





The international
platform for LGBTIQ+
inclusion at work

Global Benchmark 2022



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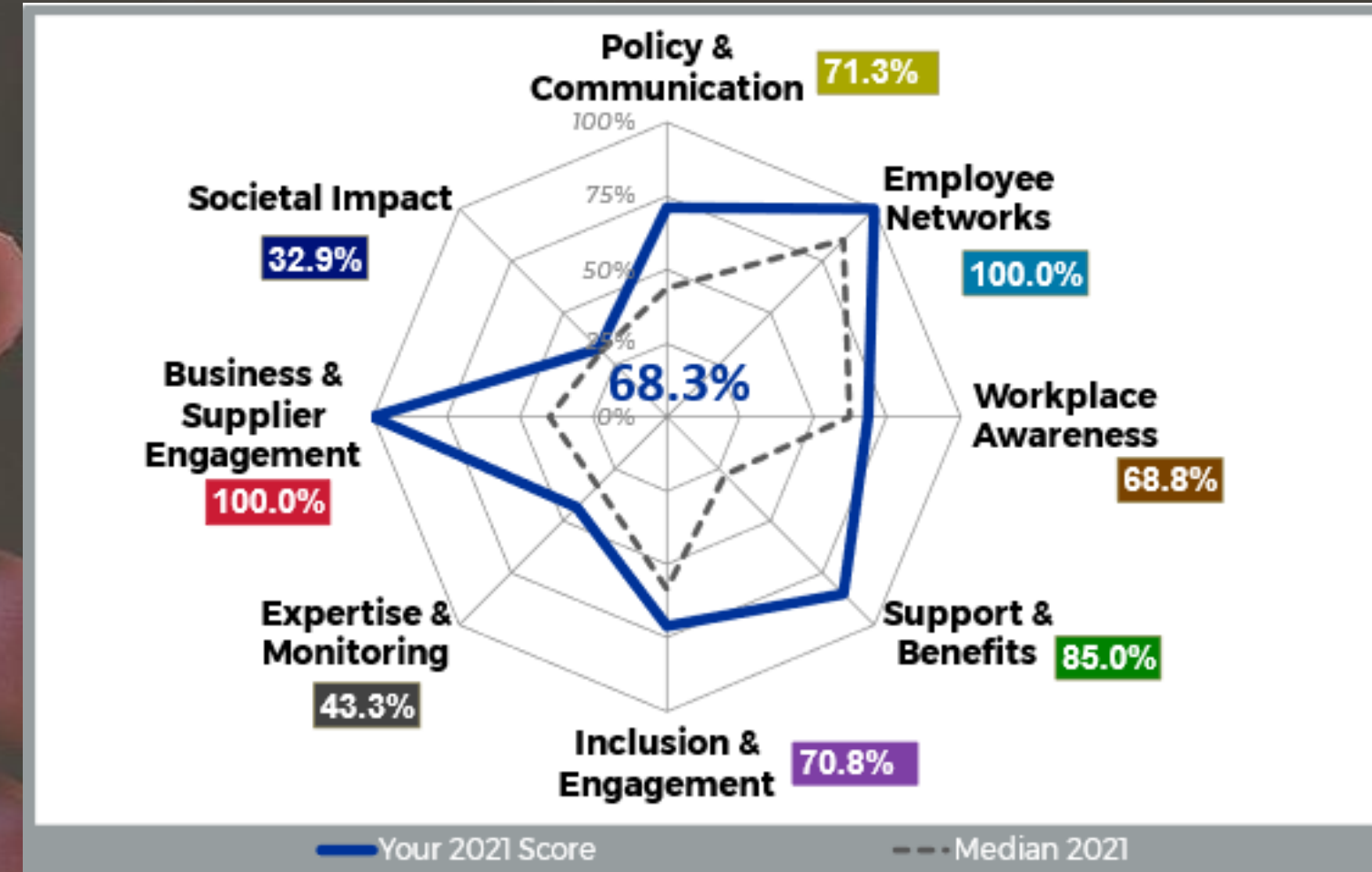
Global Benchmark 2022



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



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



TREND MONITORING

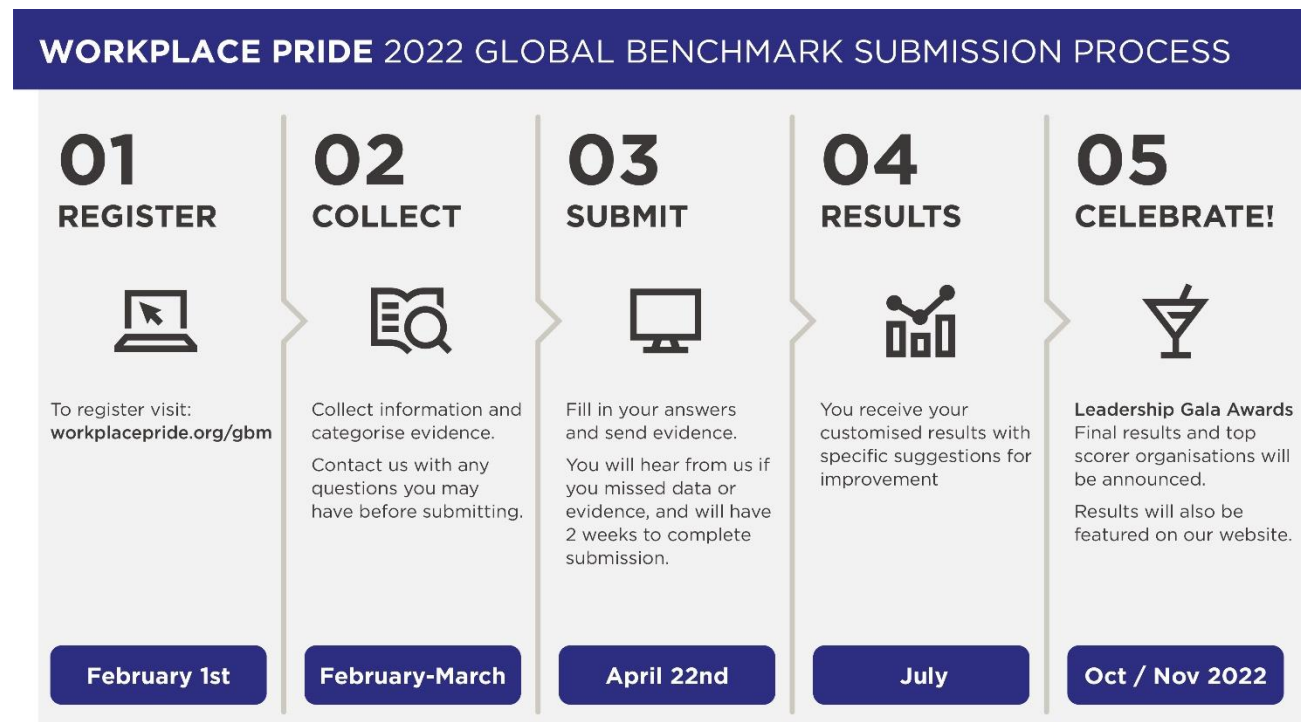
This chart shows your historical scoring with comparisons to median scores:

- ⇒ 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.

Global Benchmark 2022

❑ 2022 Process for participants is not changing



❑ 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

2022

16. In which of the following world regions was your LGBTIQ+-inclusive workplace policy put into practice and enforced in calendar year 2021.

☐ Western Europe 

☐ North America 


☐ Central and/or South America 

☐ Oceania (Australia, NZ, Micronesia) 

☐ Asia (excluding India) 

☐ India 

☐ Middle East 

☐ Africa 

☐ Central/Eastern Europe (including Russia, the Baltics, and the Balkan region) 

Not scored



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 LGBTIQ+ 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

*** 18. How do you ensure that formal documents with regard to employees include gender-neutral or gender-inclusive formulations such as ‘partner’ and ‘families’ or equivalent terms?**

- ☐ Our formal documents are not gender-neutral or gender-inclusive.
- ☐ The LGBTIQ+ employees/network provide feedback when they see formal documents that are not gender-neutral or gender-inclusive.
- ☐ There is a formal process in place to ensure that formal documents 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 documents. 🗳️
- ☐ We have no specific plan to ensure that formal documents 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 formal official documents and communications are not gender-neutral or gender-inclusive.
- ☐ The LGBTIQ+ 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 and communications. 🗳️
- ☐ 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
 ☐ Oceania (Australia, NZ, Micronesia)
 ☐ Middle East
- ☐ North America
 ☐ Africa
- ☐ Central and/or South America
 ☐ Asia (excluding India)
 ☐ Central/Eastern Europe (including Russia, the Baltics, and the Balkan region)
 ☐ India

* 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
 ☐ Oceania (Australia, NZ, Micronesia)
 ☐ Middle East
- ☐ North America
 ☐ Africa
- ☐ Central and/or South America
 ☐ Asia (excluding India)
 ☐ Central/Eastern Europe (including Russia, the Baltics, and the Balkan region)
 ☐ India

* 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 LGBTIQ+ 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 LGBTIQ+ employee network
 - ☐ There are regularly scheduled meetings with executive decision makers



2022

- * 21. How was your LGBTIQ+ 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 LGBTIQ+ employee network (i.e. a budget at the I&D level where requests had to be made and granted for specific LGBTIQ+ activities in not sufficient)
 - ☐ Other (please specify in the box below with evidence)



- * 22. What did your LGBTIQ+ 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 I&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 have run initiatives that target organisational management and leadership

* 23. Who takes part in your workplace diversity training program/module? Check all that apply.

- ☐ We do not offer training
- ☐ Employees
- ☐ Senior management/Executive leadership
- ☐ New hires
- ☐ Contractors/contingent workforce
- ☐ External partners/customers

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)

* 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 box below with evidence)

Workplace Awareness – new employees

2021

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

- ☐ We haven’t taken steps to raise awareness with new hires
- ☐ LGBTIQ+ employee network was referenced in recruiting materials or process
- ☐ LGBTIQ+ 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
- ☐ Mentoring was offered for (new) LGBTIQ+ employees
- ☐ Other (please specify in the box below with evidence)

2022

*** 26. How was LGBTIQ+ Inclusion integrated in your recruiting efforts/strategy in 2021?**

- ☐ LGBTIQ+ Inclusion was not included or visible in our recruiting strategy, materials or process.
- ☐ LGBTIQ+ employee network and/or initiatives were referenced in recruiting materials or process
- ☐ LGBTIQ+ 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 LGBTIQ+ Inclusion policies and practices can be read
- ☐ Our recruiting materials and process provided access to a trusted LGBTIQ+ 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 LGBTIQ+ Inclusion integrated in your onboarding efforts/strategy in 2021?**

- ☐ LGBTIQ+ Inclusion was not specifically included or visible in our onboarding process.
- ☐ LGBTIQ+ Inclusion was specifically included in reference materials provided to new employees
- ☐ LGBTIQ+ Inclusion policy and practices were presented during introduction days
- ☐ LGBTIQ+ employee network and/or initiatives were introduced or presented during introduction days
- ☐ LGBTIQ+ role models were introduced or held a presentation during introduction days
- ☐ New LGBTIQ+ 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

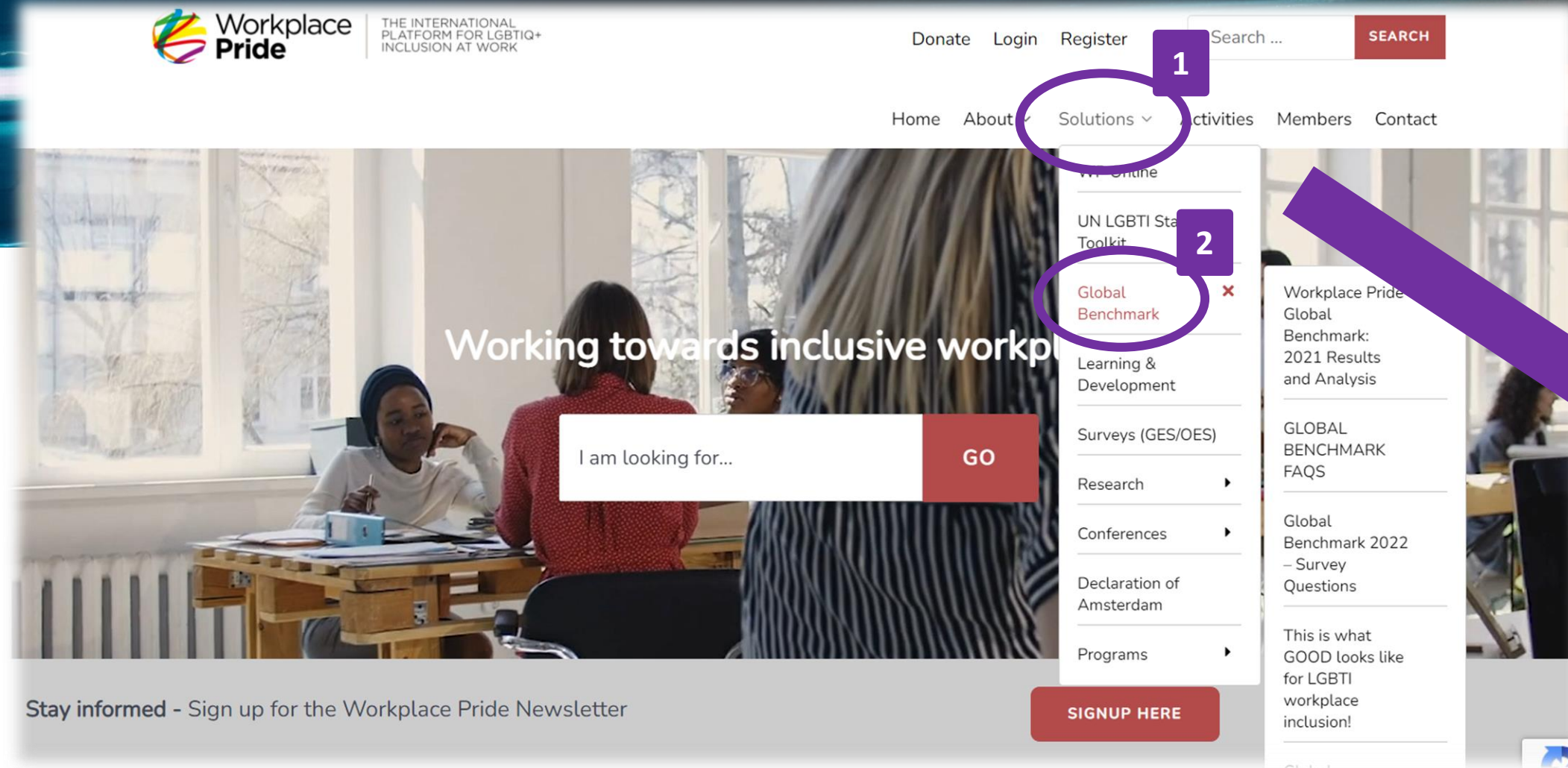
*** 28. What type of support was available to individual LGBTIQ+ employees in 2021?**

- ☐ 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)

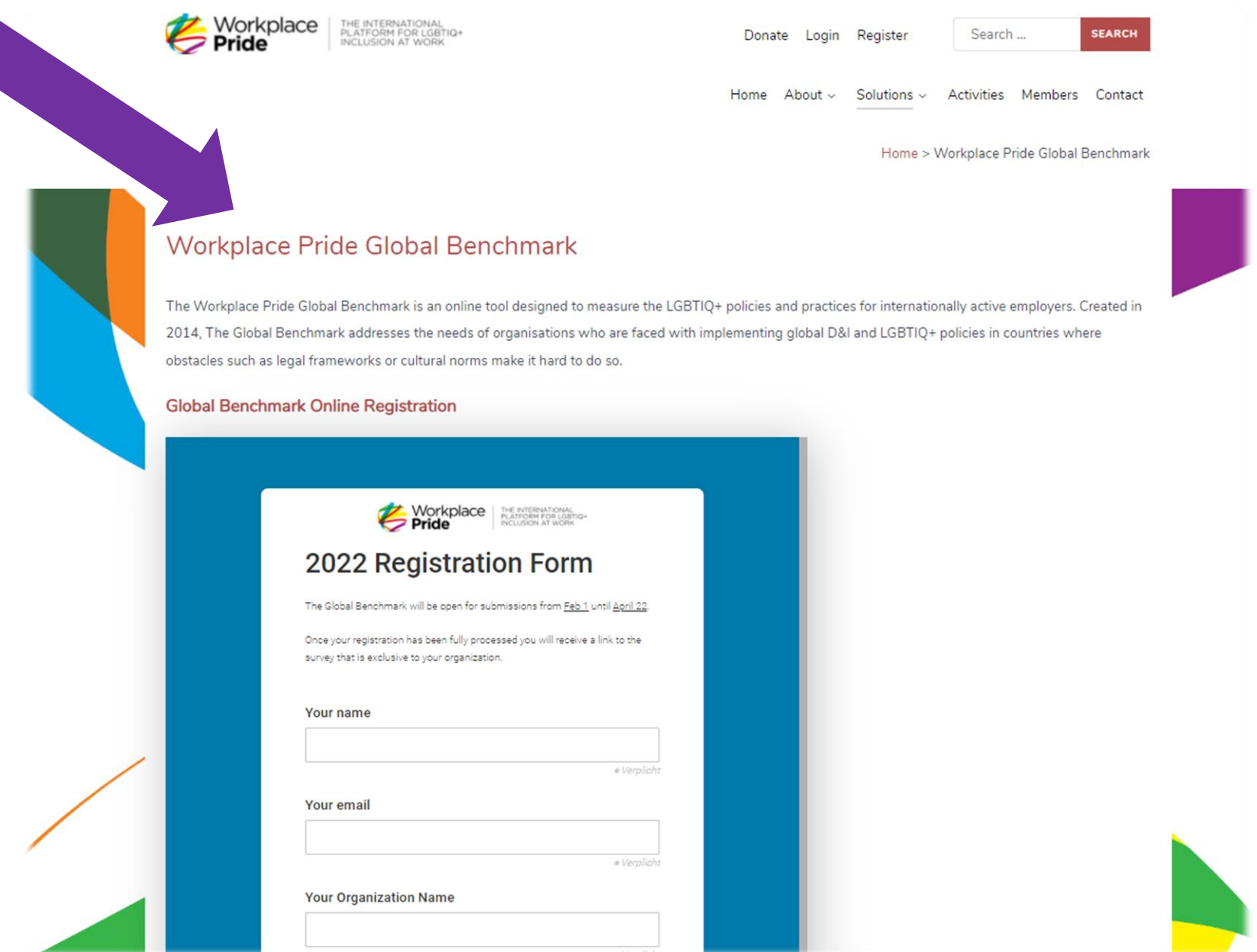
*** 30. What steps have you taken in 2021 to ensure that your employee benefits were clearly inclusive of LGBTIQ+ employees?**

- ☐ 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)

Get started !



The screenshot shows the Workplace Pride website homepage. The header includes the logo, navigation links (Donate, Login, Register, Search), and a main menu (Home, About, Solutions, Activities, Members, Contact). A purple circle labeled '1' highlights the 'Solutions' menu item, and another purple circle labeled '2' highlights the 'Global Benchmark' link within the dropdown menu. A large purple arrow points from the 'Global Benchmark' link to the right-hand screenshot. The main content area features a banner with the text 'Working towards inclusive workp...' and a search bar. A sidebar on the right lists various resources like 'UN LGBTI State Toolkit', 'Global Benchmark 2021 Results and Analysis', and 'GLOBAL BENCHMARK FAQs'. A footer section encourages signing up for the newsletter.



This screenshot displays the 'Workplace Pride Global Benchmark' page. It includes the same header as the homepage. The main heading is 'Workplace Pride Global Benchmark', followed by a descriptive paragraph: 'The Workplace Pride Global Benchmark is an online tool designed to measure the LGBTIQ+ policies and practices for internationally active employers. Created in 2014, The Global Benchmark addresses the needs of organisations who are faced with implementing global D&I and LGBTIQ+ policies in countries where obstacles such as legal frameworks or cultural norms make it hard to do so.' Below this is the 'Global Benchmark Online Registration' section, which features a '2022 Registration Form'. The form includes fields for 'Your name', 'Your email', and 'Your Organization Name', each with a small asterisk and the word 'Verplicht' (required) next to it. The form is set against a blue background with a white registration form overlay.

Register at:

<https://workplacepride.org/workplace-pride-global-benchmark/>



Questions?



Contact your Relationship Manager
-or-
email benchmark@workplacepride.org





Workplace Pride

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www.workplacepride.org
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*Dedicated to creating workplaces around the
world where everyone can be themselves!*

