



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Workplace Pride's Global Benchmark Reveals Remarkable Progress in LGBTIQ+ Inclusion Despite Challenges

Amsterdam, November 3, 2023 — Workplace Pride is delighted to announce the release of the 2023 Global Benchmark results, a comprehensive international assessment of LGBTIQ+ workplace inclusion. The findings from this year's survey highlight a significant shift in how organisations worldwide perceive societal changes, global uncertainties, and their commitment to fostering diverse, inclusive environments.

In an era of ongoing social transformations and global unrest, the relationship between employers, employees, clients, and the LGBTIQ+ community has undergone a profound evolution. Workplace Pride is thrilled that our 2023 Global Benchmark findings reflect this evolution.

We extend our heartfelt congratulations to organisations that have achieved outstanding results, scoring above 90% on the Workplace Pride Global Benchmark survey, earning them the prestigious title of "Advocate." These trailblazing organisations are at the forefront of advancing LGBTIQ+ inclusion in workplaces across the globe and are setting the standard for broader societal change.

Advocate organisations, achieving a top-level score of 90% or higher, include (in reverse alphabetical order): **Unilever, Sodexo, Shell, RELX Elsevier, PwC Netherlands, IBM, Dow, Accenture**

We also applaud organisations that have achieved distinguished results, scoring between 70% and 90%, earning them the title of "Ambassador." Their commitment to LGBTIQ+ inclusion in the workplace is commendable, and they are driving positive change.

Ambassador organisations, achieving a score of 70% to 90%, include (in reverse alphabetical order): **Nokia, Netherlands Ministry of Health, Welfare and Sport, McKinsey & Company, KLM, ING, Deloitte, Cisco, Avery Dennison, Arcadis, Aegon N.V.**

David Pollard, Executive Director of Workplace Pride, stated, "Organisations participating in the 2023 Global Benchmark represent millions of employees in over 100 countries worldwide, and we applaud their engagement. Particularly in these challenging times, these employers have a unique opportunity to drive cultural change not only within their own walls but also with governments and in the communities and countries where they operate."

We also celebrate the progress made by organisations that have shown the most significant improvement in LGBTIQ+ workplace inclusion over the past year.

Congratulations also go to those organisations who have made the greatest strides in LGBTIQ+ workplace inclusion over the past year:

Most Improved over 2022 Global Benchmark score:

dsm-firmenich	+31%
Gilead Sciences Netherlands+ Belgium	+30%
Kite Pharma EU B.V.	+29%
Nike	+27%
Cisco	+26%
Avery Dennison	+25%

The Workplace Pride Global Benchmark was initially introduced in 2014 as an annual survey, enabling participants to track their progress. Developed under the leadership of Workplace Pride, with support from the University of Leiden, major employers, and NGOs from various countries, the Benchmark represents the gold standard of LGBTIQ+ workplace inclusion worldwide. It empowers management with the data needed to measure and enhance LGBTIQ+ workplace inclusion in their organisations across the globe.

Participating organisations receive a comprehensive assessment across eight key categories: **Policy & Communication, Employee Networks, Workplace Awareness, Support & Benefits, Inclusion & Engagement, Expertise & Monitoring, Business & Supplier Engagement, Societal Impact**

Editor's Note: For more information about Workplace Pride, please contact Executive Director David Pollard at david@workplacepride.org.

About Workplace Pride:

The Workplace Pride Foundation is a global platform dedicated to enhancing the lives of LGBTIQ+ individuals in workplaces worldwide. Launched in 2006, it boasts more than 120 member organisations, employing millions of people in nearly every country on the planet.

For media inquiries and additional information, please visit www.workplacepride.org.