XYZ ORGANIZATION

Workplace Pride

THE INTERNATIONAL PLATFORM
FOR LGBTI INCLUSION AT WORK
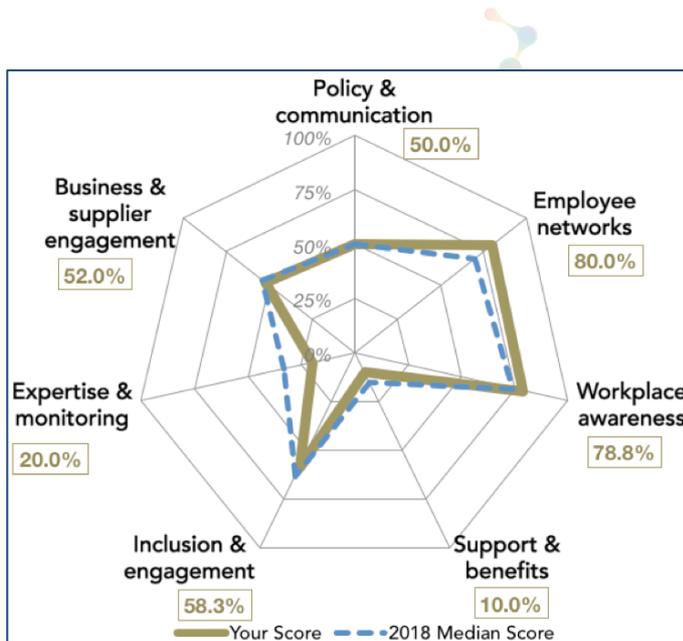
More than ever, we would like to say THANK YOU for your participation in the Workplace Pride 2018 Global Benchmark. We sincerely believe that the investment you made to participate in the Global Benchmark and the content of this Summary Report will help guide you as you drive progress and change within your organization and beyond.

Individual Summary — XYZ Organization

2018 Results		Score history			
		2017	2016	2015	2014
score :	**49.8%**	39.8%	62.9%	55.3%	47.7%
tier :	→ Mid	↓ Low	→ Mid	→ Mid	→ Mid
median	47.6%	55.3%	61.0%	58.2%	50.7%

Policy & communication 50.0%
Employee networks 80.0%
Workplace awareness 78.8%
Support & benefits 10.0%
Inclusion & engagement 58.3%
Expertise & monitoring 20.0%
Business & supplier engagement 52.0%

— Your Score   - - - 2018 Median Score

Your score of 49.8 % is above the median score of 29 total participants in the 2018 Global Benchmark and places you into the Mid Tier (middle third) of all participants.

We have significantly raised the bar in 2018 to ensure the Global Benchmark reflects progress and focus for LGBTI employees globally, meaning that standards are higher. You have grown your score over 2017, and in light of the higher standards, this is something you can be proud of.

We hope that the information provided can help you make plans and build an even more inclusive LGBTI workplace.

2018 Overview by Segment — XYZ Organization

	2018 Score	2018 Tier	2018 Segment		
			Low	Median	High
Overall (all participants)		→ Mid	20.0%	47.6%	85.6%
Private Sector (n=24)	**49.8%**	→ Mid	20.0%	51.5%	85.6%
IT & Tech Svcs (n=5)		→ Mid	43.6%	63.8%	85.6%
1K - 10K (n=7)		→ Mid	23.3%	42.3%	59.7%

As we look at how you compare to participants of similar profiles you place in the Mid Tier (middle third) in the Private Sector, in the IT &Technical Services industry segment and among organizations of similar size.

Your scores are below median in the Private Sector and IT & Technical Services segments and above median in the organizational size segment.

Section Result Summary

The Global Benchmark measures policies and practices in 7 sections that covered specific topic areas. Here is an overview of your 2018 results by section and an overview of the strongest and weakest sections based on your progress over previous years (if applicable) and in comparison to other 2018 participants.

2018 Scores by Section:			XYZ Organization	
	Section Score	Tier % of *Median*	*1 yr change*	*since start*
Policy & communication Measures scope of the LGBT workplace equality policy, inclusiveness of formal communications, and measures taken to ensure policy compliance.	50.0%	➡ Mid	*-5.00%*	*-22.73%*
Employee networks Measures existence and structure of LGBT-employee networks, and the role of LGBT employee networks with regard to the organization's objectives.	80.0%	⬆ Top	*+20.00%*	*+29.60%*
Workplace awareness Measures how awareness for LGBT inclusion is raised within the organization, and the substance and target audience of (LGBT) workplace diversity training.	78.8%	➡ Mid	*+12.50%*	*+15.92%*
Support & benefits Measures support and workplace safety for LGBT-employees, coming-out/ transition support, and (equal) benefits for LGBT-employees and their families.	10.0%	➡ Mid	*-10.00%*	*-30.00%*
Inclusion & engagement Measures the ways that LGBT and non-LGBT employees actively support each other, leadership support, straight ally and cross-mentoring initiatives.	58.3%	➡ Mid	*+43.33%*	*+37.00%*
Expertise & monitoring Measures the ways participants identify and monitor LGBT workplace diversity and objectives and how sources of expertise and best practices are used.	20.0%	➡ Mid	*-2.86%*	*+4.00%*
Business & supplier engagement Measures the extent to which the organization profiles itself as LGBT-inclusive both internally and externally (with clients, customers, suppliers, and the community).	52.0%	➡ Mid	*+22.00%*	*+17.00%*

** 1 yr change = % median versus 2017 / change since start = % median versus earliest participation

Strength & Weakness Summary

2018	XYZ Organization : Comparison to Ideal		
Strongest		**Weakest**	
Employee networks	80.00%	Support & benefits	10.00%
2018	XYZ Organization : Comparison to all participants		
Strongest		**Weakest**	
Employee networks	114.29%	Expertise & monitoring	60.00%
2018	XYZ Organization : Comparison to own achievement in prior years		
Strongest growth over 2017		**Weakest growth over 2017**	
Inclusion & engagement	+43.33%	Support & benefits	-10.00%
Strongest growth since first participation		**Weakest growth since first participation**	
Inclusion & engagement	+37.00%	Support & benefits	-30.00%

Analysis & Recommendations

Below we provide some high level observations and recommendations based on our review and analysis of your 2018 submission. Feel free to contact Workplace Pride if you would like to look more closely at your submission and results.

Strengths in 2018

Employee Networks

This is your highest score and one of the areas where you score in the top group of all participants, well above the median. The structure of your LGBTI Employee Network and the inclusion of executives are a best practice, as well as a granted budget to allow you to make

Areas of focus for 2019

Support & Benefits

This is your lowest score across all of the sections and gives you the biggest opportunity for growth. We certainly recommend that you offer specific support to LGBTI employees in their coming out or transition process that is aligned with their specific needs. You could also consider investigating where LGBTI employees may be disadvantaged in terms of benefits or support and actively addressing those areas to eliminate the differences.

Additional information

In your 2018 Global Benchmark submission, you provided some information which was not used in the calculation of your score, however can provide valuable information about where you can focus to continue to improve LGBTI-Inclusion in your workplace.

Declaration of Amsterdam

Here you can see an overview of where you are with respect to the 10 steps included in the Declaration of Amsterdam (survey question 13).

Declaration of Amsterdam - dashboard   XYZ Organization

#	Step			Step	#
1	Employers must provide a safe, comfortable, equal opportunity workplace and promote authenticity for LGBT employees.	🟢	🔴	Employers and LGBT employees should create and support structures in the organization that ensure progress.	6
2	Employers should work closely with and benefit from the knowledge of other parties (employee networks and NGOs) dealing with LGBT workplace issues to achieve improvements.	🟡	🟢	Employers should embed the Declaration's concepts in organizational principles, and include them explicitly in external communication such as Annual and Corporate Responsibility Reports.	7
3	Employers should identify and support leaders and decision-makers (LGBT and straight) that actively strive to create LGBT-inclusive working environments.	🟢	🟡	Employers and employees should develop and establish measurements that identify the level and progress of LGBT inclusiveness within the organization and benchmark this externally.	8
4	LGBT employees should actively strive to be visible at work and collaborate with their employers on diversity and inclusion, leading the way for all employees.	🟡	🟡	Employers should dedicate a minimum of 1 euro per employee in the organization to support LGBT programs and Employee Resource Groups.	9
5	LGBT employees should guide their employers on measures to support this declarations goal's and implementing best practices.	🔴	🟢	Organizations should visibly support the improvement of working environments for their LGBT employees in all the countries where they are active.	10

For information only - not included in scoring legend:
🔴 Not al all
🟡 Sometimes
🟢 Complete

Policy and Network Coverage

This is a summary regarding employees, employee network and workplace inclusion policy across the world (survey questions 11,15 & 19). Regions of the world where you have employees but do not enforce workplace inclusion policies could be an area of focus.

Global Policy / Network - dashboard   XYZ Organization

Region	Employees in region?	Policy Enforced?	Employee Network?
Western Europe	✔	✔	✔
North America	✔	✔	✔
Central/South America	✔	✘	✘
Oceania	✔	✘	✘
Asia	✔	✘	✔
India	✔	✔	✔
Middle East	✔	✘	✘
Africa	✔	✘	✘
Central/Eastern Europe	✔	✘	✘

NOTE - For information only - not included in scoring
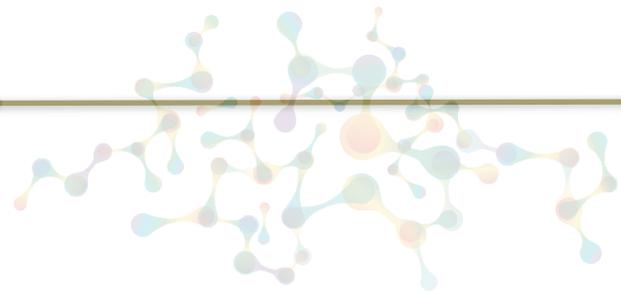
Detailed analysis of submitted evidence

In 2018 we have gone even further to ensure that the Workplace Pride Global Benchmark remains a valuable and evidence-based tool that recognises not only progress and leadership, but also identifies areas where a 'next step' is on the horizon.   We have added a detailed policy analysis and have done a thorough review of the evidence that you have submitted. Below, you will find a list of the questions where the evidence submitted did not fully support the submission, and which specific items were lacking or incomplete.

Evidence analysis

Q32 (E&M)	Evidence of information collection

About

The Global Benchmark is designed to provide a clear picture of where you stand, and how you are progressing with your policies and practices. Comparisons are made to Global Benchmark participants and to an ideal standard which sets the bar for all organizations. This standard is reviewed and adjusted annually to ensure that we continue to adjust in line with evolution of the environment and issues for LGBTI employees around the world.

With these results and the supporting comparative data you will be able to:

❖ *build prioritized action plans* ❖ *gain management support* ❖ *improve policies and practices* ❖
❖ *drive progress for LGBTI employees* ❖ *set an example for others to follow* ❖

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