



**Workplace  
Pride**

THE INTERNATIONAL  
PLATFORM FOR LGBTIQ+  
INCLUSION AT WORK

## Press Release

Date: 29 October 2021 - 20:00

### **Workplace Pride's Global Benchmark results shows significant progress on LGBTIQ+ inclusion in difficult times.**

*2021 findings indicate that more organisations are taking changes to society and workplaces more seriously than in the past.*

The global pandemic, Black Lives Matter and the Me Too movement have dramatically changed how employers look at their position in society including their own employees and clients. This also includes their relationship with the LGBTIQ+ community. Workplace Pride is encouraged to see that the results of our 2021 Global Benchmark testify to this fact. Top Performers for the GB include:

Most Improved Private Sector over 2020 Global Benchmark score:

**Unilever +26%**

Highest scoring public sector :

**City of Amsterdam**

Most Improved Public Sector over 2020 Global Benchmark score:

**Netherlands Ministry of Health, Wellbeing and Sports +16%**

Highest Starting position for a new participant:

**Palo Alto Networks**

Congratulations go to those organisations that have each scored higher than 90% on the Workplace Pride Global Benchmark survey. Receiving the title of "Advocate", these organisations are breaking new ground for LGBTIQ+ inclusion in their activities around the world and setting the tone for change beyond the workplace in society at large.

**ADVOCATES** - Top level achievement (90%+) for the 2021 results include:

**Accenture, Deloitte, IBM, PwC Netherlands, RELX/Elsevier, Shell, Sodexo**

We would also like to congratulate those GB participants that have scored between 70% and 90% placing them in the category of “Ambassador”.

**AMBASSADORS** - Distinguished achievement (70%-90%) for the 2021 results include:

**Aegon, Dow, ING, Nokia, Palo Alto Networks, Philips, Unilever**

*“Organisations participating in the 2021 Global Benchmark represent millions of employees in over 100 countries worldwide and we applaud their engagement!” said **David Pollard, Executive Director, Workplace Pride.** “Particularly in these very challenging times for everyone, these employers are in a unique position to influence cultural change not just within their own walls, but also with governments and in the communities and countries in which they operate”.*

The Workplace Pride Global Benchmark was first released in 2014 as an annually recurring survey that allows participants to track their progress. It has been developed under the leadership of Workplace Pride and with the support of the University of Leiden and major employers and NGOs from several different countries.

The Benchmark represents the ideal of LGBTIQ+ workplace inclusion around the world and is designed to provide management the data to measure, and thereby improve, LGBTIQ+ workplace inclusion in their organisations, wherever they are. Each participating organisation receives a detailed overview of their progress broken down into the following 8 categories: Policy and Communication, Employee Networks, Workplace Awareness, Support & Benefits, Inclusion and Engagement, Expertise & Monitoring, Business and Supplier Engagement, Impact on Society.

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The Workplace Pride Foundation is the international platform dedicated to improving the lives of LGBTIQ+ people in workplaces around the globe. Initiated in 2006, its more than 80 members employ millions of people in almost every country in the world.

## Workplace Pride Members: October 2021

### Leaders



### Partners



## Members

