



Deloitte and Workplace Pride introduce LGBT+ Monitor

Online tool clusters European insights to promote inclusion in the workplace

Rotterdam 11 October 2022 - Deloitte and Workplace Pride introduce the LGBT+ Monitor on 'Coming Out Day'. The [online dashboard](#) brings together data from existing European studies on inclusion in the workplace in one place. The LGBT+ Monitor is the result of a unique and close collaboration between Workplace Pride and Deloitte.

While the LGBT+ Monitor does not include new research, it does provide an overview for those who want to gain better insights and understanding of LGBT+ challenges in the workplace. The LGBT+ Monitor is therefore a tool to stimulate change, create equal opportunities and improve the well-being of LGBT+ employees.

"I am proud that we have set up this impactful project on behalf of the [Deloitte Impact Foundation](#) in close collaboration with Workplace Pride", says Leon Pieters, partner at Deloitte and Board Member of Workplace Pride. "By providing insights into the current state of LGBT+ inclusion in the workplace, we want to help employers create policies and procedures to continue building a safe workplace. Not only for the health and well-being of the LGBT+ employees, but for everyone".

"The Monitor addresses the fundamental question: how is LGBT+ workplace inclusion going? What are the differences among LGBT+ workplace inclusion in different nations? It also shows though that there is still much work to be done for employers and governments across Europe. Workplace Pride is very proud that together with the Deloitte Impact Foundation we are now addressing this question" says Michiel Kolman, co-chair of the Workplace Pride Foundation.

The LGBT+ Workplace Monitor consists of four indicators that measure LGBT+ inclusion and equality in the workplace: Workplace Openness, Workplace Recruitment & Retention, Workplace Well-being and Workplace Protection.

Workplace Openness: hierarchy plays a role in openness in the workplace

Workplace Openness is about the extent to which LGBT+ employees feel they can be open about their sexuality towards colleagues. While more than half of all European LGBT+ employees are open about their sexual orientation to one or more colleagues, a large percentage (37%) are not open to their colleagues overall. With 61%, the Netherlands scores higher than the European average. It is striking to see that only 42% are also open about their sexual orientation towards direct managers.

Workplace Recruitment & Retention

Workplace Recruitment & Retention is about the extent to which LGBT+ people lose or quit their jobs due to a lack of equal treatment related to their sexual orientation. In European studies, more than three-quarters of respondents (76%) indicate that sexual orientation and/or gender identity does not put them at a disadvantage in the workplace. With 68%, the Netherlands scores slightly lower than the European average. This also indicates that 32% still feel their sexual orientation or gender identity puts them at a disadvantage in the workplace. Data from Dutch studies included in the Monitor also shows that 94% of LGBT+ people did not experience discrimination when searching for a job in the past 12 months.

Workplace Well-being: only 40% of LGBT+ employees in Europe feel supported

Workplace Well-being focuses on the well-being of LGBT+ people in the workplace. The way LGBT+

employees are treated by colleagues has an impact on their well-being. Approximately 40% of LGBT+ employees in Europe feel supported at work. Consequently, a shocking 60% of LGBT+ employees do not feel supported. The Monitor includes data on workplace well-being of 30 countries in Europe. In Spain and Malta, almost 60% of LGBT+ people often or always feel supported in the workplace.

In addition to studies that specifically focus on LGBT+ people, the Monitor also includes data from surveys conducted among the general working population. This data provides insight into the extent to which employees feel comfortable with LGBT+ colleagues. The LGBT+ Monitor shows that the differences between countries are sometimes substantial. In some countries, such as Sweden and the Netherlands, almost everyone feels at ease with their LGBT+ colleagues. However, in Bulgaria and Romania, 40% to 50% of employees feel uncomfortable about this.

Workforce Protection: only one third of European countries has explicitly defined legal protection of LGBT+ people

Workforce Protection is the fourth and final indicator of the Monitor. This section brings together available data on legislation and policies in various European countries aimed at protecting LGBT+ people. The most striking is that only a third of European countries have explicitly included LGBT+ rights in their constitution. 67% of European countries have legislation condemning hate crimes related to sexual orientation. In 73% of European countries, hate speech based on sexual orientation has now been criminalised. The Netherlands does not (yet) have this legislation in place.

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About Workplace Pride

Workplace Pride is a not-for-profit foundation dedicated to improving the lives of Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer (LGBTIQ+) people in workplaces worldwide. We strive for a world of inclusive workplaces where LGBTIQ+ people can truly be themselves, are valued, and, through their contributions, help to lead the way for others.

About the Deloitte Impact Foundation

Through the Deloitte Impact Foundation, Deloitte is committed to bring a positive impact to society. We share our core competences, knowledge and network in societal initiatives to make an impact in the fields of education & employment, sustainability and inclusive society.

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