



## Membership Guidelines for new Workplace Pride Members

**Baseline Criteria:** We encourage the applying organisation to:

1. Sign the Declaration of Amsterdam to demonstrate their broad commitment to LGBTIQ+ workplace inclusion
2. Participate at least once every two years in the Global Benchmark or another D&I measurement instrument that includes LGBTIQ+ topics
3. Support or create an LGBTIQ+ employee network or resource group which is actively working to improve inclusion for the community and the organisation itself
4. Include an LGBTIQ+ element in its global Diversity and Inclusion policy
5. Involve top-level decision-makers in their LGBTIQ+ efforts
6. Place ownership of the relationship with Workplace Pride in the HR, D&I, CSR, Board, or other departmental levels of the organisation as opposed to with the ERG alone.

### Application Procedure:

1. **New members:** Once a new member joins (at any level), they join as an “Associate Member,” and the Workplace Pride Relationship Managers help them to achieve as much of the baseline criteria as possible. At the end of one year, we will review their efforts and move them into “Full Member” status if they are making significant progress. If not, we can extend the Associate Membership status for another year. The Workplace Pride Board Core Group decides which organisations can be promoted to Full Member.
2. **For existing members:** They would automatically be Full Members. However, through the Relationship Managers, we will review the baseline criteria regularly to see how we can help in any area they are still lacking.