

Organization ABC

Results Overview

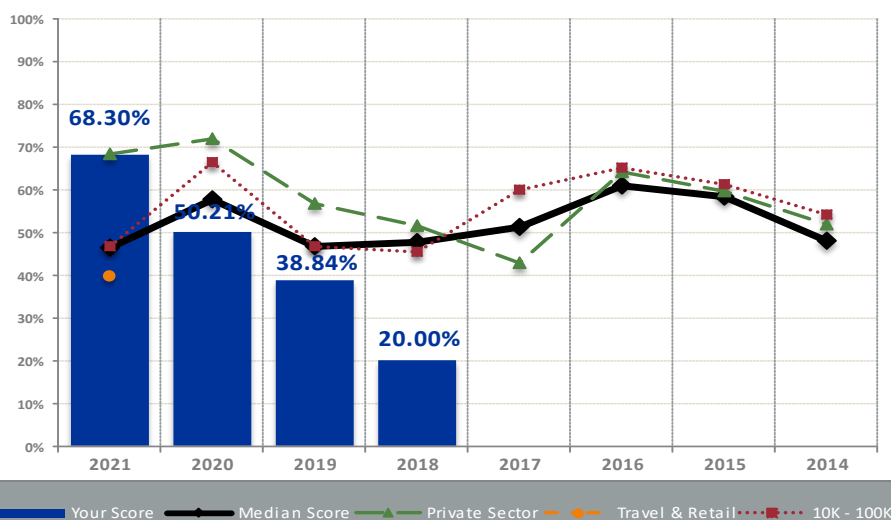
Thank you again for participating in the 2021 Workplace Pride Global Benchmark. Below are the results of your submission. Your Relationship Managers can help you to interpret your results and explain the suggestions so that improvements can be made in the current year, and still be considered for the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



Workplace
Pride 2021
Participant

2021 score:

68.3%

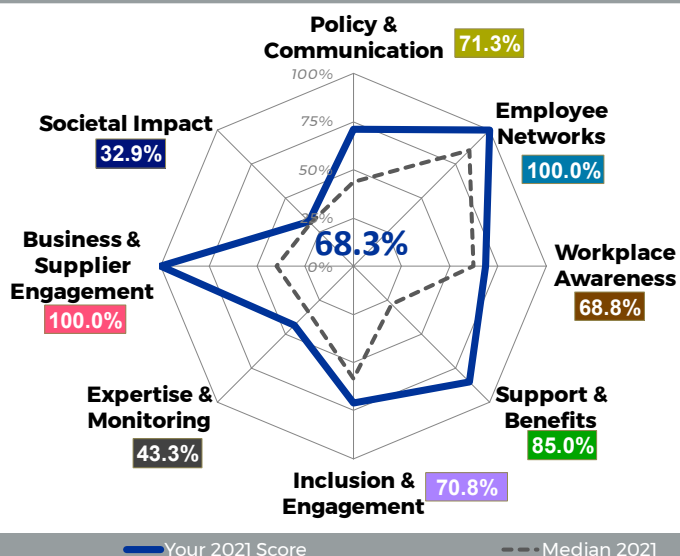


TREND MONITORING

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.

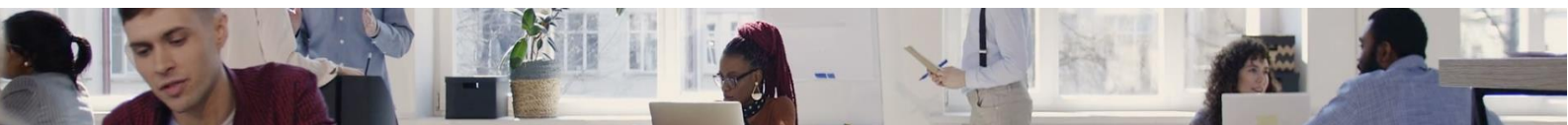


SECTIONAL ANALYSIS

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



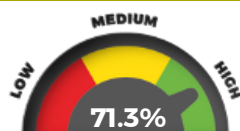


Section Results (sections 1-4)

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



opportunities for growth

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

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

Change from 2020

+17.50%

Change since start

+45.00%

EN

Employee Network



opportunities for growth

Congratulations! You earn maximum points in this section.

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

Change from 2020

+0.00%

Change since start

+30.00%

WA

Workplace Awareness



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 >

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

Change from 2020

+27.50%

Change since start

+53.75%

SB

Support & Benefits



opportunities for growth

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

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

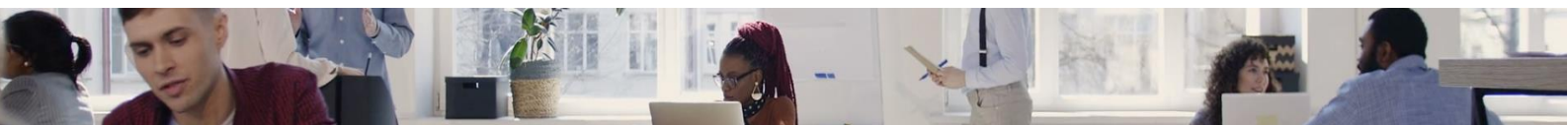
Change from 2020

+45.00%

Change since start

+80.00%



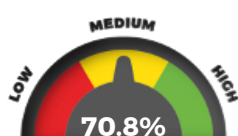


Section Results (sections 5-8)

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

IE

Inclusion & Engagement



Change from 2020

+12.50%

Change since start

+50.83%

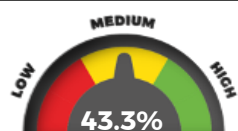
opportunities for growth

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

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

EM

Expertise & Monitoring



Change from 2020

+6.67%

Change since start

+43.33%

opportunities for growth

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

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

BE

Business & Supplier Engagement



Change from 2020

+20.00%

Change since start

+80.00%

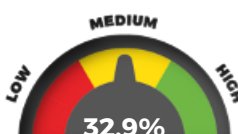
opportunities for growth

Congratulations! You earn maximum points in this section.

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

SI

Societal Impact



Change from 2020

+4.29%

Change since start

+0.00%

opportunities for growth

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

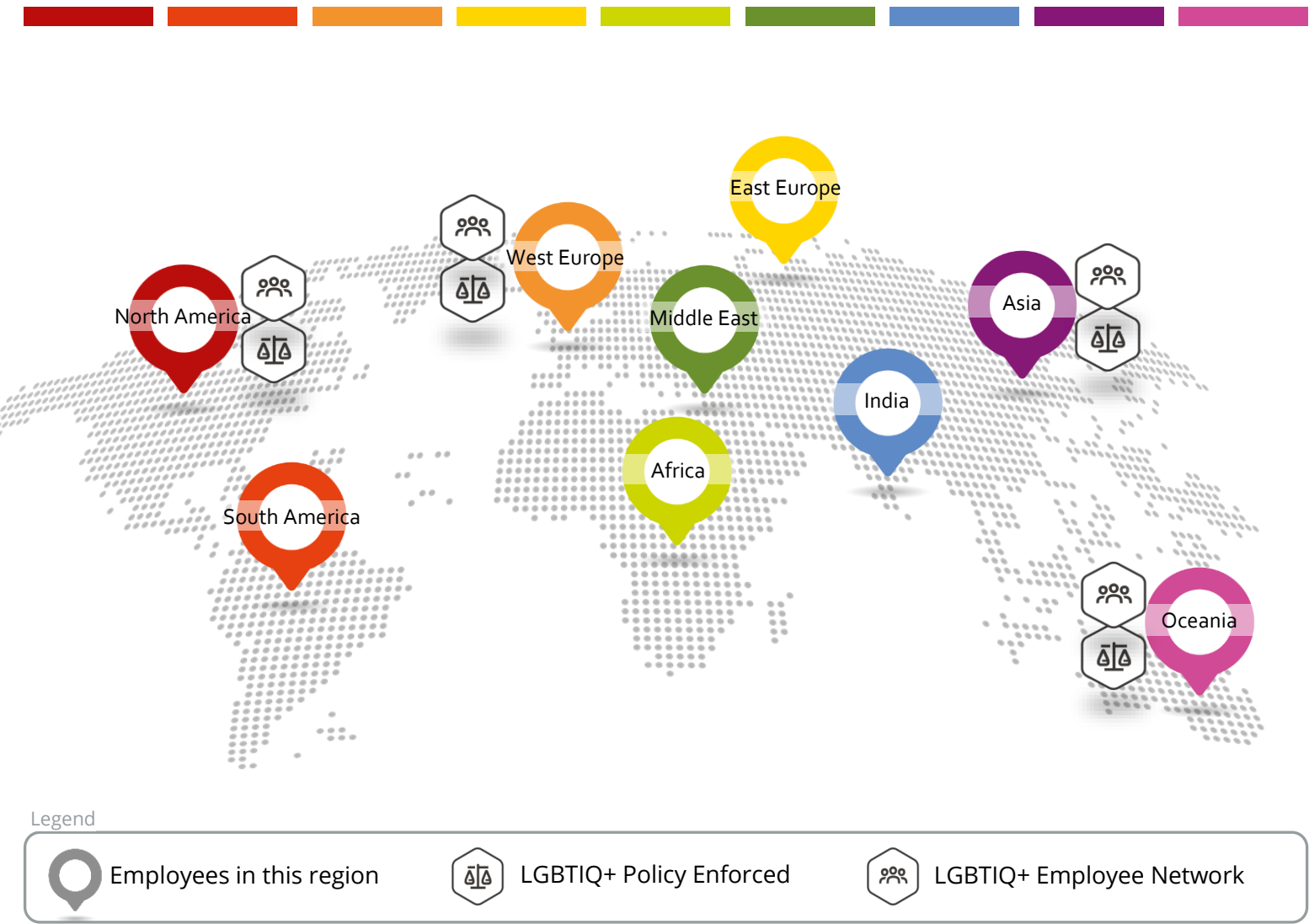
the extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTIQ+ community.





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.



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			Support Structures	6
2	Share knowledge			Include communications and principles	7
3	Involve leaders			Establish Measures	8
4	Active LGBTI colleagues			Dedicate budget to support and develop	9
5	LGBTI colleagues guide the organisation			Improve working environments	10
<div> <div>Complete</div> <div>Not at all</div> </div> <div> <div></div> <div></div> </div> <div> <div>In Progress</div> <div>Not specified</div> </div> <div> <div></div> <div></div> </div>					

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.

