



# LGBT+ Workplace Monitor 2022

How proud can we be?



Welcome



Welcome









**Why a LGBTQ+ Workplace Monitor?**  
*Making reality visible*

How does the state of workplace LGBTQ+ workplace inclusion really look like?

REPORT OCT 6, 2020

# The State of the LGBTQ Community in 2020

## A National Public Opinion Study

A comprehensive new study from the Center for American Progress finds that many LGBTQ people continue to face discrimination in their personal lives, in the workplace and the public sphere, and in their access to critical health care.

**Social Europe**

THEMES ▼

PUBLICATIONS ▼

REPORT

## LGBT People's Experiences of Workplace Discrimination and Harassment

September 2021

# Europe Must Take Action To Protect LGBT People In The Workplace

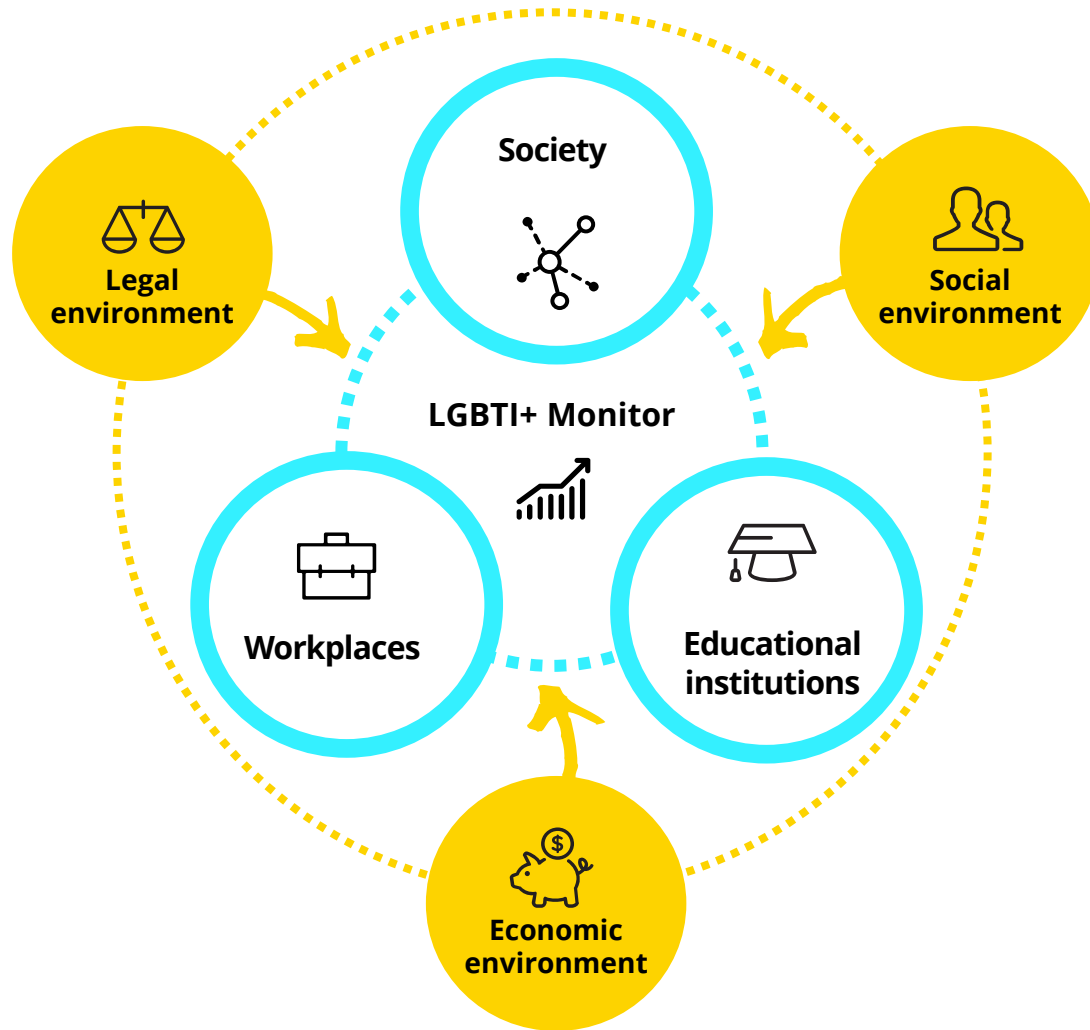
NEWS | 27 January 2021

## Largest-ever survey exposes career obstacles for LGBTQ scientists

Study of thousands of US-based researchers finds those from sexual and gender minorities are more likely to experience workplace prejudice and harassment.



# What does the LGBT+ Monitor cover?



- The LGBTI+ monitor aims to provide a standardized analytical framework for aggregating and combining various sources of publicly available data
- By doing so, the aim of the analytical solution is to provide unprecedented, data-driven, in-depth insight into the state of LGBTI+ inclusion at a national level
- The data-driven insight provided by the monitor will help identify trends and suggest focus areas for the various stakeholders targeted by the monitor

# The desired impact of the LGBT+ Monitor

## What insights will the monitor bring?



Standardized, aggregated, large-scale data pertaining to LGBT+ inclusion and rights at European level



Deeper, more comprehensive, and better understanding of LGBT+ experiences at the workplace



Possibility to track the evolution of LGBT+ inclusion and conditions over time at the national level



Possibility to compare LGBT+ inclusion across activity areas, sectors, organizations

## How will it empower the LGBTI+ community at the workplace?



These insights will provide legislators and policy-makers with the data and transparency required to design more accurate, effective, and better-targeted LGBT+ inclusion policies



Additionally, the insights will provide organizations and educational institutions with a tool to develop more effective LGBT+ inclusive policies and learn from each other



Better public and organizational policies will lead to economic, political and social empowerment of the LGBT+ community





**Main conclusions & demo of the LGBT+ Monitor**  
*Browse – compare – conclude*

## Four areas covered in the LGBT+ Workplace Monitor



### Workplace Openness

Openness about sexual orientation at work, spoken out against prejudice, openly lesbian/gay/bisexual prominent figures, LGBT+ in the media, general exposure to LGBT+

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### Workplace Recruitment and Retention

Losing/leaving job because of sexual orientation, equality at work, reasons for leaving one's job

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### Workplace Wellbeing

Sick leaves, burn-outs, access to healthcare, satisfaction with healthcare

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### Workforce Protection

Laws/policies, employment laws



## Main sources and countries included

### Sources

Name	Countries	Link
ILGA	AT, EE, FI, DE, MT, PT, SK, SI, SE, UK, BE, BG, HR, CY, CZ, DK, FR, GR, HU, IE, IT, LV, LT, LU, NL, MK, PL, RO, SRB, ES	<a href="https://www.ilga-europe.org/report/rainbow-europe-2022/">https://www.ilga-europe.org/report/rainbow-europe-2022/</a>
FRA	AT, BE, BG, HR, CY, CZ, DK, EE, FI, FR, DE, EL, HU, IE, IT, LV, LT, LU, MT, NL, MK, PL, PT, RO, RS, SK, SI, ES, SE, UK	<a href="https://fra.europa.eu/en/data-and-maps/2020/lgbti-survey-data-explorer#ModalSurveyAbout">https://fra.europa.eu/en/data-and-maps/2020/lgbti-survey-data-explorer#ModalSurveyAbout</a>
IPSOS	BE, FR, DE, IT, ES, HU, NL, PL, TR	<a href="https://www.ipsos.com/en/lgbt-pride-2021-global-survey-points-generation-gap-around-gender-identity-and-sexual-attraction">https://www.ipsos.com/en/lgbt-pride-2021-global-survey-points-generation-gap-around-gender-identity-and-sexual-attraction</a>
EUROBAROMETER	BE, BG, CZ, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, FI, SE, UK	<a href="https://europa.eu/eurobarometer/surveys/detail/2251">https://europa.eu/eurobarometer/surveys/detail/2251</a>

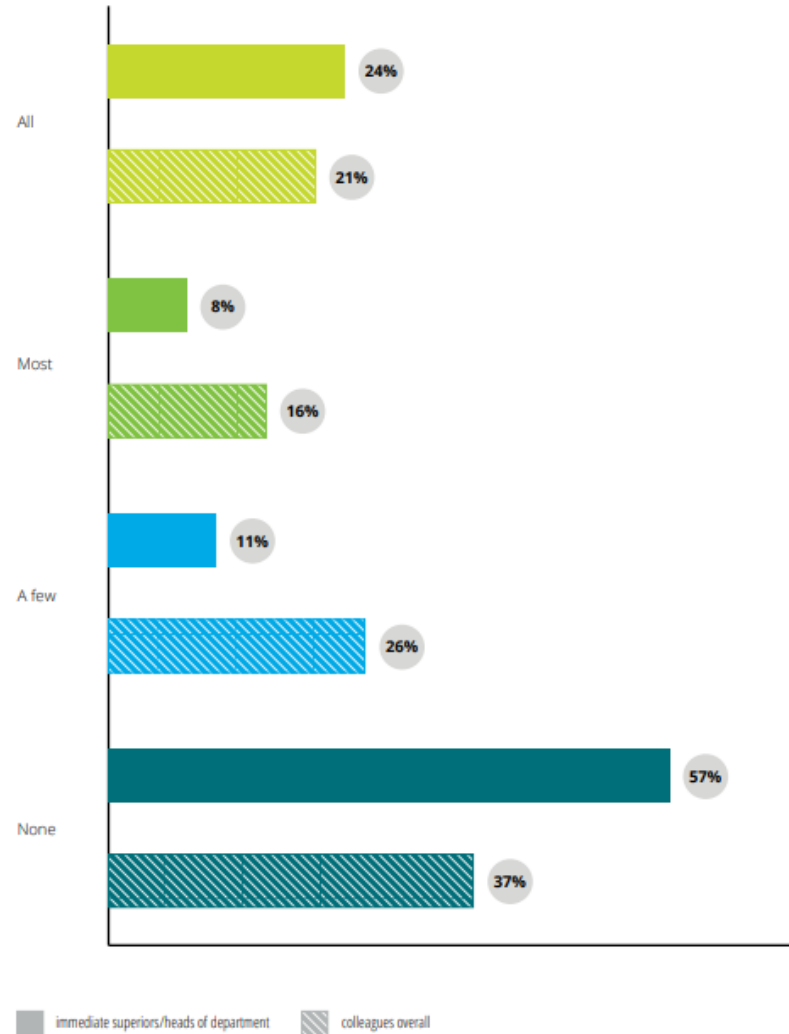


# Openness at work



## Workplace openness in Europe

To how many colleagues are you open about being LGBT+?



**Key fact:** Around 6 out of 10 all LGBT+ employees are open about being LGBT+ with at least one or more colleague

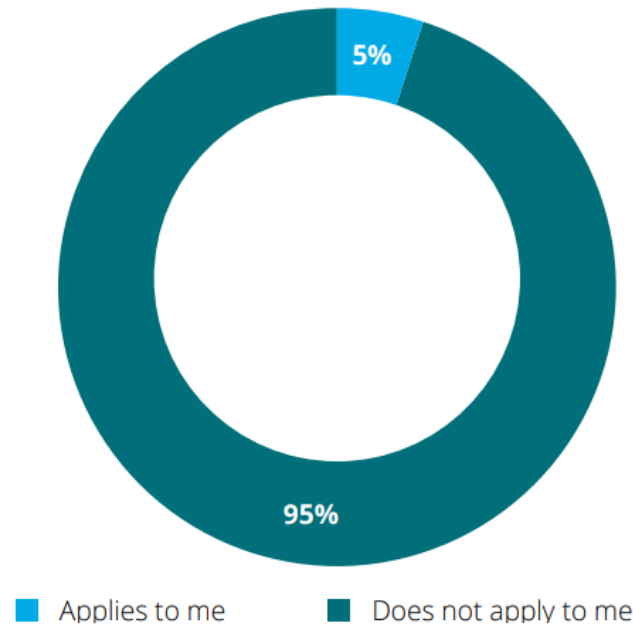


# Workplace Recruitment and Retention



## Workplace recruitment and retention in Denmark

Percentage of respondents that experienced discrimination in the past 12 months when looking for work



# 19%

Percentage of respondents that thinks a candidate's sexual orientation (being gay, lesbian or bisexual) can be a disadvantage when a company can choose between two candidates with equal skills and qualifications

# 27%

Percentage of respondents that thinks a candidate's gender identity (being transgender) can be disadvantage when a company can choose between two candidates with equal skills and qualifications

**Key result: 76% of the respondents find that one's sexual orientation and gender identity do not put a candidate at a disadvantage**

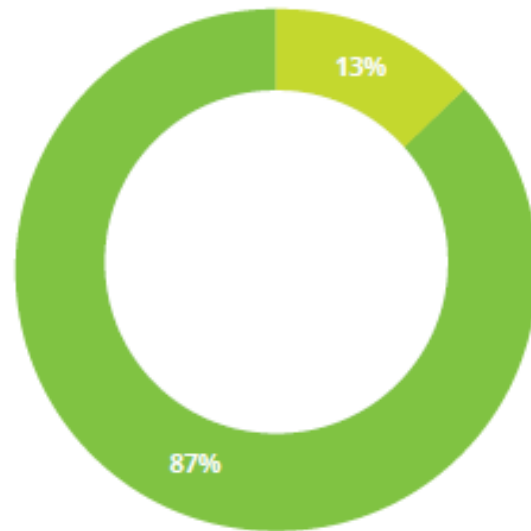
76%

# Workplace Wellbeing



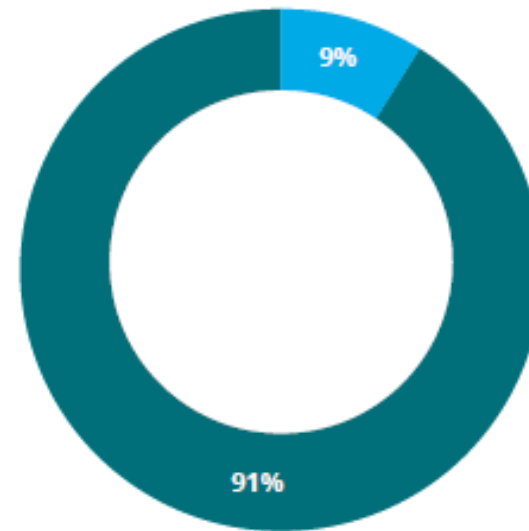
## Workplace wellbeing and inclusion in the Netherlands

Percentage of respondents that experienced discrimination in the past 12 months when looking at work



■ Applies to me ■ Does not apply to me

Percentage of respondents that has been less productive in a previous role because they didn't feel able to be open about their sexual orientation or gender identity



■ Applies to me ■ Does not apply to me

**Key result: Roughly 35% of LGBT+ employees in Europe truly feel supported at work**

**35%**



# Workplace Protection

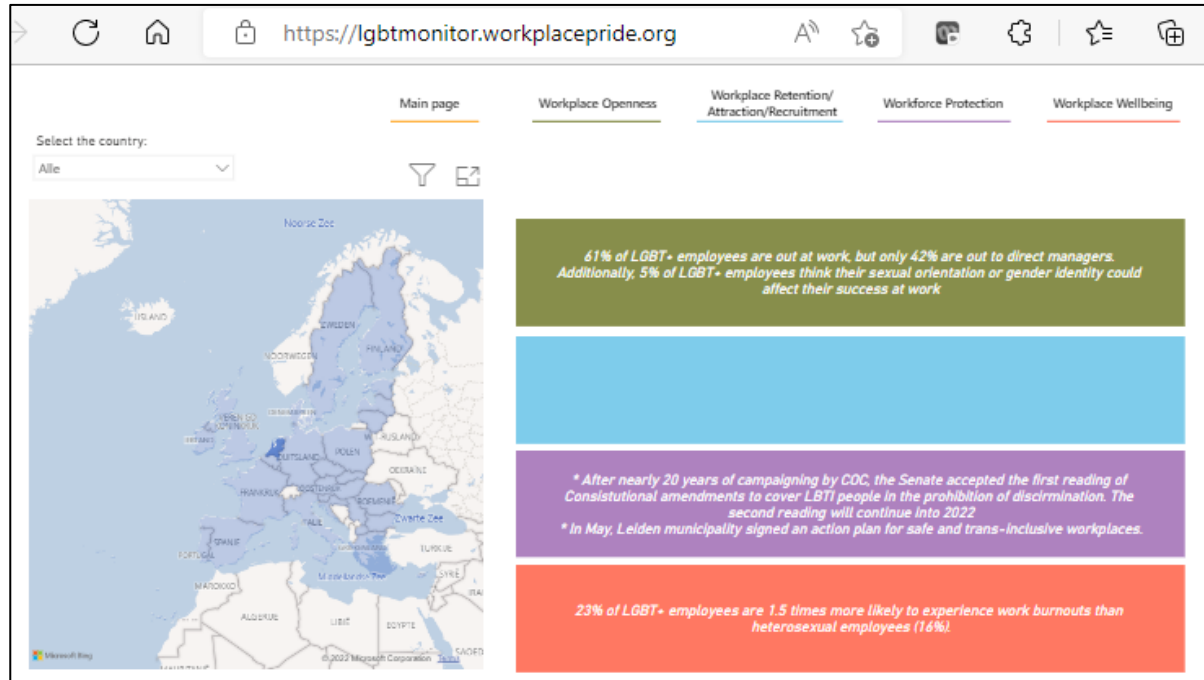


Country	Constitution (sexual orientation)	Hate crime law (sexual orientation)	Policy tackling hatred (sexual orientation)
Austria	✓	✓	✗
Estonia	✓	✗	✗
Finland	✓	✓	✗
Germany	✓	✗	✓
Malta	✓	✓	✓
Portugal	✓	✓	✗
Slovakia	✓	✓	✗
Slovenia	✓	✗	✗
Sweden	✓	✓	✗
United Kingdom	✓	✓	✓
Belgium	✗	✓	✗
Bulgaria	✗	✗	✗
Croatia	✗	✓	✗
Cyprus	✗	✓	✗
Czechia	✗	✗	✗
Denmark	✗	✓	✓
France	✗	✓	✗
Greece	✗	✓	✗
Hungary	✗	✓	✗
Ireland	✗	✗	✓
Italy	✗	✗	✗
Latvia	✗	✗	✗
Lithuania	✗	✓	✗
Luxembourg	✗	✓	✓
Netherlands	✗	✗	✗
North Macedonia	✗	✓	✗
Poland	✗	✗	✗
Romania	✗	✓	✗
Serbia	✗	✓	✗
Spain	✗	✓	✓

**Key result: only one-third of European countries have included LGBT+ rights in their constitutions**



## Let's bring it to life – Live demo



<https://lgbtmonitor.workplacepride.org/>



**Panel discussion**

***The importance of data in D&I policies***



# Welcome to our panelist of today



Moderator

**Michiel Kolman**  
Co-Chair Workplace Pride Foundation Board  
SVP and Academic Ambassador at Elsevier



Panellist

**Ana Chekelova**  
Digital Marketing Manager - DNAC  
Platforms Lead - EMEAR  
Co-Lead – PRIDE ERO Netherlands



Panellist

**Hussein Adam Dia**  
Policymaker SER  
SER Diversiteit in Bedrijf



Panellist

**Petra Tito**  
CHRO Deloitte Netherlands

**Q1:** What is the role that data in general and LGBT+ data in particular play in your organization?  
How does that result in new policies for the LGBT+ community / staff or policy papers that cover LGBT+ issues?





**Q2:** When talking about data, there is a mix of internal data and external data. Internal data around LGBT+ touches in Self-ID issues. External data bring issues of availability and reliability. How do you navigate this for your organization?





**Q3:** You had a preview of the Monitor and just saw the demo: what is your first impression and how would you use the Monitor?







**Closure**

***Thanks to all***

# Thanks to all who have made this happen

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**Deloitte.**



**Giandrick Dabian**



**Esther van de Velde**



**Jeroen Smits**



**Noy Gvishi**



**Paul Guzelian**



**Erik Huizer**



**Cyrano Makatita**



**Kevin Engelbrecht**



**Charelle Franssen**



**Leon Pieters**



**Bart Bartlett**



**Liz Bostock**



**Brian Yothers**



**Elise Reynard**



**Michiel Kolman**

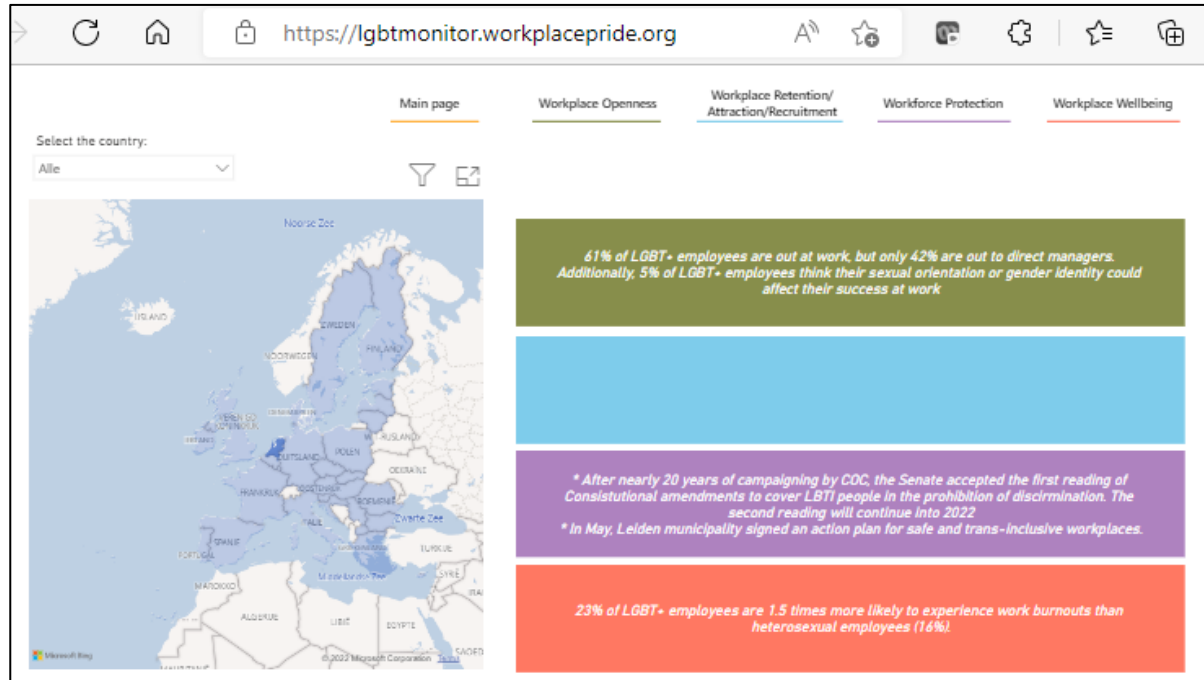


**David Pollard**



# Materials to use

Visit the website to access the Monitor & download the report



<https://lgbtmonitor.workplacepride.org/>







**Celebration & Networking**  
*The bar is open*



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