The international platform for LGBTIQ+ inclusion at work Global Benchmark 2022
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Workplace Pride Global Benchmark

Measurement of LGBTIQ+ policies and practices on national and cross-border basis

- Evidence-based survey developed with Leiden University in 2014
- Designed for management-based decision-making
- Allows peer-based comparison
- Establishes baseline for on-going improvements
- Checklist for systematic changes

SECTONAL 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.

TREンド 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.
Global Benchmark 2022

- 2022 Process for participants is not changing

<table>
<thead>
<tr>
<th>WORKPLACE PRIDE 2022 GLOBAL BENCHMARK SUBMISSION PROCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>01 REGISTER</strong></td>
</tr>
<tr>
<td>To register visit workplaceande.org/gbm</td>
</tr>
<tr>
<td><strong>02 COLLECT</strong></td>
</tr>
<tr>
<td>Collect information and complete evidence</td>
</tr>
<tr>
<td>Contact us for any questions you may have before submitting</td>
</tr>
<tr>
<td><strong>03 SUBMIT</strong></td>
</tr>
<tr>
<td>Fill in your answers and send evidence</td>
</tr>
<tr>
<td>You will receive feedback on your submission</td>
</tr>
<tr>
<td><strong>04 RESULTS</strong></td>
</tr>
<tr>
<td>You receive your conversation list with specific suggestions for improvement</td>
</tr>
<tr>
<td><strong>05 CELEBRATE!</strong></td>
</tr>
<tr>
<td>Leadership case awards</td>
</tr>
<tr>
<td>Final results and top screen organisations will be announced</td>
</tr>
<tr>
<td>Results will also be featured on our website</td>
</tr>
</tbody>
</table>

- 2022 Survey – raises the bar in several areas

**Policy & Communications**
- Wording and implementation

**Employee Networks**
- Official endorsement and delivery/achievement

**Workplace Awareness**
- Training implementation, recruiting and onboarding

**Support & Benefits**
- Informed support and specific wording in benefits
Global Benchmark 2022

What’s new or changed for 2022?
Policy & Communication – clarity and implementation

2021

* 14. We would like to evaluate how extensive your workplace equality or non-discrimination policy, statement or equivalent is. Please provide an excerpt that best demonstrates your organizations official position on LGBTIQ+ Inclusion.

☐ We do not have a workplace equality policy, statement or equivalent

Evidence requirement: Please attach the most relevant excerpt(s) of the official policy or statement, also include where the excerpt is taken from and provide the file name of the attachment here.

2022

* 14. How does your organization formally and officially state your support for LGBTIQ+ inclusion at work and make your position on discrimination bullying/intimidation of LGBTIQ+ people clear?

☐ We have no such policy or code of conduct.

☐ There are no specific LGBTIQ+ references mentioned in our official policy and/or code of conduct.

☐ Sexual orientation is specifically mentioned in our official policy and/or code of conduct.

☐ Transgender, gender identity and/or gender expression is specifically mentioned in our official policy and/or code of conduct.

☐ Intersex is specifically mentioned in our official policy and/or code of conduct.

* 15. How does your organization ensure that all employees are aware of, and follow your policy and/or code of conduct regarding LGBTIQ+ workplace inclusion?

☐ We have no such policy or code of conduct.

☐ It is published on our internal website and available for employees who look for it.

☐ It is included in documents that are shared with new employees as they join the organization.

☐ All employees must review and sign/acknowledge that they will abide by your Workplace Inclusion policy / code of conduct.

☐ There is a mandatory and recurring process that requires all employees to re-review and sign/acknowledge that they will abide by your Workplace Inclusion policy / code of conduct.
Policy & Communication - clarity and implementation

2021

Not scored

2022

Included in scoring
Policy & Communication – proactive structure

2021

*17. How do you ensure that formal HR communication with employees or their spouses are gender-neutral or gender-inclusive (e.g. use formulations of ‘partners’ and ‘families’ or equivalent terms)?

☐ Our formal HR communications are not gender-neutral or gender-inclusive.

☐ The LGBTQ+ employees/network provide feedback when they see HR communications that are not gender-neutral or gender-inclusive.

☐ There is a formal process in place to ensure that HR communications are gender-neutral or gender-inclusive before they are sent. 

☐ There is a regular audit process in place to review and provide feedback to HR regarding gender-neutral or gender-inclusive communication.

☐ We have no specific plan to ensure that HR communications are gender-neutral or gender-inclusive

2022

*18. How did you, in calendar year 2021, ensure that official documents and formal HR communication with employees or their spouses are gender-neutral and gender-inclusive (e.g. use formulations of ‘partners’ and ‘families’ or equivalent terms)?

☐ Our official documents and communications are not gender-neutral or gender-inclusive.

☐ The LGBTQ+ employees/network provide feedback when they see official documents and communications that are not gender-neutral or gender-inclusive.

☐ There is a formal process in place to ensure that official documents and communications are gender-neutral and gender-inclusive before they are sent.

☐ There is a regular audit process in place to review and provide feedback regarding gender-neutral and gender-inclusive documents.

☐ We have no specific plan to ensure that official documents and communications are gender-neutral and gender-inclusive.
Employee Networks – network presence and role

2021

19. In which of the following world regions do you have active* members of your LGBTIQ+ employee network?
- Western Europe
- North America
- Central and/or South America
- Oceania (Australia, NZ, Micronesia)
- Middle East
- Africa
- Asia (excluding India)
- Central/Eastern Europe (including Russia, the Baltics, and the Balkan region)

20. What role does your LGBTIQ+ employee network play within your organization as a whole? Check all that apply.
- They have no specific role
- They organize LGBTIQ+-related activities and social and business networking
- They are a support group for (individual) LGBTIQ+ employees
- They play an advisory role in LGBTIQ+-workplace policy-making and -evaluation
- They directly* impact core business/organizational objectives

2022

19. In which of the following world regions do you have a formally recognized LGBTIQ+ employee network with members that actively contribute on a regular basis?
- Western Europe
- North America
- Central and/or South America
- Oceania (Australia, NZ, Micronesia)
- Middle East
- Africa
- Asia (excluding India)
- Central/Eastern Europe (including Russia, the Baltics, and the Balkan region)

20. What role did your LGBTIQ+ employee network play within your organization as a whole in 2021?
- We have no LGBTIQ+ employee network
- Our LGBTIQ+ network does not have a specific role
- They organize LGBTIQ+-related activities and social and business networking
- Organizational leadership positions and equips them as an official support group for (individual) LGBTIQ+ employees
- Organizational leadership officially consults with the network on LGBTIQ+-workplace policy-making and -evaluation
- Network achievements were directly* and officially linked to core business/organizational objectives
- Other (please specify in the box below with evidence)
Employee Networks – network structure and achievements

2021

*21. How is your LGBTI+ employee network organized? Check all that apply.
- There is no formal structure
- There are formal roles e.g. officers, board, steering committee or equivalent
- Network leadership includes a representative from HR and/or the Diversity Office
- Network membership includes senior management or executive leadership
- There is a communicated strategy and action plan
- There are ongoing formal partnerships with other employee networks/ally groups with shared goals and achievements
- There is a granted budget specific to the LGBTI+ employee network
- There are regularly scheduled meetings with executive decision makers

2022

*21. How was your LGBTI+ employee network organized in 2021?
- There was no formal structure
- There were formal roles e.g. officers, board, steering committee or equivalent
- HR/D&I involvement went beyond sponsorship - they actively participated in network activities
- Senior management or executive leadership involvement went beyond sponsorship - they actively participated in network activities
- There was a granted budget specific to the LGBTI+ employee network (e.g. a budget at the S&D level where requests had to be made and granted for specific LGBTI+ activities in not sufficient)
- Other (please specify in the box below with evidence)

*22. What did your LGBTI+ network achieve in calendar year 2021?
- There were no significant accomplishments this year
- There was a communicated strategy and action plan
- Network achievements in this calendar year made a tangible impact on organizational policy and/or employee benefits offerings
- The network engaged the larger organization regularly throughout the year – at least 4 times / once per quarter
- The network formally partnered with other employee networks/ally groups to deliver on a shared goal
- Network progress and achievements were specifically included in organization-wide E&D reporting (e.g. annual or quarterly reporting)
- Other (please specify in the box below with evidence)
Workplace Awareness – awareness and training

**2021**

*22. What steps have you taken, in calendar year 2020, to raise awareness about LGBTIQ+ inclusion in your organization? Check all that apply.*

- We haven’t taken steps to raise awareness
- We have promoted our LGBTIQ+ employee network for new employees
- We have raised awareness for our LGBTIQ+ employee network by mentioning its existence throughout the year in communications with our workforce and/or on a specific space on our website/intranet
- We have promoted key LGBTIQ+ calendar dates such as Coming Out day and national Gay Pride events with events or initiatives
- We have raised awareness for internal/external LGBTIQ+–inclusion initiatives by mentioning them throughout the year in communications with our workforce
- We have run initiatives that target organisational management and leadership

**2022**

*23. What steps have you taken, in calendar year 2021, to raise awareness about LGBTIQ+–inclusion in your organization?*

- We haven’t taken steps to raise awareness
- We have promoted our LGBTIQ+ employee network on our website and in internal communications
- We have held at least 1 event dedicated to LGBTIQ+–date, event or initiative such as Coming Out day, IDAHOT, Gay Pride Spirit Day/Purple Friday etc
- We have promoted internal/external LGBTIQ+–inclusion initiatives in communications with our workforce
- We secured the increased commitment of executives and/or senior leadership by having their active participation in one or more related initiatives or activities
- Other (please specify in the box below with evidence)

**2022**

*24. How [formal and available] is your Diversity & Inclusion training program?*

- We do not offer formal Diversity & Inclusion training
- Diversity & Inclusion training is available on a voluntary basis
- We track who has completed our Diversity & Inclusion training
- Diversity & Inclusion training is mandatory for all employees (including executives and senior leaders)
- Diversity & Inclusion training is available to contractors/contingent workers
- Diversity & Inclusion training is available to partners/customers
- Other (please specify in the box below with evidence)
Workplace Awareness – new employees

2021

*25. What steps did you take in calendar year 2020 to raise awareness about LGBTQI+ inclusion with new talent? Check all that apply.

☐ We haven’t taken steps to raise awareness with new hires
☐ LGBTQI+ employee network was referenced in recruiting materials or process
☐ LGBTQI+ employee network was referenced during introduction days
☐ Role models were actively involved in recruiting materials or process
☐ Role models were actively involved during introduction days
☐ Mentorship was offered for (new) LGBTQI+ employees
☐ Other (please specify in the box below with evidence)

2022

*26. How was LGBTQI+ inclusion integrated in your recruiting efforts/strategy in 2021?

☐ LGBTQI+ inclusion was not included or visible in our recruiting strategy, materials or process.
☐ LGBTQI+ employee network and/or initiatives were referenced in recruiting materials or process.
☐ LGBTQI+ role models were active and visible in recruiting materials and/or job fairs and interviews.
☐ Our recruiting materials included a visible link where specific information about our LGBTQI+ inclusion policies and practices can be read.
☐ Our recruiting materials and process provided access to a trusted LGBTQI+ specific point of contact that interested candidates could use for additional information or questions.
☐ Other (please specify in the box below with evidence)

*27. How was LGBTQI+ inclusion integrated in your onboarding efforts/strategy in 2021?

☐ LGBTQI+ inclusion was not specifically included or visible in our onboarding process.
☐ LGBTQI+ inclusion was specifically included in reference materials provided to new employees.
☐ LGBTQI+ inclusion policy and practices were presented during introduction days.
☐ LGBTQI+ employee network and/or initiatives were introduced or presented during introduction days.
☐ LGBTQI+ role models were introduced or held a presentation during introduction days.
☐ New LGBTQI+ employees were assigned a mentor or buddy.
☐ Other (please specify in the box below with evidence)
Support & Benefits – individual support and benefits clarity

### 2021

26. What type of support does your organization provide to individual LGBTIQ+ employees? Check all that apply.
- [ ] We do not provide individual support
- [ ] Individual support for lesbian, gay and queer employees with their coming-out
- [ ] Individual support for bisexual employees with their coming-out
- [ ] Individual support plans for transgender employees before, during and after their transition period
- [ ] Individual support for intersex employees

28. Please identify and check the boxes of steps taken to ensure that your employee benefits are clearly inclusive of LGBTIQ+ employees.
- [ ] We haven’t take any specific steps this year
- [ ] We only offer equal benefits to LGBTIQ+ employees when we are legally required
- [ ] We include the use of “Partner” to express the inclusion of same-sex partners
- [ ] We clearly define ‘Family’ or ‘Parent’ to include LGBTIQ+ parents
- [ ] Our employee benefits are specifically tailored for LGBTIQ+ employees
- [ ] We actively compensate LGBTIQ+ employees who would otherwise be disadvantaged by unequal benefits
- [ ] We have conducted an audit within calendar year 2020 to ensure that all of our employee benefits reflect changes in laws or legislation, and are inclusive of LGBTIQ+ employees

### 2022

28. What type of support was available to individual LGBTIQ+ employees in 2021?
- [ ] We did not provide individual support
- [ ] Individual support for lesbian, gay and queer employees (specifically in the context of sexual orientation)
- [ ] Individual support for bisexual employees (specifically in the context of sexual orientation)
- [ ] Individual support plans for transgender employees before, during and after their transition period (specifically in the context of gender identity/gender expression)
- [ ] Individual support for intersex employees (specifically in the context of gender/gender identity/gender expression)

30. What steps have you taken in 2021 to ensure that your employee benefits were clearly inclusive of LGBTIQ+ employees?
- [ ] We haven’t take any specific steps this year
- [ ] We only offer equal benefits to LGBTIQ+ employees when we are legally required
- [ ] We include the use of “Partner” to express the inclusion of same-sex partners
- [ ] We clearly define ‘Family’ or ‘Parent’ to include LGBTIQ+ parents
- [ ] Our employee benefits included specific language referring to LGBTIQ+ people (e.g. “same-sex partner”)
- [ ] Our employee benefits included active compensation for LGBTIQ+ employees who would otherwise be disadvantaged by discriminatory legislation or cultural norms (e.g. tax equalization)
- [ ] We conducted an audit within calendar year 2021 to ensure that all of our employee benefits reflect changes in laws or legislation, and are inclusive of LGBTIQ+ employees
- [ ] Other (please specify in the box below with evidence)
Register at:
https://workplacepride.org/workplace-pride-global-benchmark/

Get started!
Questions?

Contact your Relationship Manager
-or-
email benchmark@workplacepride.org
Dedicated to creating workplaces around the world where everyone can be themselves!