



# Organization ABC

## Results Overview

Thank you again for participating in the 2021 Workplace Pride Global Benchmark. Below are the results of your submission. Your Relationship Managers can help you to interpret your results and explain the suggestions so that improvements can be made in the current year, and still be considered for the 2022 Global Benchmark.



2021 score:  
**68.3%**

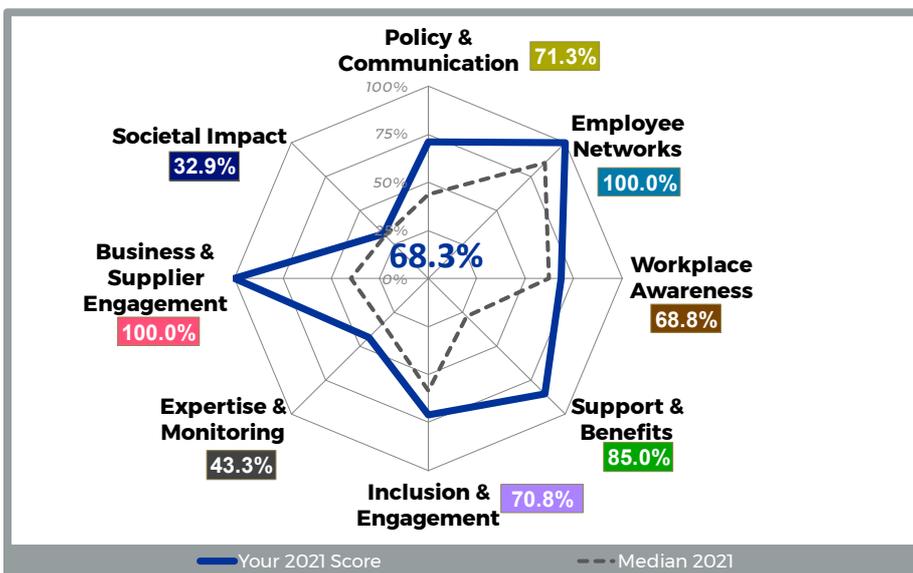


## TREND MONITORING

This chart shows your historical scoring with comparisons to median scores:

- ⇒ median of all participants
- ⇒ by sector (public/private)
- ⇒ by industry group
- ⇒ by organisational size

Overall scores can vary over time as we 'raise the bar' for optimal LGBTIQ+ workplace inclusion criteria.



## SECTIONAL ANALYSIS

This 'spider chart' details your 2021 scoring across the 8 sections of the Global Benchmark.

Comments on each section are color-coded throughout the report to facilitate comparison





## Section Results (sections 1-4)

This section shows your scores in the individual areas of focus of the Global Benchmark. The meter provides an indication of how you compare to other participants per section, and how your score in this section has changed over previous Global Benchmark submissions

PC

### Policy & Communication

**71.3%**

opportunities for growth

< specify gender expression and intersex status in policy > < structure discrimination complaint process >  
< audit communications >

Change from 2020	+17.50%
Change since start	+45.00%

scope of your LGBTIQ+ workplace equality policy, inclusiveness of formal communications, and measures taken to ensure policy compliance

EN

### Employee Network

**100.0%**

opportunities for growth

Congratulations! You earn maximum points in this section.

Change from 2020	+0.00%
Change since start	+30.00%

the existence and structure of LGBTIQ+-employee networks, and the role they play with regard to the organization's objectives

WA

### Workplace Awareness

**68.8%**

opportunities for growth

< provide training for all new hires > < make training available to contractors/contingent workers and to partners and customers > < mention LGBTIQ+ in recruiting and during introduction days >  
< involve LGBTIQ+ role models in recruiting and in introduction days > < provide a mentoring program for LGBTIQ+ emps >

Change from 2020	+27.50%
Change since start	+53.75%

how you raise awareness for LGBTIQ+ inclusion and the substance and target audience of (LGBTI) workplace diversity training

SB

### Support & Benefits

**85.0%**

opportunities for growth

< tailor benefits where needed > < audit benefits to ensure they are inclusive >

Change from 2020	+45.00%
Change since start	+80.00%

your coming-out/transition support, (equal) benefits, and workplace safety for LGBTIQ+-employees (and their families).





## Section Results (sections 5-8)

This section shows your scores in the individual areas of focus of the Global Benchmark.

### Inclusion & Engagement

IE



**opportunities for growth**

- < work on Decl of Amsterdam >
- < cross-mentor other groups >
- < executive allies active in LGBTQ+ network >
- <? -enable self-identification >

the ways that LGBTQ+ and non-LGBTQ+ employees actively support each other, leadership support, straight ally and cross-mentoring initiatives.

### Expertise & Monitoring

EM



**opportunities for growth**

- < enable voluntary self-ID >
- < monitor systematically >
- < monitor LGBTQ+ % >
- < monitor LGBTQ+ age ranges >
- < monitor LGBTQ+ career growth >

how you identify and monitor LGBTQ+ workplace diversity and objectives and how you use sources of expertise and good practice.

### Business & Supplier Engagement

BE



**opportunities for growth**

Congratulations! You earn maximum points in this section.

the extent to which you profile yourself as LGBTQ+-inclusive internally and with clients, customers, suppliers, and the community.

### Societal Impact

SI



**opportunities for growth**

- < declare support in mainstream media and in LGBTQ+ media >
- <? -become members of NGO >
- < organize LGBTQ+ event >
- < engage and actively partner with the LGBTQ+ community at large >
- < develop strategy/plan to engage externally >
- < leadership on boards of LGBTQ+ orgs >
- < join coalitions for LGBTQ+ human rights >

the extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTQ+ community.





## LGBTIQ+ network & policy landscape

This chart visualizes the world regions in which your organisation has employees, and indicates where there is an LGBTIQ+ employee network present, and if there are LGBTIQ+ workforce inclusion policies enforced in that region.



### Legend



Employees in this region



LGBTIQ+ Policy Enforced



LGBTIQ+ Employee Network

### Observations:

- There are 5 regions where you have no LGBTIQ+ Employee Network members - *an engaged LGBTIQ+ employee network is valuable resource to identify actions and drive progress.*
- You do not enforce your LGBTIQ+ Workplace Inclusion Policy- in 5 regions - *having an enforced policy is critical in creating a safe environment for LGBTIQ+ employees*





## Declaration of Amsterdam / Evidence

A summary of additional information provided in your submission and feedback regarding the supporting evidence that you gathered and submitted with your 2021 submission.

Declaration of Amsterdam - dashboard					
Organization ABC					
1	Safe and equal opportunities	<span style="color: orange;">●</span>	<span style="color: green;">●</span>	Support Structures	6
2	Share knowledge	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Include communications and principles	7
3	Involve leaders	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Establish Measures	8
4	Active LGBTI colleagues	<span style="color: green;">●</span>	<span style="color: orange;">●</span>	Dedicate budget to support and develop	9
5	LGBTI colleagues guide the organisation	<span style="color: orange;">●</span>	<span style="color: orange;">●</span>	Improve working environments	10
<b>LEGEND</b>					
Complete		<span style="color: green;">●</span>	<span style="color: orange;">●</span>	In Progress	
Not at all		<span style="color: red;">●</span>	<span style="color: black;">●</span>	Not specified	

### Declaration of Amsterdam

This chart reflects your progress on the points stated in Workplace Pride's Declaration of Amsterdam. The information that you provided in Q13 of the survey is informational (does not impact scoring).

Using these points as a reference for actions and plans can be very helpful in driving overall progress for LGBTIQ+ Workplace Inclusion.

Organization ABC		
question	option	finding
Q16 (P&C)	6	We did not find evidence to support this point
Q17 (P&C)	3	We did not find evidence to support this point
Q18 (P&C)	3	We did not find evidence to support this point
Q39 (SIM)	5	We did not find evidence to support this point
Q20 (EN)	3	Evidence provided only partially supported this point
Q21 (EN)	7	Evidence provided only partially supported this point
Q22 (WA)	2	Evidence provided only partially supported this point

### Evidence

Supporting evidence is critical and ensures that the Workplace Pride Global Benchmark remains a valid evidence-based tool.

To help in preparing next year's submission you will find here a list of the questions where the evidence submitted did not fully support the submission, and which specific items we found to be lacking or incomplete.

