



Workplace
Pride

Breakout # 8

Defining Success in a Challenging Landscape

14:15 - 15:15 | Toorop Hall

MODERATOR:

Yuli Kim (She/Her)

Program Development Director

Workplace Pride

Kris Meyers (He//Him)

Associate Partner

McKinsey & Company

Susan Dicklitch-Nelson (She/Her)

Founder & Principal

Franklin & Marshall College

Global Barometers

Objective

The program aims to develop effective leadership skills in complex situations, build confidence in handling sensitive conversations, strengthen psychological safety, and foster a more inclusive workplace where all voices are valued.



Introduction



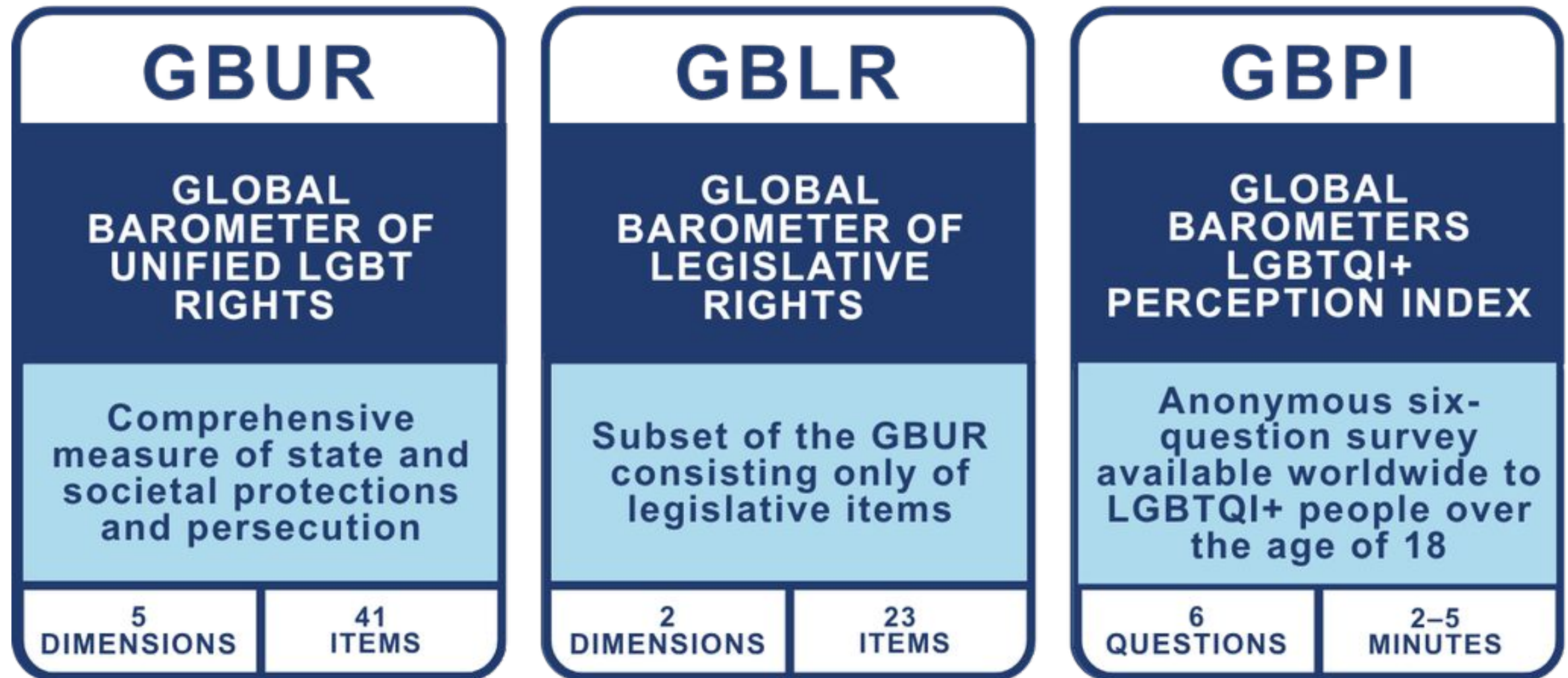
Kris Meyers (He//Him)
Associate Partner
McKinsey & Company



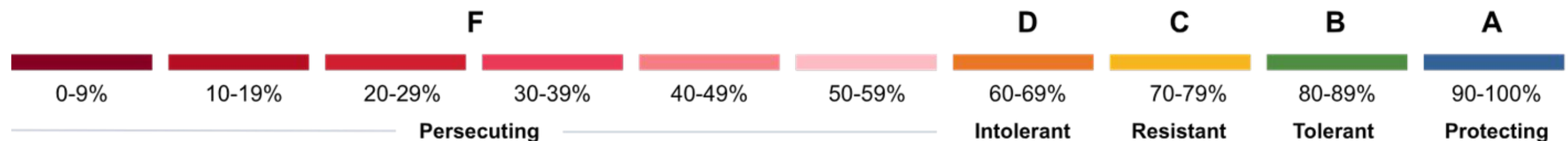
Susan Dicklitch-Nelson
Founder & Principal
Franklin & Marshall College
Global Barometers



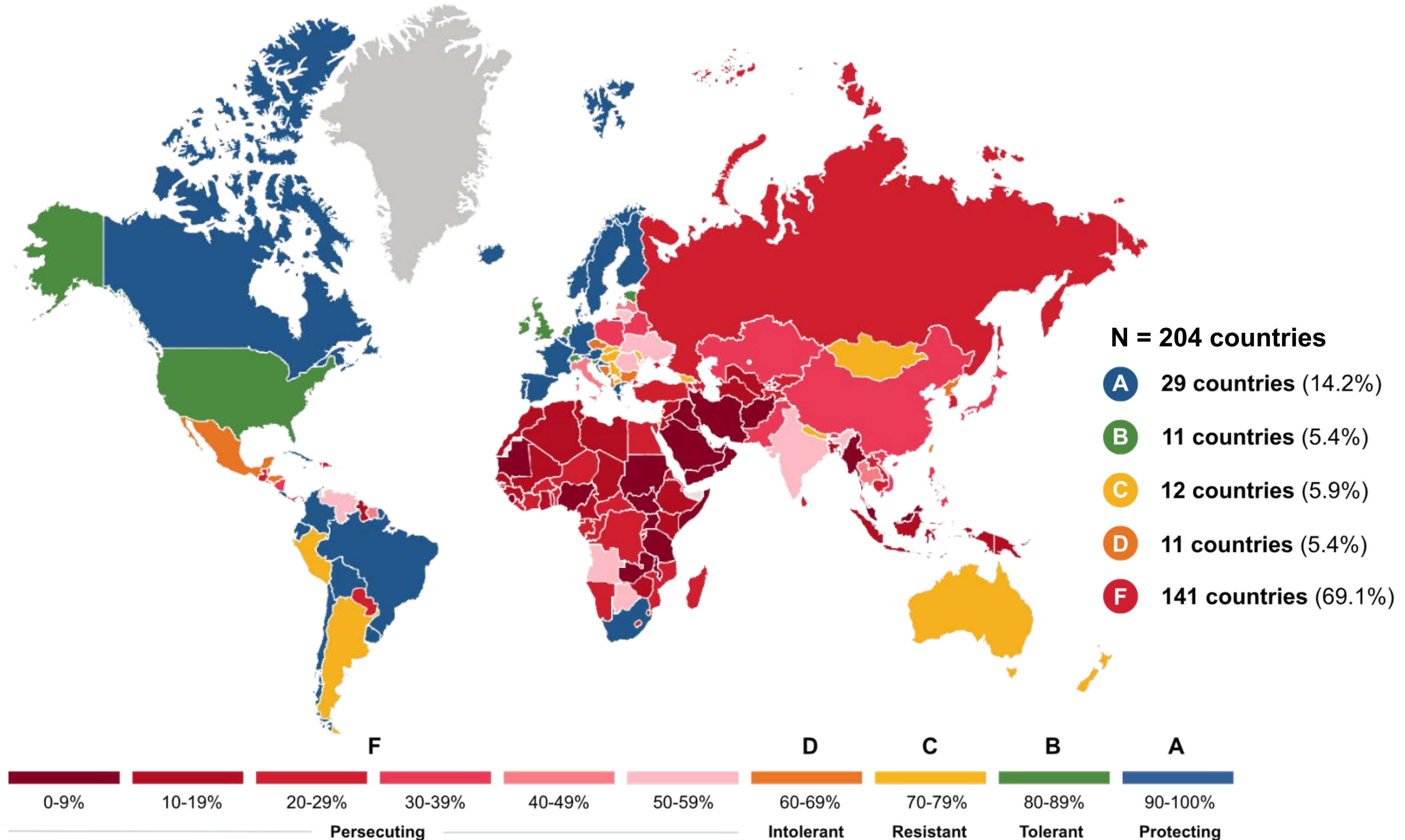
F&M Global Barometers



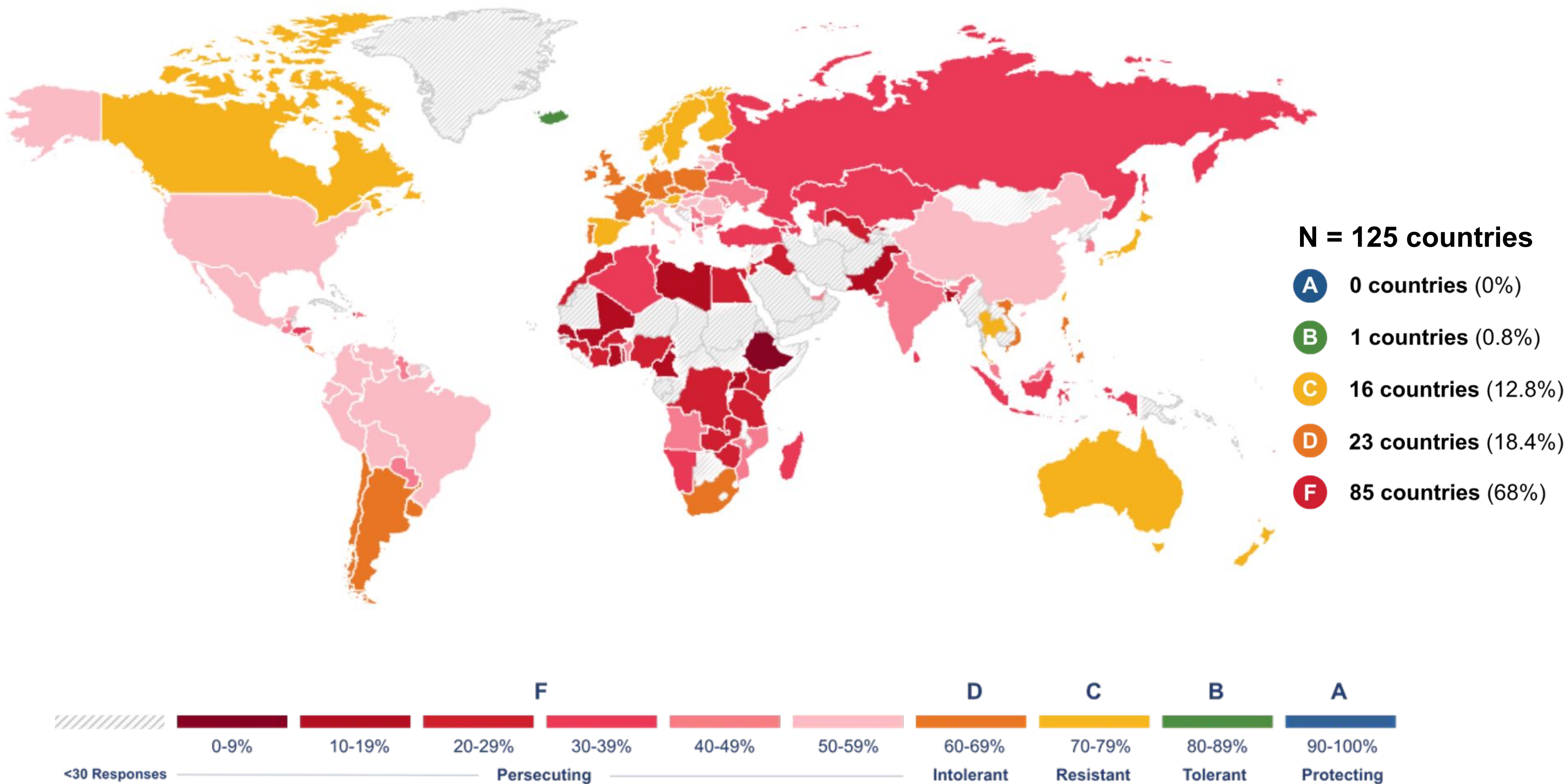
- Collectively capture protections and lived experiences
- Countries graded 0–100%



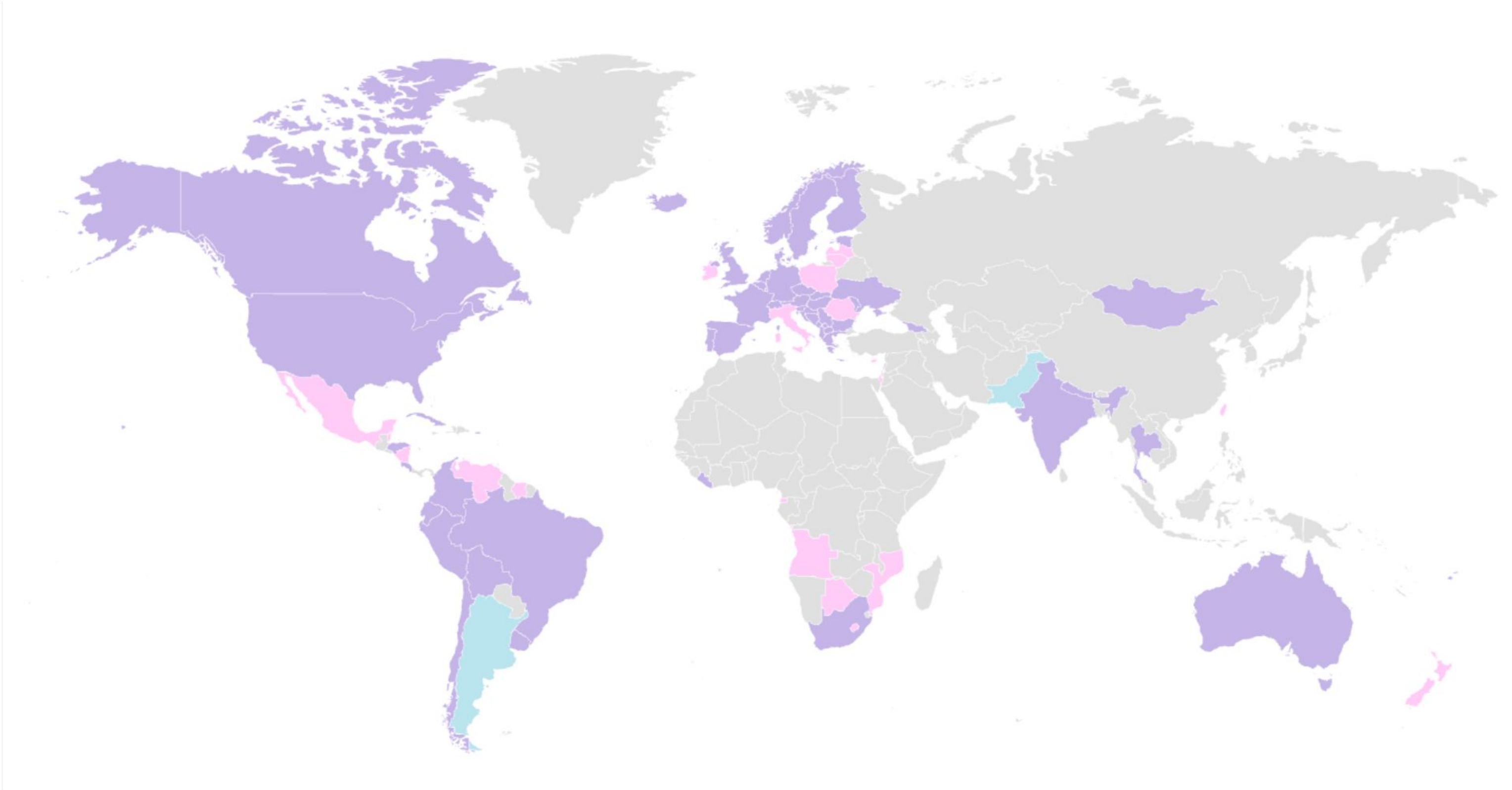
2024 F&M Global Barometer of Legislative Rights (GBLR)



2024 F&M Global Barometers LGBTQI+ Perception Index (GBPI)



2024 Workplace Anti-discrimination Protections for LGBT+ Individuals

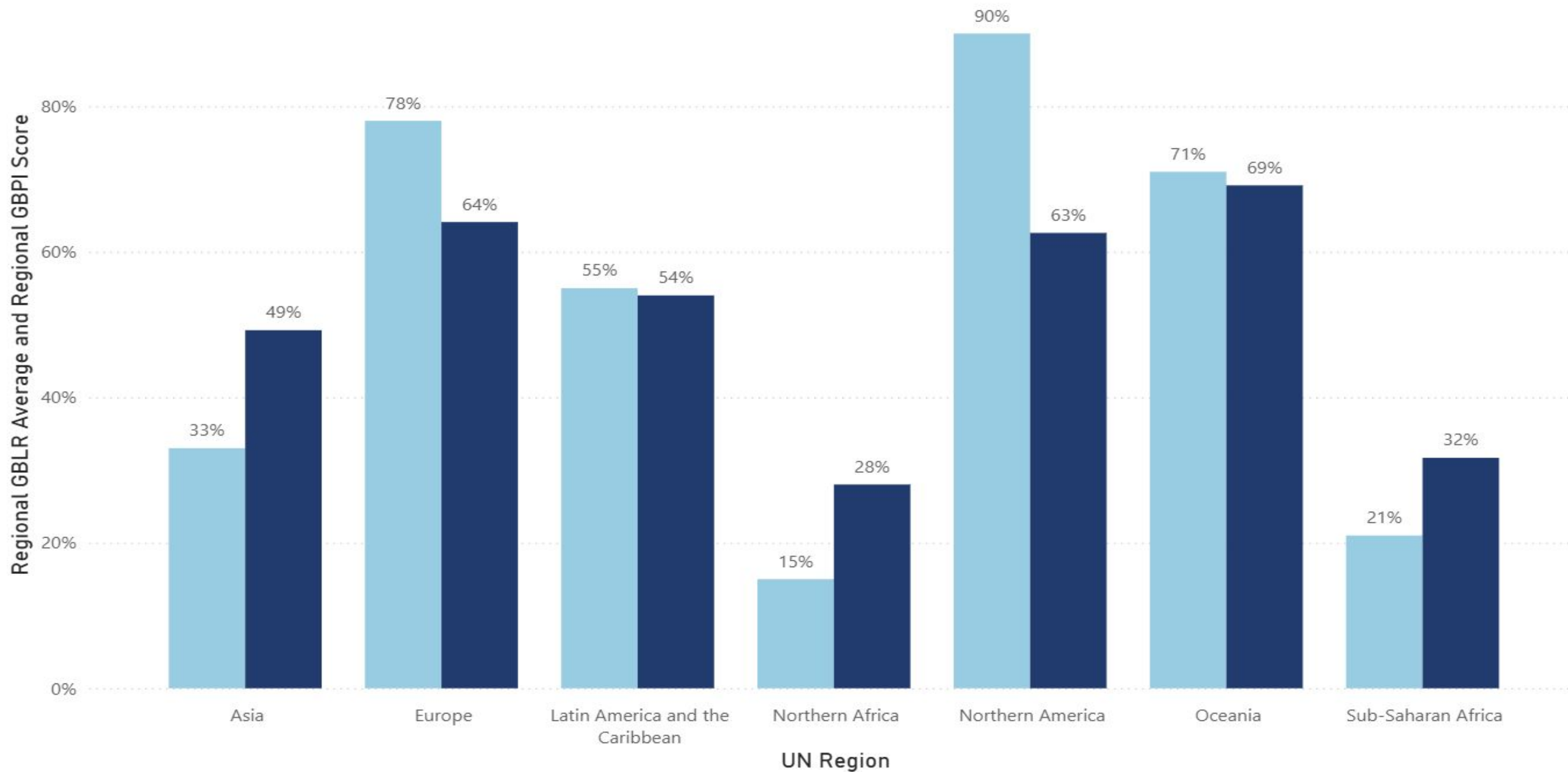


● Protections for sexual orientation only N = 31 ● Protections for gender identity only N = 2 ● Protections for sexual orientation and gender identity N = 62 ● No protections N = 109

Comparison of GBLR & GBPI by Region

2024 Average GBLR and GBPI Scores by UN Region

● Regional GBLR Average ● Regional GBPI Score



Greatest Score Differentials: 2024 GBLR v. 2024 GBPI

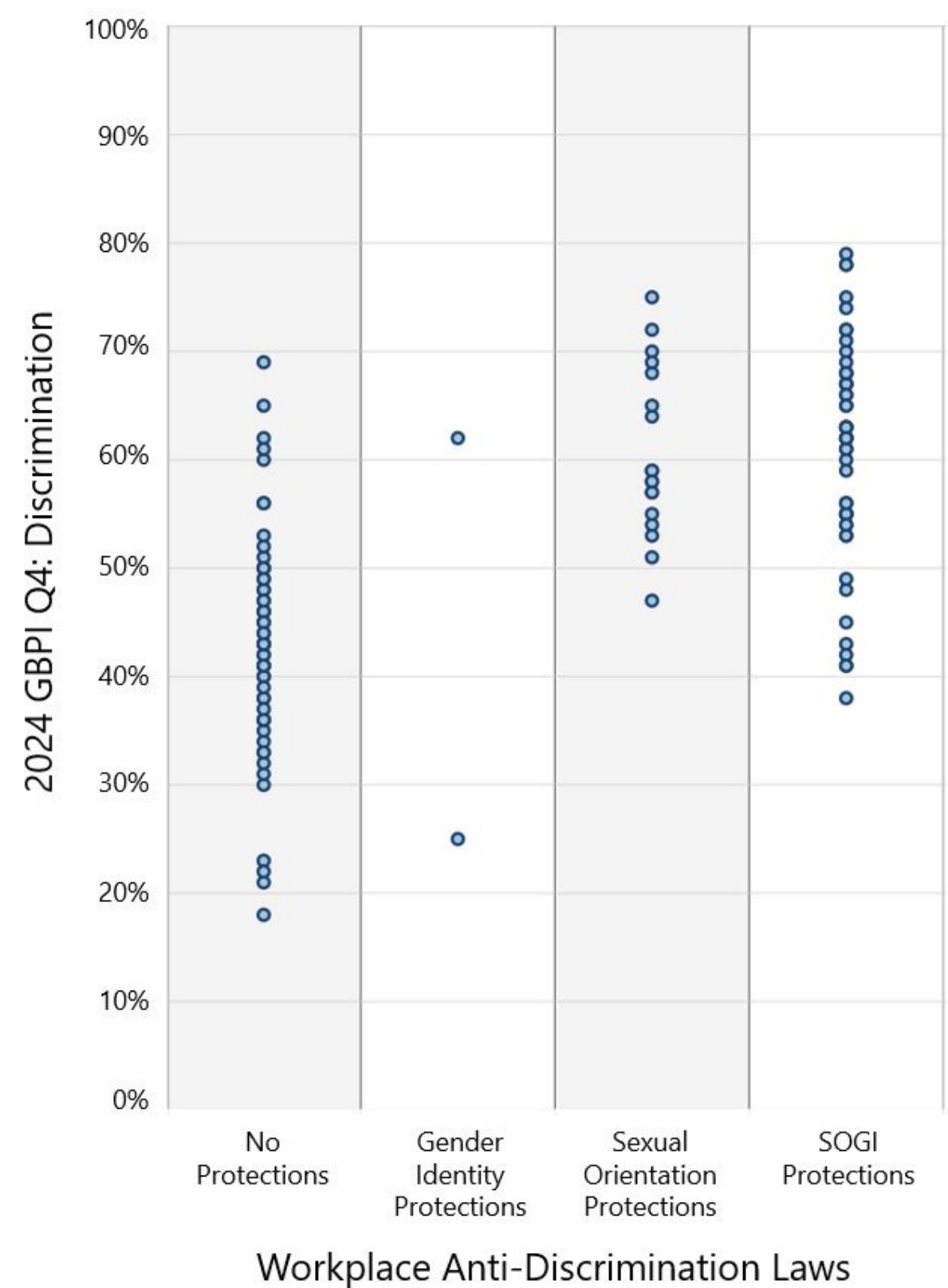
GBLR > GBPI

	2024 GBLR	2024 GBPI	Differential
Brazil	100%	51%	49%
Ecuador	96%	51%	45%
Greece	100%	56%	44%
Bolivia	91%	51%	40%
Colombia	91%	53%	38%
France	100%	63%	37%
Croatia	91%	55%	36%
South Africa	96%	60%	36%
Belgium	100%	65%	35%
Nepal	78%	44%	34%

GBLR < GBPI

	2024 GBLR	2024 GBPI	Differential
United Arab Emirates	0%	43%	-43%
Japan	35%	73%	-38%
Hong Kong	33%	68%	-35%
Malaysia	9%	41%	-32%
Vietnam	30%	62%	-32%
Guyana	13%	44%	-31%
Philippines	30%	60%	-30%
Singapore	35%	61%	-26%
Indonesia	13%	38%	-25%
Panama	29%	54%	-25%

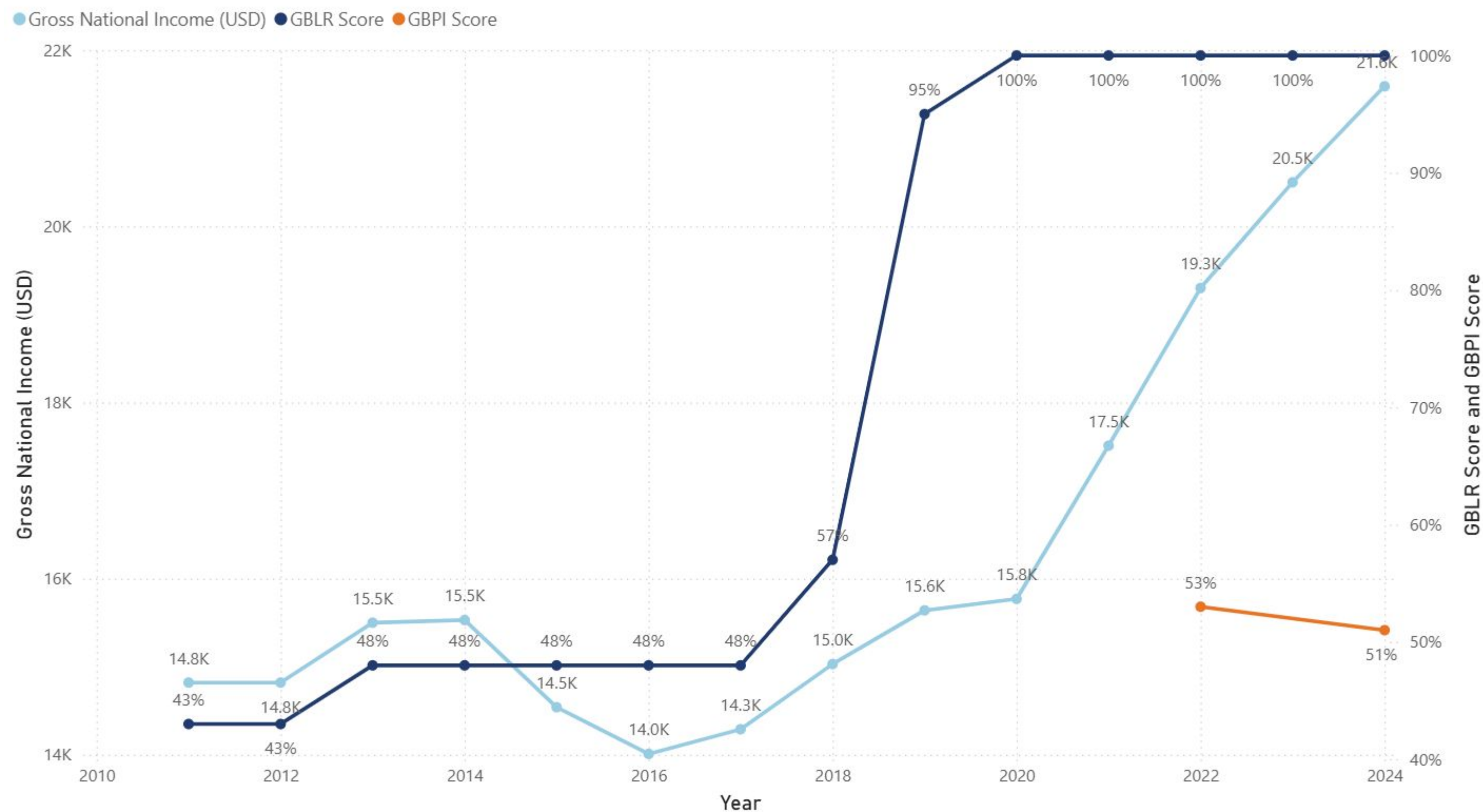
Comparing Workplace Anti-Discrimination Protections & GBPI Question #4 on Discrimination



Anti-Discrimination Category	GBPI Q4: Discrimination Average Score
No Protections	46%
Gender Identity Protections	59%
Sexual Orientation Protections	63%
Sexual Orientation and Gender Identity Protections	63%

Brazil: Comparing GNI, GBLR, & GBPI

Brazil: Gross National Income (USD), GBLR Score, and GBPI Score by Year 2011-2024



The 2026 GBPI is Live!

De 2026 GBPI staat nu OPEN!



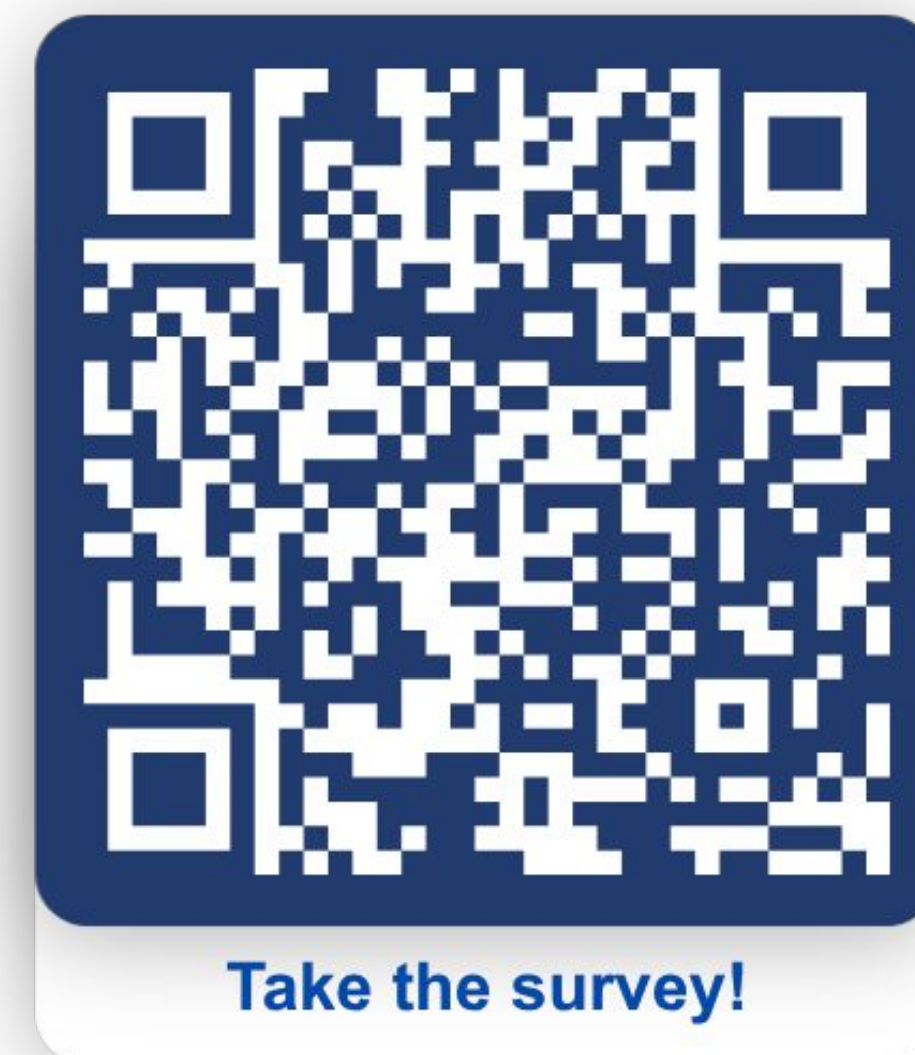
Available in 24 languages
Beschikbaar in 24 talen



15 June to 15 September
15 juni tot 15 september



Confidential and anonymous
Vertrouwelijk en anoniem



Thank you!

Visit/Contact the FMGB



FMGB: www.fandmglobalbarometers.org



GBPI: www.lgbtqiperceptionindex.org/survey



Email: gbgr@fandm.edu



X: @FMBarometers



Instagram: @fandmglobalbarometers



Facebook: @fmgbgr



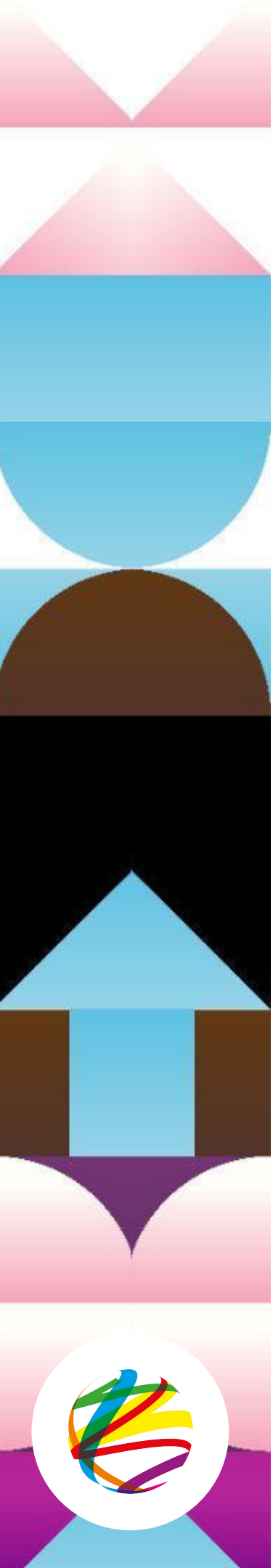
LinkedIn: @fmgbgr



Bluesky: [@fmglobalbarometers.bsky.social](https://fmglobalbarometers.bsky.social)



APPENDIX/ EXTRA SLIDES



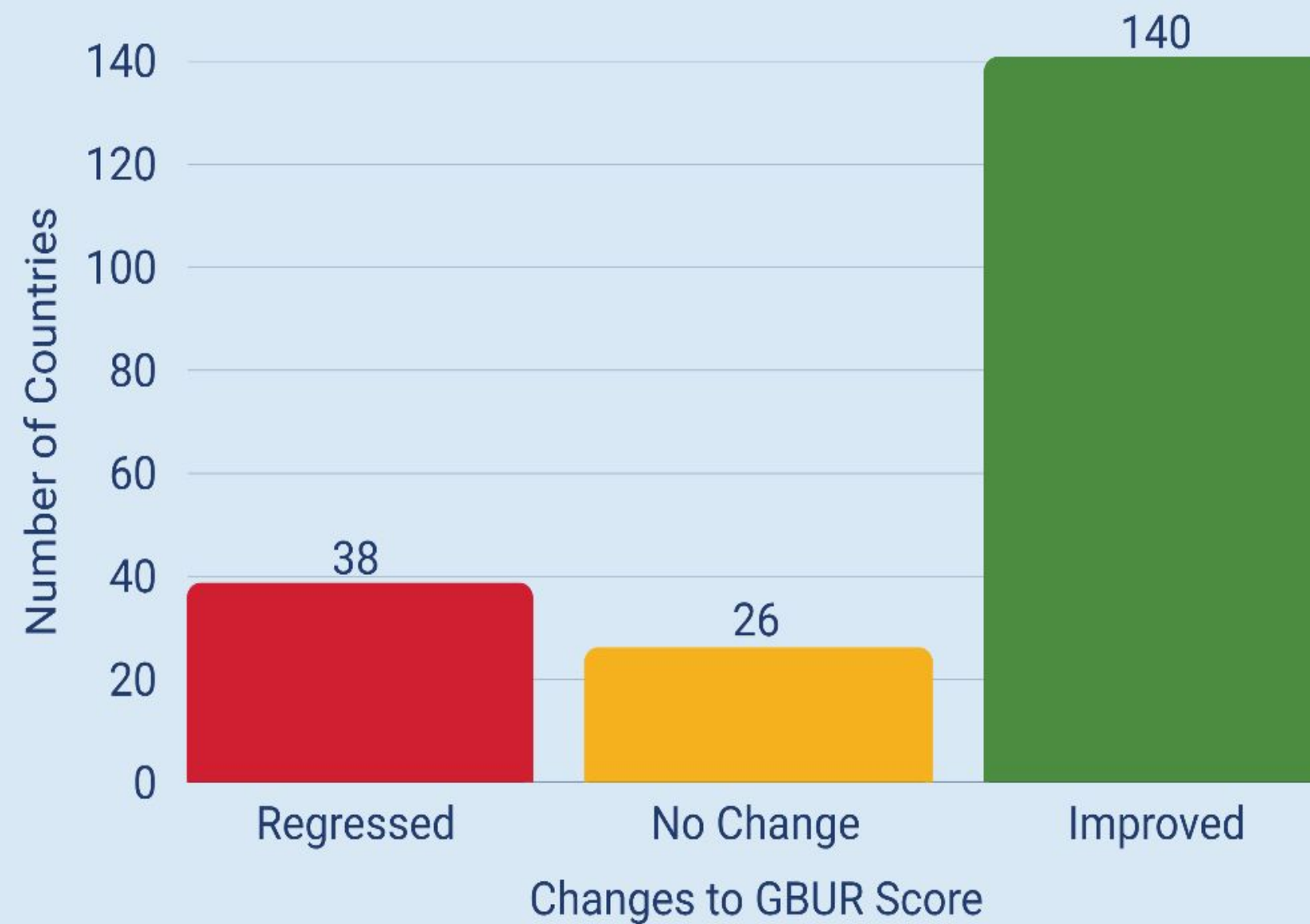
Countries with Greatest LGBT+ Protections (2024)

Highest-scoring countries on the 2024 GBUR

Portugal	100%	Spain	93%
Uruguay	100%	Sweden	93%
Luxembourg	98%	Andorra	92%
Malta	98%	Austria	90%
Iceland	95%	Brazil	90%
Norway	95%	Canada	90%
US Virgin Islands	95%	Costa Rica	90%
Belgium	93%	Estonia	90%
Denmark	93%	Finland	90%
France	93%	Germany	90%
Greece	93%	Kosovo	90%
Scotland	93%	Wales	90%

Global LGBT+ Human Rights Records

Changes to GBUR Scores, 2011–2024



GREATEST NEGATIVE DIFFERENTIAL

	2011		2024
Nicaragua	46%	→	27%
Iraq	20%	→	7%
Mali	24%	→	15%
Equatorial Guinea	32%	→	22%
Malawi	22%	→	15%

GREATEST POSITIVE DIFFERENTIAL

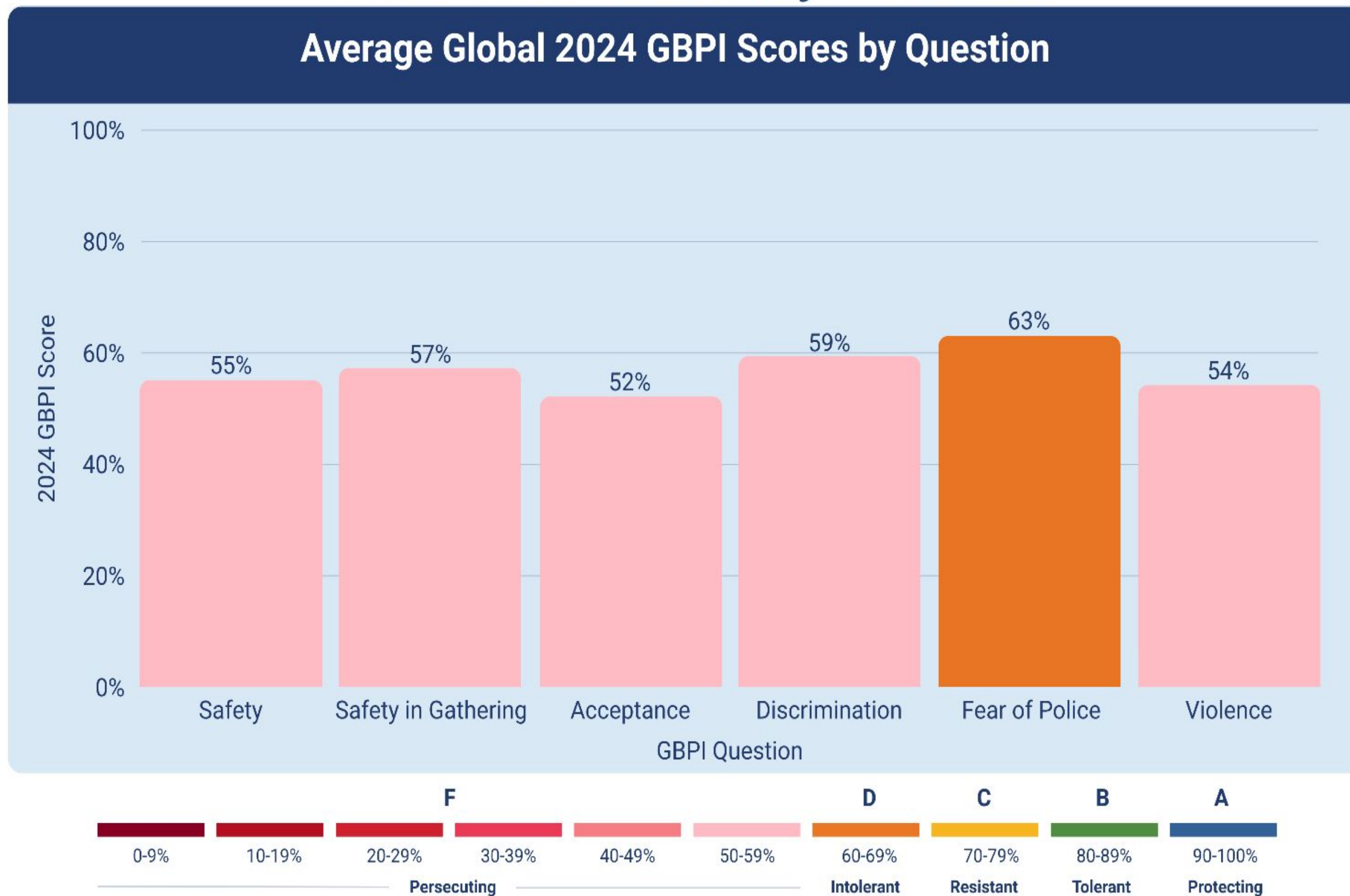
	2011		2024
Mongolia	32%	→	78%
Botswana	22%	→	63%
Brazil	49%	→	90%
Saint Kitts and Nevis	15%	→	56%
Seychelles	22%	→	63%





2024 GBPI Scores by Question

Average Global 2024 GBPI Scores by Question



2024 Global Barometers Perception Index (GBPI)

6 Questions	4 Demographic Categories	0-100% Grading Scale
 Safety	 Country	A 90-100%
 Safety in Gathering	 LGBTQI+ Identity	B 80-89%
 Acceptance	 Age	C 70-79%
 Discrimination	 Fear of Police	D 60-69%
 Violence	 Geography	F 0-59%