



HUMAN
RIGHTS
CAMPAIGN[®]

Advancing Equality For LGBTQ+ Workers

LGBTQ+ Inclusion in Corporate America

Today's Agenda

- Intro to HRC
- What is the Corporate Equality Index
- LGBTQ+ Worker Experiences
- The Future of the Workforce
- Respectful Interactions
- Creating Change



About the Human Rights Campaign (HRC)



- HQ located in Washington, DC
- Legislation, lobbying & electoral work
- AND -
- Public education, outreach & research



TOP PRIORITIES

1

Defend our progress and block new threats

2

Elect pro-equality candidates

3

Protect the most vulnerable in our community

4

Further legal protections

5

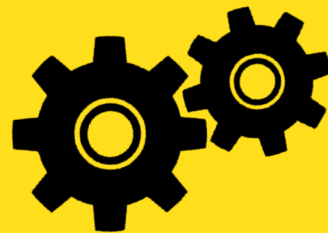
Advance equality in workplaces, schools & communities

About the Human Rights Campaign Foundation

The HRC Foundation creates impact through 13 programs and initiatives, working with individuals and organizations to make transformational change in the everyday lives of LGBTQ+ people.



**SHEDDING LIGHT ON
INJUSTICE**



**TRANSFORMING
INSTITUTIONS &
COMMUNITIES**



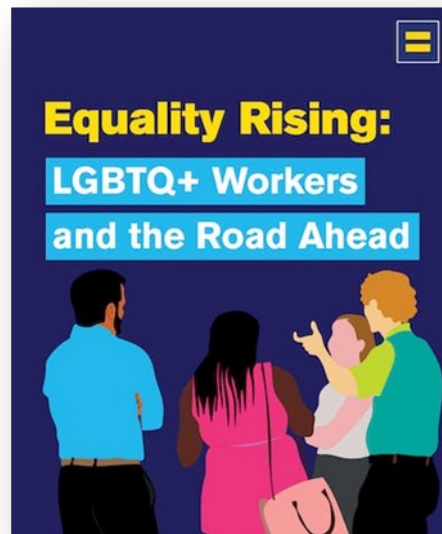
PARTNERING FOR CHANGE

About the Workplace Equality Program

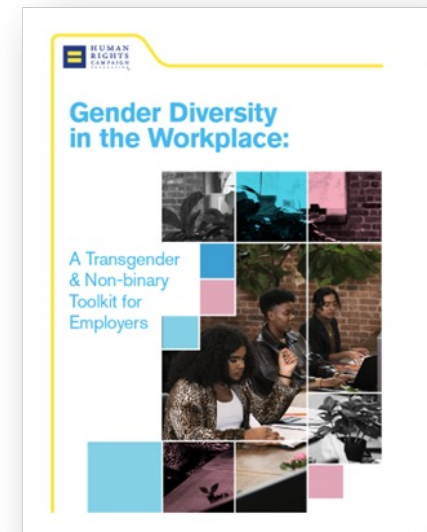
BUILDING GREATER WORKPLACE EQUALITY



**CORPORATE
EQUALITY
INDEX**



**CLIMATE
RESEARCH**



**EMPLOYER
RESOURCES**

What is the CEI?

The nation's leading LGBTQ+ inclusion benchmarking tool



2020: Bostock & the CEI



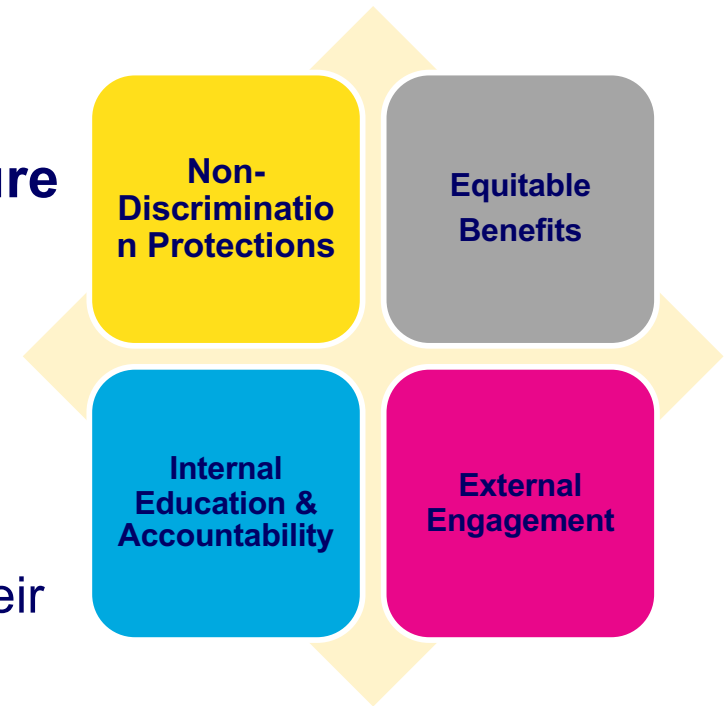
- In June of 2020, the Supreme Court held in *Bostock v. Clayton County* that Title VII of the Civil Rights Act of 1964 protects against discrimination for LGBTQ+ employees. This ruling voided a previous precedent from the Eleventh Circuit that Title VII did not cover employment discrimination on the basis of sexual orientation by asserting that **discrimination based on sexual orientation and/or gender identity is necessarily also discrimination “because of sex”**, which is prohibited by Title VII. **This landmark ruling is among the most impactful in history for the LGBTQ+ community.**

Advancing Equality through the CEI

Employers must take concrete steps to establish & implement comprehensive policies, benefits and practices that ensure greater equity for LGBTQ+ workers and their families.

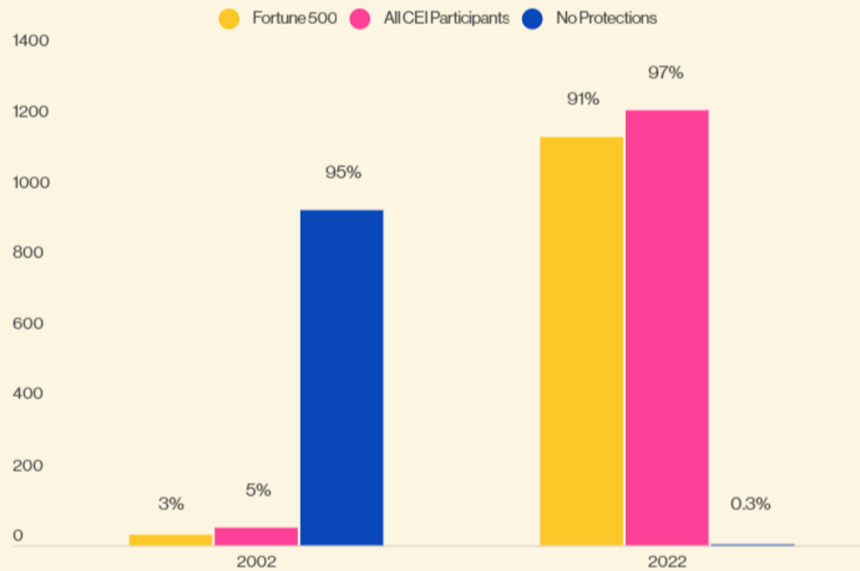
4 Pillars for LGBTQ+ Workplace Inclusion:

- Nondiscrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.



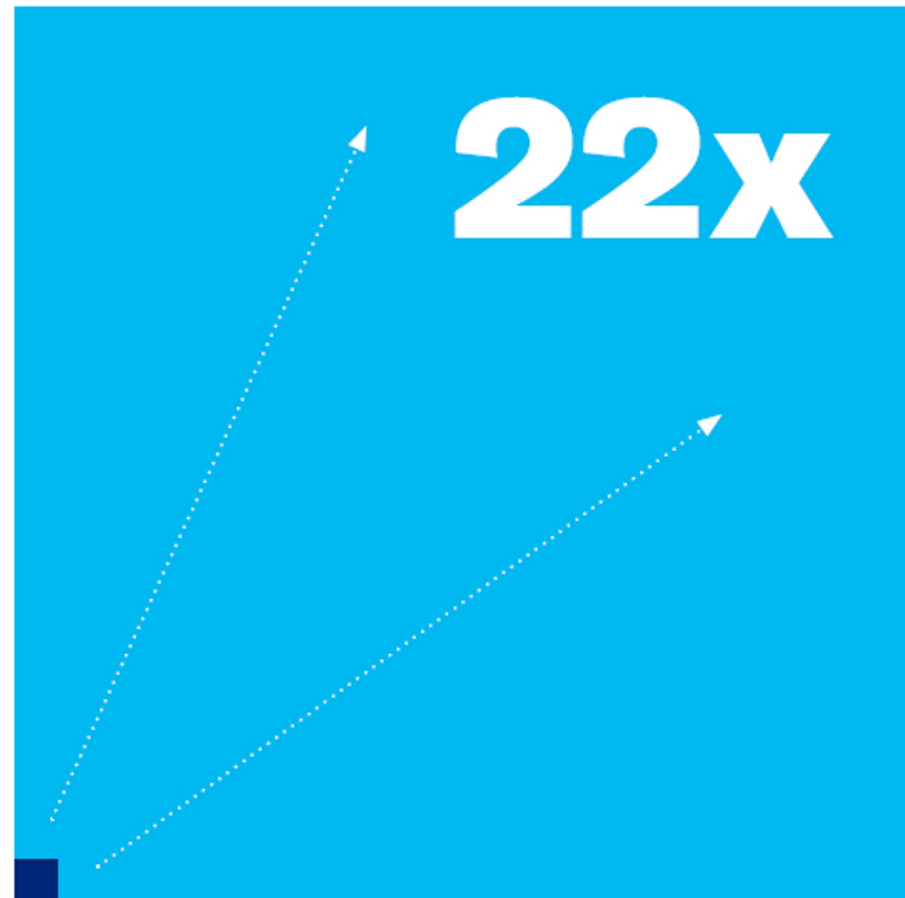
Non-Discrimination Policy: Sexual Orientation

**Driving a sea change
in the adoption of
nondiscrimination
policies including
“gender identity”**



Measuring Progress: Transgender Inclusive Healthcare

- 67% of the Fortune 500 and 86% of all CEI-rated businesses offer transgender-inclusive healthcare
- 108 new employers offer this coverage in 2022 report



■ Companies with transgender inclusive health benefits 2009
■ Companies with transgender inclusive health benefits 2021



Impact

SOGI/E Protections for:

- **20.6** million U.S. Workers
- **16.3** million Global Workers

Transgender Inclusive Benefits for:

- **18.4** million U.S. Workers and their Families



LGBTQ+ Worker Experiences

HRC's Climate Research on LGBTQ+ worker experiences nationwide

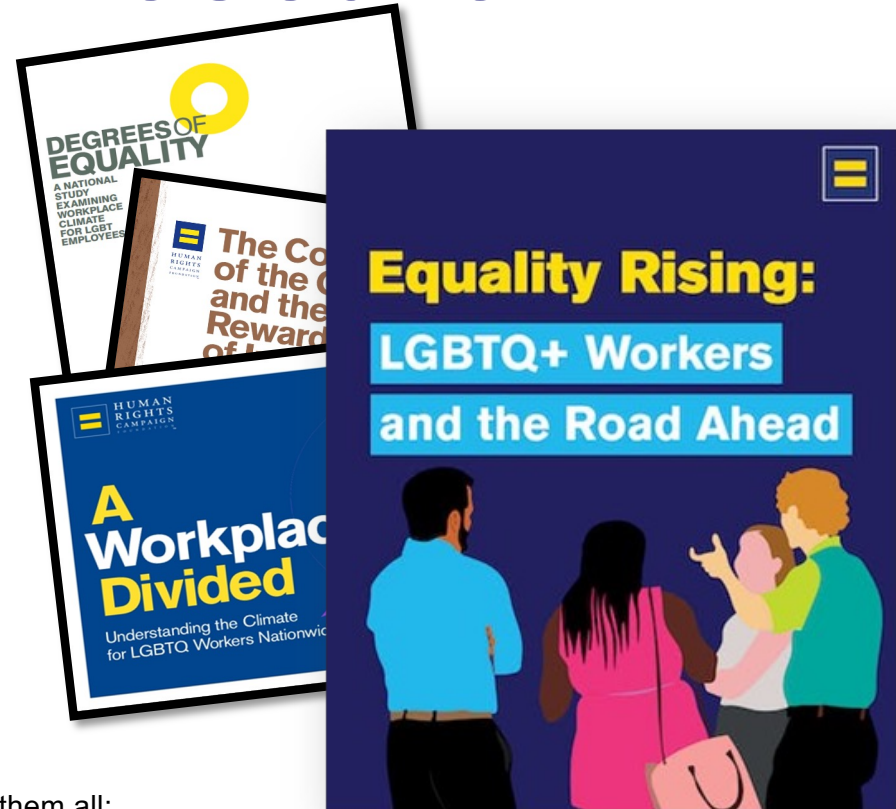


HRC's Climate Research

A decade of research

Evaluates:

- Experiences
- Perceptions of others
- Impact
 - Productivity, engagement
 - Turnover, retention



Read them all:
www.hrc.org/climate

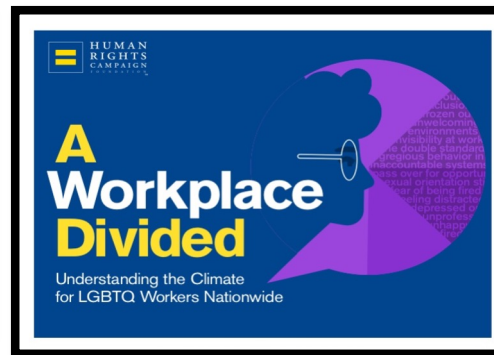
After a Decade of Research, the Workplace Closet Persists



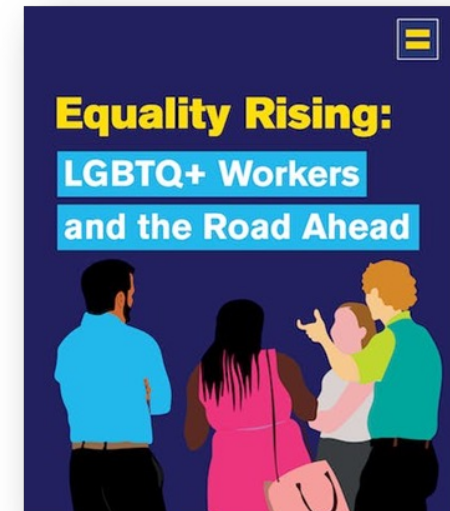
2008
51% Closeted



2013
53% Closeted



2018
46% Closeted



2023
16% Closeted

...But still hasn't closed everywhere



...But still hasn't closed everywhere



Watercooler to workplace climate

	LGBTQ+ Workers	Transgender and Non-binary Workers
HEAR CONVERSATIONS ABOUT CHILDREN AT WORK	94%	93%
HEAR CONVERSATIONS ABOUT SPOUSES, RELATIONSHIPS OR DATING AT WORK	97%	98%
HEAR CONVERSATIONS ABOUT SOCIAL LIFE AT WORK	98%	99%

31%
of LGBTQ+ Workers

SAY THAT COWORKERS SEEM UNCOMFORTABLE WHEN THEY TALK ABOUT THEIR SEXUAL ORIENTATION

45%
of Transgender and Non-binary Workers

SAY THAT COWORKERS SEEM UNCOMFORTABLE WHEN THEY TALK ABOUT THEIR GENDER IDENTITY

Unconscious bias can look like this:

35%
of LGBTQ+
workers

44%
of transgender and
non-binary workers

21%
of non-LGBTQ+
workers

heard colleagues make jokes about
transgender people

or this:

SAY THEY HAVE BEEN DIRECTLY OR INDIRECTLY TOLD TO DRESS MORE MASCULINE OR FEMININE THAN HOW THEY WERE PRESENTING

9%

of Non-LGBTQ+ Workers

13%

of LGBTQ+ Workers of Color

13%

of LGBTQ+ Workers

18%

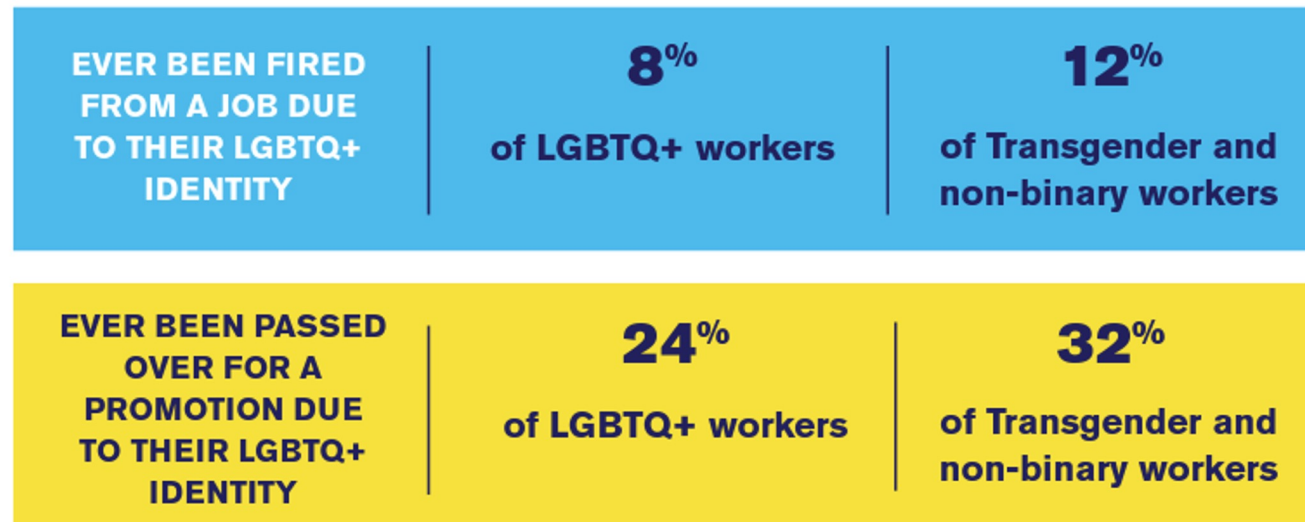
of Transgender and Non-binary Workers



Equality is Rising, but there's still work to do

Impact of Unaffirming Workplace Climates on Workers

Workplace discrimination unfortunately remains all too common.



Unaffirming work environments and all the side-effects they bring can have a substantial impact on retention, attrition, and workplace productivity — for LGBTQ+ and non-LGBTQ+ workers alike.

Equality is Rising, but there's still work to do

22%
of LGBTQ+ workers

41%
of Transgender and
non-binary workers

FELT EXHAUSTED FROM SPENDING TIME AND ENERGY HIDING
THEIR SEXUAL ORIENTATION ON THE JOB

42%
of LGBTQ+ workers

42%
of LGBTQ+ workers
of color⁴

54%
of Transgender and
non-binary workers

HAVE EVER FELT UNHAPPY OR DEPRESSED AT WORK AS A RESULT
OF AN UNAFFIRMING ENVIRONMENT

Employer Social Responsibility

HOW MUCH THEIR EMPLOYER DOES FOR...	Non-LGBTQ+ Workers	LGBTQ+ Workers	Transgender and Non-binary Workers
LESBIAN OR GAY PEOPLE			
too little or nothing at all	30%	42%	44%
the right amount	50%	51%	48%
BISEXUAL PEOPLE			
too little or nothing at all	32%	50%	53%
the right amount	47%	41%	39%
PEOPLE WHO AREN'T STRAIGHT			
too little or nothing at all	31%	44%	46%
the right amount	50%	47%	46%

HOW MUCH THEIR EMPLOYER DOES FOR...	Non-LGBTQ+ Workers	LGBTQ+ Workers	Transgender and Non-binary Workers
TRANSGENDER PEOPLE			
too little or nothing at all	35%	57%	61%
the right amount	42%	34%	34%
NON-BINARY PEOPLE			
too little or nothing at all	36%	58%	62%
the right amount	41%	33%	32%

Equality is Rising, but there's still work to do

26%

of LGBTQ+ workers

28%

of LGBTQ+ workers
of color²

36%

of Transgender and
non-binary workers

HAVE EVER SEARCHED FOR A DIFFERENT JOB AS A RESULT OF WORKING IN AN ENVIRONMENT THAT WAS NOT VERY ACCEPTING OF LGBTQ+ PEOPLE

28%

of LGBTQ+ workers

37%

of Transgender and
non-binary workers

HAVE ACTUALLY LEFT A JOB BECAUSE THE ENVIRONMENT WAS NOT VERY ACCEPTING OF LGBTQ+ PEOPLE

The **28.6%** of LGBTQ+ workers of color who say they have searched for a different job includes:

- **26.5%** Latinx LGBTQ+ workers
- **21.8%** Asian (American), Native Hawaiian, and Other Pacific Islander (AANHPI) LGBTQ+ workers
- **29.2%** Black LGBTQ+ workers
- **34.1%** Multiracial/ethnic LGBTQ+ workers
- **22.9%** of Other race/ethnicity LGBTQ+ workers (see above for description of this group).

*In comparison, 22.9% white LGBTQ+ workers did this

Remedies: Start a Conversation

- What is the most surprising finding? What is the least?
- Which teams at your organization do you think most need to hear these results?
- Would your organization (or Employee Resource Group or Diversity & Inclusion teams) consider adopting a climate survey to assess your workplace for LGBTQ+ experiences?
- How does your organization deal with unconscious or subtle bias in the workplace?

Equality Rising:

LGBTQ+ Workers

and the Road Ahead



**Read the FULL
report here:**

hrc.im/equalityrising

Future of the Workforce

Embracing today and tomorrow's LGBTQ+ workers and customers



LGBTQ+ People are All OVER the WORLD



WORKPLACE TRAINING

This has largely been driven by younger generations, who are substantially more likely to openly identify as LGBTQ+ than older cohorts. (in the United States)

- In the same Gallup survey, more than one in five (20.8%) Gen Z respondents, and one in ten (10.5%) Millennials in the U.S. identify as LGBTQ+.

LGBTQ+ identification by generation
Gallup 2021



The GEN Z & Millennial Workforce



**WORKPLACE
TRAINING**

- **By 2030, Gen Z** is expected to **represent over 1/3 (34%) of the global workforce**, surpassing all other generations.
- **Millennials** will represent an estimated **32% of the workforce in 2030**, with **Gen X representing a little under a quarter (23%)**
- **Within the U.S.**, the proportion of **Gen Z in the workforce is expected to triple** between **2020** and **2030**.
- **By 2030**, there will be an **estimated 52 million Gen Z adults in the U.S. workforce**, collectively making an estimated **\$2 trillion in post-tax income**.

The Business Case for Equality



**WORKPLACE
TRAINING**

Similar trends are seen specifically for LGBTQ+ inclusive workplace climates, as well as the presence of LGBTQ+ inclusive business policies, which are “sound business decisions, in addition to the fair or right thing to do.” Businesses with LGBTQ+ inclusive policies benefit from:

- Improved ability to recruit and cultivate a diverse workforce, including highly talented LGBTQ+ workers
- Lower job turnover/attrition of LGBTQ+ employees, as well as cost-savings due to reduced need to recruit and train replacement employees
- Lower insurance costs (due to healthier employees)
- Increased employee productivity, creativity and innovation (due to happier and more supported employees being more open to take risks)
- Improved business reputation, particularly among socially conscious consumers

The Business Case for Equality



**WORKPLACE
TRAINING**

LGBTQ+ workers at businesses with LGBTQ+ inclusive policies or workplace culture report:

- Greater job commitment
- Higher job satisfaction
- Better relationships with colleagues and supervisors
- Lower levels of discrimination
- Improved psychological and mental health
- Increased well-being at work

EQUALITY IS MORE THAN RAINBOWS DURING PRIDE MONTH The majority of consumers and workers - including both LGBTQ+ and straight/cisgender people - support companies and brands actively promoting equality for LGBTQ+ people.



FUTURE-PROOFING BUSINESS EMBRACING TODAY AND TOMORROW'S LGBTQ+ WORKERS AND CUSTOMERS

When businesses strongly embrace diversity and inclusion employees who feel a sense of belonging and fairness are more engaged and more productive. Customers who feel companies' values match their own are more connected and loyal to their brands. This holds especially true for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees and customers around the globe, as well as their pro-equality allies. With significant generational shifts already underway, corporate leaders who want to future proof their businesses must act now to engage in meaningful ways with LGBTQ+ and allied audiences. Data shows that LGBTQ+ people are a growing part of global society and are demanding more from the businesses they work for and buy from. How a business adapts to an increasingly LGBTQ+ global society impacts its workforce, recruitment, productivity, and its bottom line.

LGBTQ+ PEOPLE ARE FOUND ALL OVER THE WORLD – WITH GEN Z AND MILLENNIALS LEADING THE WAY

Globally, the size of the openly LGBTQ+ population is the largest it has ever been.

Year over year, more people are openly identifying as LGBTQ+ as a result of increased visibility and acceptance of LGBTQ+ people worldwide.

- In 2021, Gallup recorded that 7.1% of all U.S. adults (age 18+) identify as LGBTQ+, the highest level recorded by the survey in a decade of tracking.
 - ✦ This is over double what was recorded in 2012 (3.5%), when Gallup first started tracking, and a more than 25% increase from just the year prior (5.6% in 2020).
- Globally, Ipsos' [LGBT+ Pride 2021 Global Survey](#) of over 19,000 adults in 27 countries found that almost one in ten adults worldwide (9%) identify their sexual orientation as something other than heterosexual, and 2% identify their gender identity as transgender, non-binary, or something other than cisgender male or female.

This has largely been driven by younger generations, who are substantially more likely to openly identify as LGBTQ+ than older cohorts.

- In the same Gallup survey, more than one in five (20.8%) Gen Z respondents, and one in ten (10.5%) Millennials in the U.S. identify as LGBTQ+.



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

WORKPLACE
TRAINING

Learn more about ways to future proof your company:

- Download and read the full report here:
Hrc.im/Futureproofing

Respectful Interactions

Examining unconscious bias and how we can show up better



Unconscious bias & language

- Every individual deserves respectful interaction.
- We want welcoming workplaces where all feel included
- Language is **VERY** gendered
- We make assumptions (without even thinking about it!)

Respectful Interactions

Avoid assumptions rooted in the binary:

1. The only two genders are male and female.
2. Everyone is cisgender.

For example:

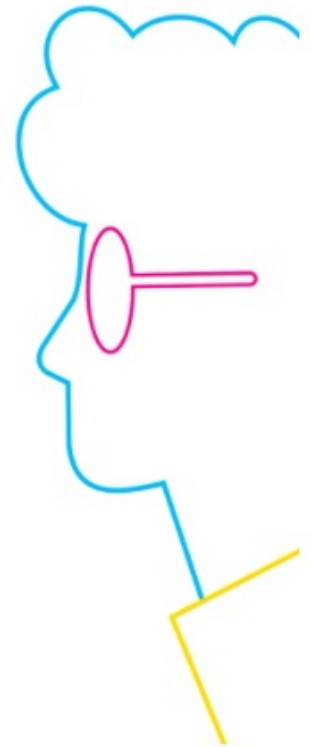
- “Ladies and Gentlemen”
- Hey Guys!
- Miss/Ms./Mrs./Mr. (if assuming someone’s gender)
- Sir/Ma'am (if assuming someone’s gender)
- Separating Groups by Gender

In Action... honorifics, “ladies/gents”

Context	Makes Assumptions	More Inclusive Choice!
Customer: “Can I have a cup of coffee?”	“Yes, sir.”	<p>“Yes, I’d be happy to get that for you.”</p> <p><i>Saying a bit more to communicate respect and cheerful customer service.</i></p>
Customer arrives in store/ on plane	“Good morning, ma'am”	“Good morning and welcome. May I help you find anything?” or “Good morning, how are you?” or simply “Good morning”
Healthcare - referring to waiting patient	“The lady in room one is ready for the doctor.”	“The patient in room one is ready for the doctor.”
Wait person approaches group of people at a table	“Hello ladies....”	“Good morning/afternoon/evening everyone!”

The “platinum rule”

***Treat people how they want to be treated
(not how you want to be treated).***



Creating Change

Moving from Awareness to Action



Improving Climate: Leaders & Managers

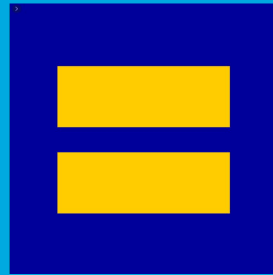


- **Be proactive!**
 - Lead conversations about unconscious bias
- **Equip teams with:**
 - Shared vocabulary
 - Empower to address
- **Be intentional**
 - Team-building activities

Improving Climate: Individuals



- **Self-Assess**
 - Earliest impressions and beliefs?
 - How do these get expressed at work?
- **Define respect**
 - For yourself and others
 - How to demonstrate it
- **Practice mirroring**
 - If your colleague asks about your weekend, ask about theirs



Thank you!

Find resources at www.hrc.org/workplace

Email us at workplace@hrc.org