

# Global Benchmark 2021

## Intro

In this ongoing tumultuous time, it is commendable that many organisations are still making remarkable progress on LGBTIQ+ workplace inclusion. Each year Workplace Pride engages many organisations in our Global Benchmark survey that have gone that extra mile to measure their progress and use the results to make even more progress on this topic.

Workplace Pride, therefore, congratulates all participants on its 2021 Global Benchmark survey! Your participation continues to push the boundaries of LGBTIQ+ workplace inclusion around the world and provides inspiration to all organisations that strive to create workplaces where everyone can truly be themselves.

### Global Benchmark - An indispensable tool for LGBTIQ+ Inclusion

The Workplace Pride Global Benchmark is an evidenced-based instrument that looks at organisational LGBTIQ+ policies and practices. The Global Benchmark began in 2014 and grew out of a Master's thesis on how multinational organisations deal with differences in administrative conditions that affect their LGBTIQ+ workplace equality policies.



The key objective of the Global Benchmark is to provide participants with a set of concrete and tangible actions that they can take to ensure that their workplaces are fully inclusive for LGBTIQ+ people.

### 2021 Global Benchmark summary

In 2021, the Global Benchmark saw the highest number of participants in its 8-year history with a total of 45 organisations representing millions of employees around the world. This shows that measurement for LGBTIQ+ workplace policies and practices remains a priority for many multinationals.

### Global Reach

We know that our members choose Workplace Pride as a partner in their LGBTIQ+ Inclusion journey because we work across borders and world regions. Among the 45 participants in the 2021 Global Benchmark, 87% (39 organisations) operate in more than one region and nearly half of participants (49% or 22 organisations) operate in all regions of the world.



**Would you like to find out more?**

For further information please visit [workplacepride.org](https://workplacepride.org)



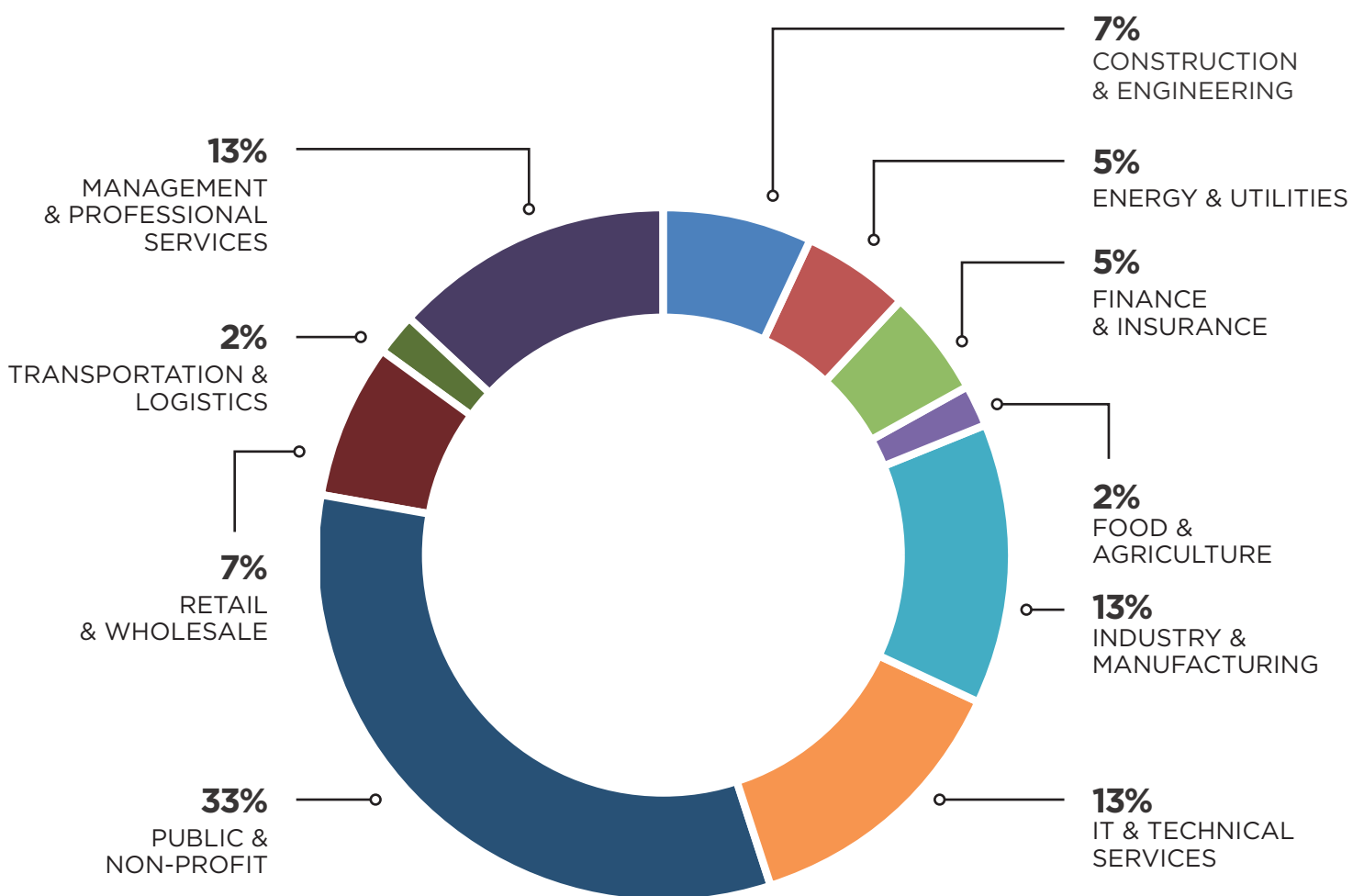
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## Public/Private and Industry Sector participation

1/3 of participating organisations represent the public sector (government, municipalities, NGO's and public institutions) while the remaining 2/3 represent the private sector across a broad range of industry segments

### 2021 Participation by Industry Sector



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## Overall Score

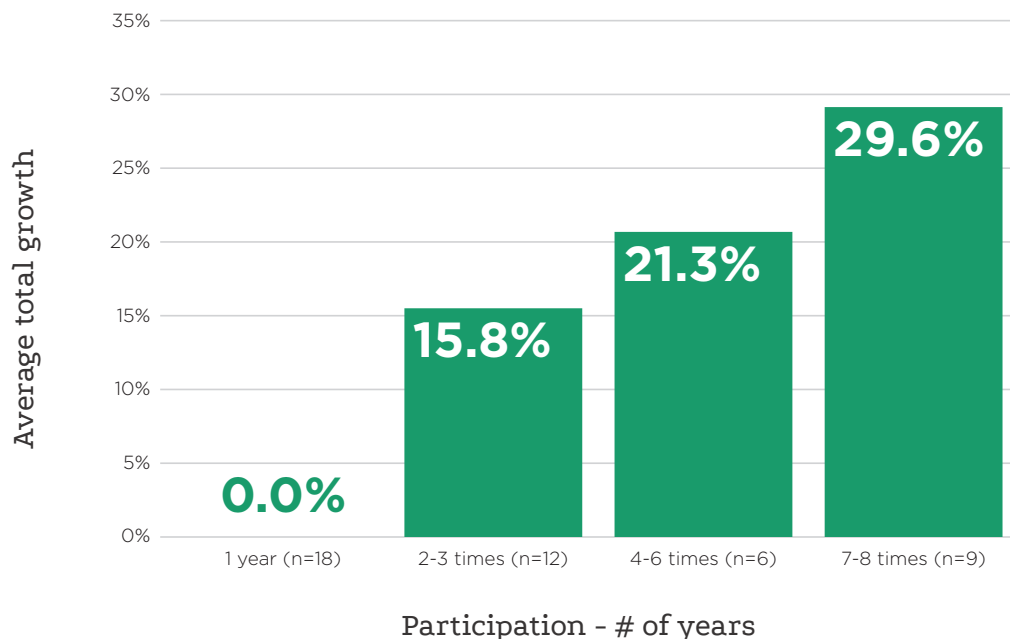
The 2021 Global Benchmark reflects activity from the calendar year 2020 which was dominated by the global COVID-19 pandemic which had a dramatic effect on the workplace and on society in general – where most in-person and group contact was reduced to near-zero levels. It is therefore not surprising that the 2021 overall median score for Global Benchmark 2021 was 46.3%, a drop from the 2020 median of 58.1%.

Based on historical data, we know that scores in the first year of participation are consistently lower across the board as many organisations use their first year to establish a baseline from which they grow and increase their scores in subsequent years. 38% of the 2021 submissions were from first-time participants.

The chart below shows how organisations that have participated in the Global Benchmark for 2 or 3 years have increased their score on average by 15.8% over their first submission. That percentage jumps to almost 30% for those organisations that have participated for 7 or 8 years



### Score growth with years of participation



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## Global Benchmark Sections

### Highest score: Employee Networks

As was the case in 2020, this section showed the highest scores which indicates that participating organizations are investing in employee networks and are acknowledging that they play a key role in LGBTIQ+ Inclusion in the workplace.

### Strong improvement: Expertise & Monitoring

Though there are many challenges in measuring LGBTIQ+ inclusion, the power of having data to gain support for and execute initiatives is driving more and more organizations to take steps while ensuring compliance with legislation and respecting the privacy of their employees.

### Lowest score: Support & Benefits

With the lowest average score it is clear that there is much more work to be done here. These are important but challenging topics that are made even more complex in the global environment where cultures and laws can be vastly different by region and country. Nonetheless we look to organizations to do more:

- supporting their LGBTIQ+ employees in coming-out, and transitioning in the workplace
- eliminating inequalities in benefits for LGBTIQ+ employees and their (rainbow) families
- taking measures to ensure a safe workplace for everyone.



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## Special Recognition 2021

We would like to celebrate the commitment to LGBTIQ+ inclusion that all participants demonstrate. There are a few that we would like to give special recognition for their achievement in the 2021 Global Benchmark.



## Advocates

Top-level achievement

# 90%+

Congratulations to the following organizations that have achieved our highest level of achievement recognizing that they are breaking new ground for LGBTIQ+ inclusion in the workplace and setting the tone for change beyond the workplace in society at large.



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## Ambassadors

### Distinguished achievement

**70%–90%**

We also want to recognize the contribution of these organizations for their ongoing leadership in driving progress for LGBTQ+ workplace inclusion for their respective industries in many places around the world and for acting as role models for others.



**PHILIPS**



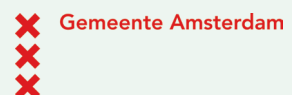
**NOKIA**



## Strongest start & Public Sector leadership

Scoring at the Ambassador level in the first year of participation is an exceptional accomplishment and shows strong leadership and commitment to LGBTQ+ Inclusion.

We would also like to recognize the highest score among public sector participants.



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## Top Improvers: Year-over-Year Growth

Three organizations have taken major steps this year and increased their scores by more than 20 points over 2020 – an admirable accomplishment.



We would also like to recognize the most improved among Public Sector participants both showing double-digit growth over 2020.



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## High Scores by Industry Sector

IT & TECHNICAL SERVICES



MANAGEMENT & PROFESSIONAL SERVICES



CONSTRUCTION, ENGINEERING & UTILITIES



INDUSTRY & MANUFACTURING



FINANCIAL & INSURANCE



TRAVEL & RETAIL



PUBLIC (PUBLIC, GOV'T, NGO)



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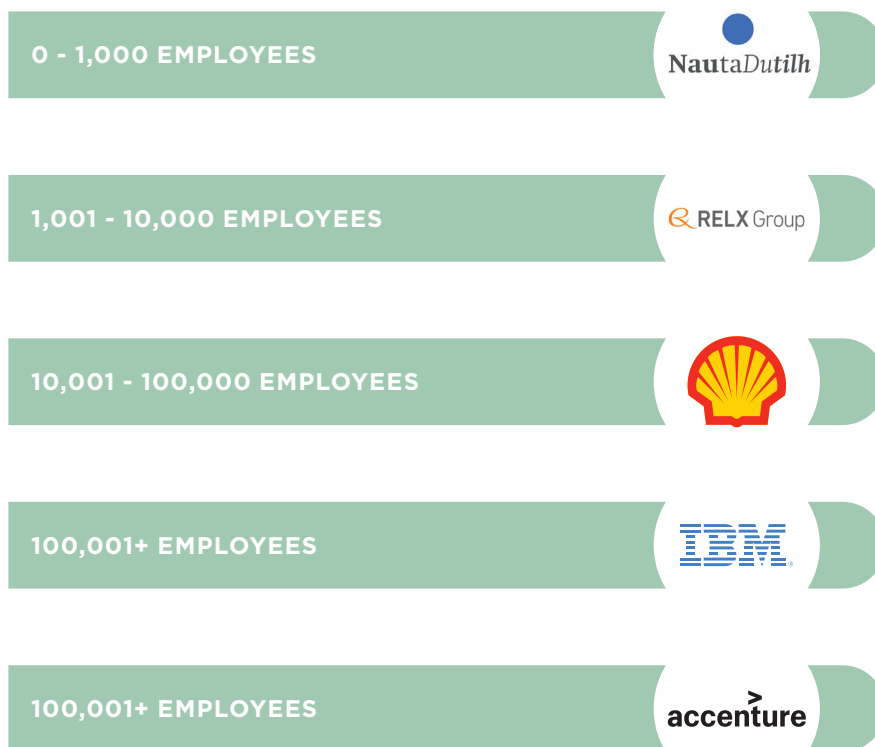
**Workplace  
Pride**



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## High Scores by Size



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