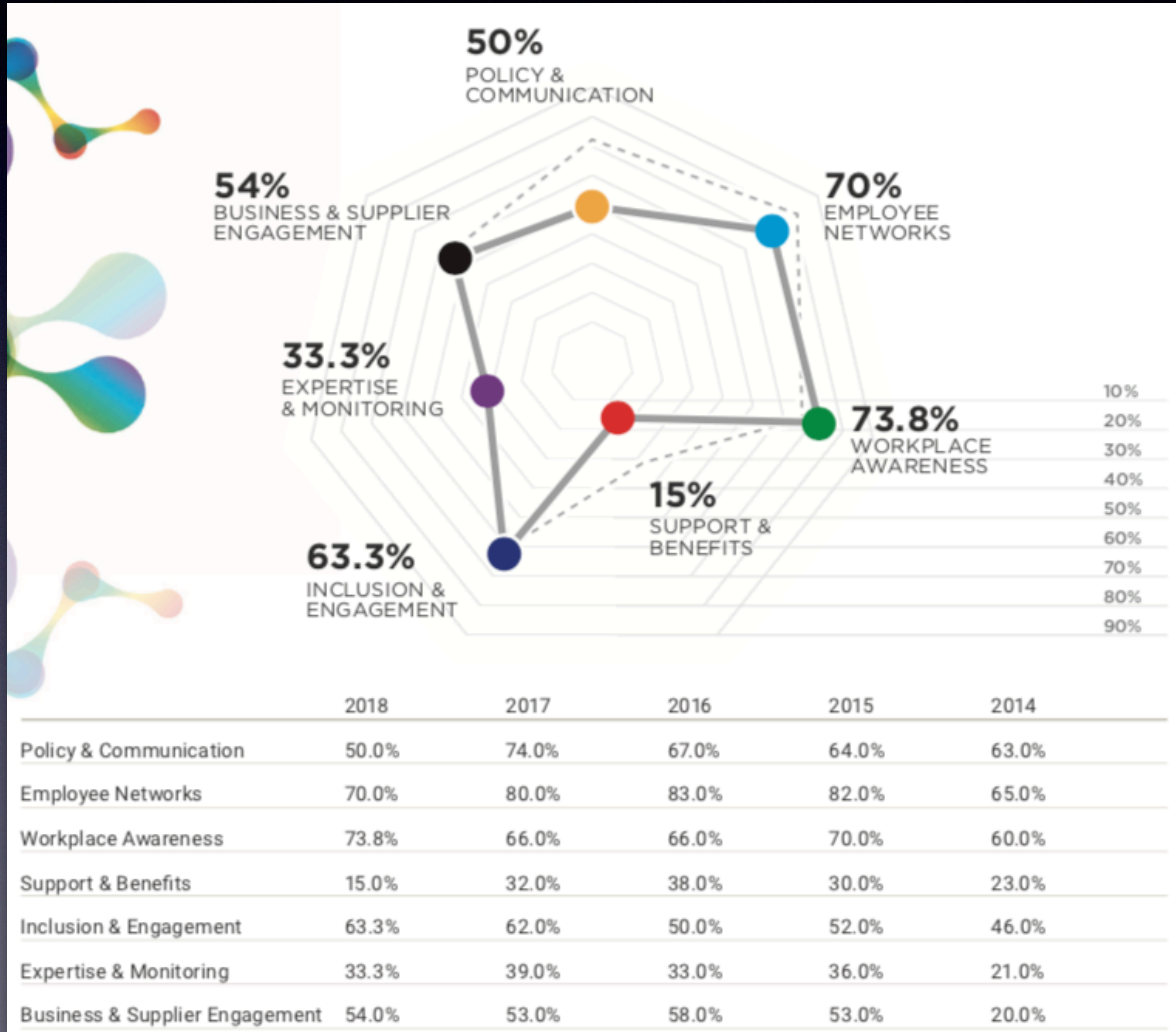
## Measure it!

## Workplace Pride Global Benchmark

- Annual measurement tool for cross-border LGBTI policies and practices
- Participation reveals many opportunities to make positive - low threshold - changes in organisations



# MEASUREMENT



- Designed as management tool
- 7 Business-relevant sections:
  - Policy and Communication
  - Employee Networks
  - Workplace Awareness
  - Support & Benefits
  - Inclusion & Engagement
  - Expertise & Monitoring
  - Business & Supplier Engagement



GLOBAL BENCHMARK 2018 - INDIVIDUAL SUMMARY REPORT

## XYZ ORGANIZATION



More than ever, we would like to say **THANK YOU** for your participation in the Workplace Pride 2018 Global Benchmark. We sincerely believe that the investment you made to participate in the Global Benchmark and the content of this Summary Report will help guide you as you drive progress and change within your organization and beyond.

Individual Summary		XYZ Organization			
2018 Results		Score history			
score :	<b>49.8%</b>	2017	2016	2015	2014
tier :	→ Mid	39.8%	62.9%	55.3%	47.7%
median	47.6%	↓ Low	→ Mid	→ Mid	→ Mid
		55.3%	61.0%	58.2%	50.7%



Your score of 49.8 % is above the median score of 29 total participants in the 2018 Global Benchmark and places you into the Mid Tier (middle third) of all participants.

We have significantly raised the bar in 2018 to ensure the Global Benchmark reflects progress and focus for LGBTI employees globally, meaning that standards are higher. You have grown your score over 2017, and in light of the higher standards, this is something you can be proud of.

We hope that the information provided can help you make plans and build an even more inclusive LGBTI workplace.

- Individual results provide specific advice for how to improve LGBTI inclusion
- Baseline comparison to make changes for LGBTI workplace Inclusion

## Workplace Pride Global Benchmark

- **Support and benefits** measures still need to be put in place to eliminate or reduce specific obstacles that LGBTI employees face in the workplace
- Organisations are still struggling with **monitoring** of LGBTI inclusion at work
- **Employee networks** remain critical to making progress with LGBTI inclusion

How can we make progress collectively?

# THE WAY FORWARD

- United Nations:  
Human Rights

Tackling Discrimination against  
Lesbian, Gay, Bi, Trans, & Intersex People  
STANDARDS OF CONDUCT FOR BUSINESS

- LGBTI Standards of  
Conduct for Business

## AT A GLANCE

### FIVE STANDARDS OF CONDUCT

AT ALL TIMES

1. Respect human rights
2. Eliminate discrimination
3. Provide support
4. Prevent other human rights violations
5. Act in the public sphere

WORKPLACE

MARKETPLACE

COMMUNITY

The Standards, produced in collaboration with the Institute for Human Rights and Business, build on the UN Guiding Principles on Business and Human Rights and reflect the input of hundreds of companies across diverse sectors.

COMMUNITY

WORKPLACE



The Standards of Conduct take the case for corporate engagement a step further – by pointing to the many opportunities companies have to contribute to positive social change in the communities where they do business

## • United Nations: Sustainable Development Goals



- LGBTI tie-in to SDG's
- In education
- At work
- In society

## STEMM people are LGBTI as well!

- Promotes inclusive environments for universities, businesses, researchers
- Untapped pool of talent: inclusive employers attract better and more diverse recruits
- LGBTI technical community is organising itself!
  - **Tech@WorkplacePride**: Last October at Brainport Eindhoven - large LGBTI technical event supported by leading technical oriented multinationals (*ASML, IBM, Phillips, Arcadis, TU Eindhoven, TU Delft, etc.*)!



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# RELEVANCE FOR STEMM

***“Companies that engage in pro-LGBT advocacy perform better on various measures of business competitiveness compared with their peers, based on self-reported factors”***

The Economist Intelligence Unit: Pride and Prejudice Report 2018

[www.workplacepride.org](http://www.workplacepride.org)



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