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LGBT+ Workplace Monitor 2022

How proud can we be?

Foreword

How proud can we be? Can LGBT+* employees be 'out and proud' at work? How does this impact the LGBT+ community and their colleagues in the workplace? Can this community be 'out and proud' in every country in Europe, and what are the differences in the treatment of LGBT+ people in different places? We all might have some assumptions about the results we will see in the different countries, and certainly some of the data confirms these assumptions. Although this LGBT+ Workplace Monitor (hereinafter LGBT+ Workplace Monitor) does indeed confirm some results that were to be expected, it also unearths some surprising results. This report highlights some of these results with the aim to help policymakers and those responsible for HR (Human Resources) or DE&I (Diversity, Equity & Inclusion) to better understand, advocate for, and improve the position of LGBT+ persons across businesses and public institutions. But, in fact, this brand new Monitor is there for anyone interested in the fundamental question: what is the state of LGBT+ workplace inclusion?

The Monitor is an ongoing deep dive into surveys and research conducted across various countries and by many different institutions. Workplace Pride and Deloitte have worked together closely to collate this information from various publicly-available sources and provide a single portal that allows benchmarking, comparisons, and insights on LGBT+ workplace topics across Europe. The LGBT+ Monitor will be an ongoing initiative, with data being collected continuously, but this report shares some of the insights from this year. We look forward to updating you in the years ahead, using the data from this year as a baseline.

Our aim is to keep improving and building on the Monitor as more information becomes available, so please do check out the various contacts at the end of this report and reach out if you have suggestions for additional data sources to include going forward. And if organizations are indeed able to use this Monitor to influence their own decisions for LGBT+ employees, as well as identify opportunities to positively impact the legal and social position of LGBT+ people in the workplace, we hope to see that reflected in the results in the years ahead. That would certainly make us proud! Lastly, for us personally, 'how proud can we be?' is an easy question to answer. We are proud to be able to present you with this first in-depth pan-European insight into LGBT+ inclusion in the workplace.

Terminology

The LGBT+ acronym (which stands for Lesbian, Gay, Bisexual, Transgender and more) is used throughout this report for consistency and includes anyone who does not identify as heterosexual and/or cisgender.

David Pollard

Co-Founder & Executive Director at Workplace Pride

Michiel Kolman

Co-Chair Workplace Pride Foundation Board, SVP and Academic Ambassador at Elsevier

Leon Pieters

Board Member Workplace Pride Foundation Board & Partner at Deloitte

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David Pollard
Co-Founder & Executive Director
at Workplace Pride

"In a global economy, companies are often at the forefront of change. This holds true for LGBT+ topics as well. Our hope is that this Monitor will encourage and empower these companies to raise their collective voices on their journey to create workplaces all over Europe where LGBT+ people can truly be themselves"



Michiel Kolman
Co-Chair Workplace Pride
Foundation Board; SVP and
Academic Ambassador at Elsevier

"This Monitor provides an unprecedented, data-driven, in-depth insight into the state of LGBT+ inclusion at a European and national level, which can be used by policy makers, HR departments and leaders to improve the position of LGBT+ people in their countries and organizations."



Leon Pieters
Board Member Foundation Board
at Workplace Pride; Partner at
Deloitte

This Monitor provides an unprecedented, data-driven, in-depth insight into the state of LGBT+ inclusion at a European and national level, which can be used by policy makers, HR departments and leaders to improve the position of LGBT+ people in their countries and organizations



Prof. Dr. Jojanneke van der Toorn
Professor at Utrecht University
and Leiden University

"To effectively monitor and reduce social inequalities, the realities and experiences of LGBTIQ+ employees need to be accounted for. The LGBT+ Workplace Monitor is an important tool towards that end."



Kitty van der Heijden
Director General International
Cooperation at The Netherlands
Ministry of Foreign Affairs

"With the Netherlands being one of the most active countries on the topics LGBTIQ+ equality, we know for certain that greater inclusion in the workplace is vital for this community. The LGBT+ Monitor will prove to be a useful tool for the many stakeholders that our country deals with and we look forward to using it in our work."



Michael O'Flaherty
Director of the EU Agency for
Fundamental Rights

"Providing useful statistics about vulnerable communities in Europe is in the DNA of the FRA! We're pleased to see that our LGBTI Survey has been the main data source for this Monitor and are hopeful that these communities will benefit from the greater awareness it brings to many different stakeholders."



Margot Slattery
ISS Group Head Of Diversity &
Inclusion at Group People & Culture

"I know first-hand how important it is to fully be yourself at work. At ISS we also know this and are excited about the potential for deeper analysis to create equitable workplaces that the LGBT+ monitor will bring to employers like us, as well as additional insight for the LGBT+ community itself!"



Vinod Subramaniam
President of the University
of Twente

"To effectively evaluate if you're making progress in creating a diverse, equitable and inclusive workplace, one needs a foundation of reliable data – both qualitative and quantitative. This new Monitor is a valuable contribution, especially to our efforts to further cultivate an inclusive workplace for LGBT+ community members. I welcome this addition to our DE&I toolbox."



Evelyn Paradis
Executive Director at ILGA-Europe

"I am delighted to see this initiative from Workplace Pride and Deloitte bringing together data on equality and experiences of LGBT+ people to provide in-depth statistical insight into workplace LGBT+ issues. Employers that have a better grasp of obstacles and challenges faced by LGBT+ people within and outside the workplace will be far better equipped to engage with their LGBT+ employees, customers, communities and stakeholders in the markets where they operate."



Carl Grebert
Vice President / General Manager
at Nike EMEA

"Nike is committed to creating an inclusive culture for our LGBT+ teammates, partners, and the communities where we operate. Not only do we believe it makes Nike a better place to work, but ultimately it enables us to better serve our consumers. Workplace Pride and Deloitte's Monitor will help us all fine-tune our engagement with the community and better address their needs with deeper understanding and precision."



Boris Dittrich
Member of the Senate in the Netherlands;
Member of the Workplace Pride Advisory Board

"While the Netherlands has been a trailblazer for marriage equality, it is extremely useful to monitor how this country is performing on LGBT+ workplace inclusion and how the Netherlands stacks up compared with other European countries. This new Monitor aims to address exactly this question."

Introduction

Pan-European insights into LGBT+ inclusivity in the workplace

Many organizations, both public and private, are doing a great job of collecting and analyzing data about LGBT+ issues and inclusivity in the workplace. We have seen great research (by ILGA Europe, for example) into the legislative and legal aspects in European countries, but often the surveys conducted, and the data collected focus on a single country or have limited scope. In the LGBT+ Monitor, Workplace Pride and Deloitte provide a pan-European insight into the various surveys related to workplace inclusion, collating the publicly-available and endorsed information into a single point of reference. The Monitor is the portal that brings all these fragmented sources together and makes them accessible to many different stakeholders. This report highlights some of the Monitor's key findings, while [on the Workplace Pride website you will find the full interactive dashboard](#) that allows you to browse through the data or to dive into more detail.

A tool for policy makers

The aim of the Monitor is to be used as a tool to drive change, create equal opportunities, and improve wellbeing. By providing data and insight into the current status of inclusion in the workplaces, we may nudge employers to consider all of their employees when creating policies and procedures and building a safer workplace. Not just for the health and wellbeing of the LGBT+ population but for all. There is well-established proof that diverse teams perform better, and even improve economic performance.

The verified and aggregated data in the Monitor supports public sector and private sector organizations, policymakers, NGOs, and associations to build effective DE&I (Diversity, Equity & Inclusion) policies and initiatives. It does so, among other ways, by allowing you to track and compare country data. One such example is that it enables you to select two countries at the same time and get the results side-by-side for each of the indicators.

Insights, not opinions

It is important to note that the Monitor does not give a ranking of 'good' or 'bad' performing countries. It merely provides insight so that its users can get a better understanding of the LGBT+ issues at play in the workplace. We do see some countries with much room for improvement in meeting European averages but by providing this baseline and through continuous monitoring we can see how things will play out in the years ahead.

Ultimately, the Monitor should be a catalyst for employers, investors, other stakeholders and even the LGBT+ community members themselves to make more informed decisions about where to invest their time, effort and resources to further improve LGBT+ workplace inclusion.

Terminology

The LGBT+ acronym (which stands for Lesbian, Gay, Bisexual, Transgender and more) is used throughout this report for consistency and includes anyone who does not identify as heterosexual and/or cisgender.

The four indicators used in this report

The Monitor is broken down into four indicators that measure LGBT+ inclusion and equality at work (see illustration below).

A photograph of a man and a woman working together at a desk. The woman, on the left, has blonde hair and is holding a white coffee cup with a black lid. The man, on the right, wears glasses and a dark jacket over a light shirt, and is writing on a document. A vibrant rainbow light effect is visible in the bottom right corner of the image.

Openness at work

Openness at work

This first section of the Monitor is about the first indicator, openness. It looks at how open LGBT+ persons are about their sexual orientation to direct colleagues, clients, or head of department. Note that workplace openness is different from being out – it is about the extent to which employees can be open about their sexuality in the workplace. Some people are 'out' in their private life, but are not open about this at work.

Key fact: Around 6 out of 10 of all LGBT+ employees are open about being LGBT+ with at least one or more colleagues

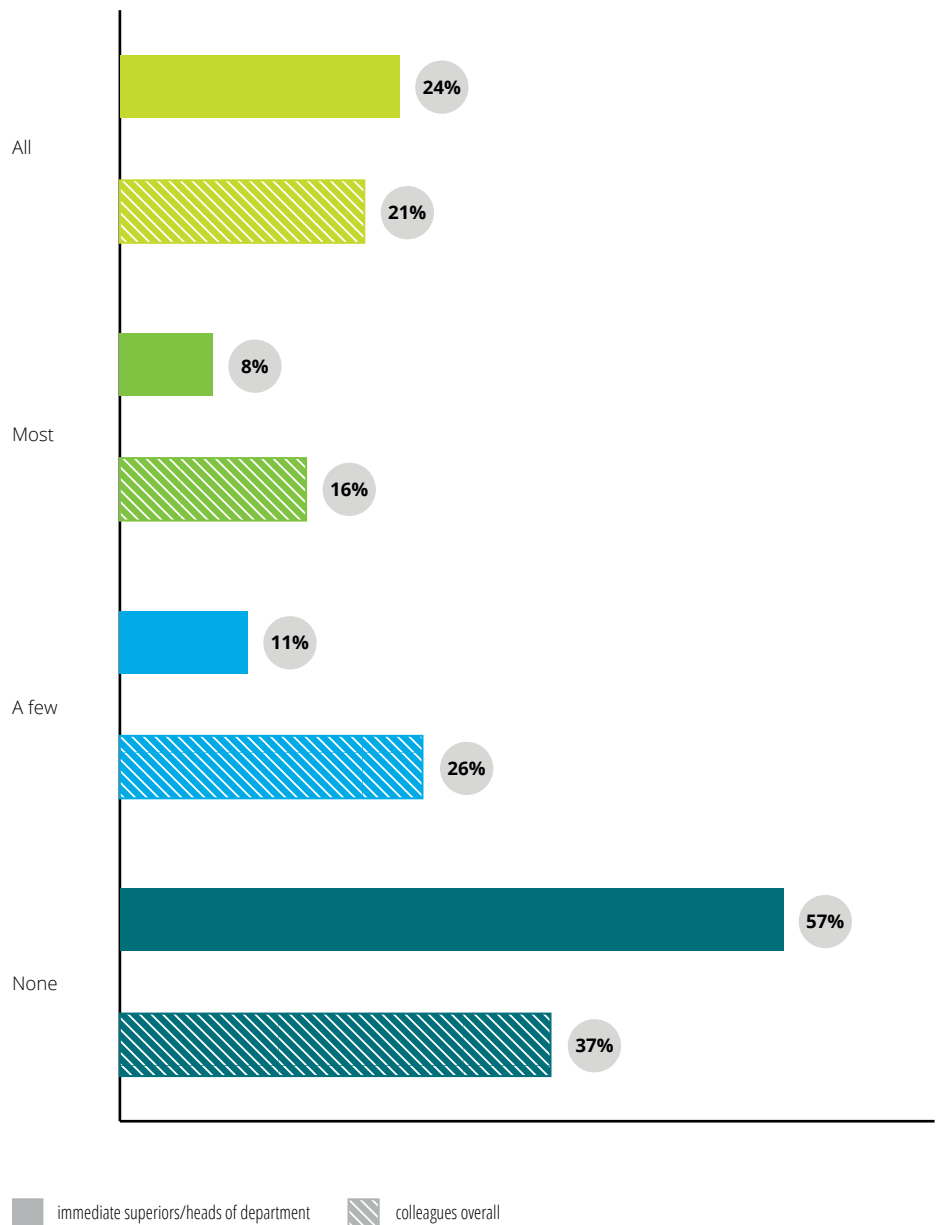


The Monitor has data on openness at work from over 30 countries and shows that, across Europe, more and more LGBT+ professionals in the workplace are starting to be open about their sexual orientation. Around 6 out of 10 of all LGBT+ employees are open about being LGBT+ with at least one or more colleague. One-third is open with most or all colleagues. However, some countries still have much room for improvement where in some cases 90% of LGBT+ persons are not open about their sexual orientation or gender identity at work.

The Benelux, the Nordics, Germany, UK, Ireland and Spain are most open, with Denmark and the Netherlands leading in openness (with 58% of respondents in Denmark are open to at least a few of their superiors, compared to 72% that is open to at least a few peers.). Conversely, this also implies that 46% are not open about being LGBT+ even in these leading countries, and it raises important questions about why this is the case.


Workplace openness in Europe

To how many colleagues are you open about being LGBT+?

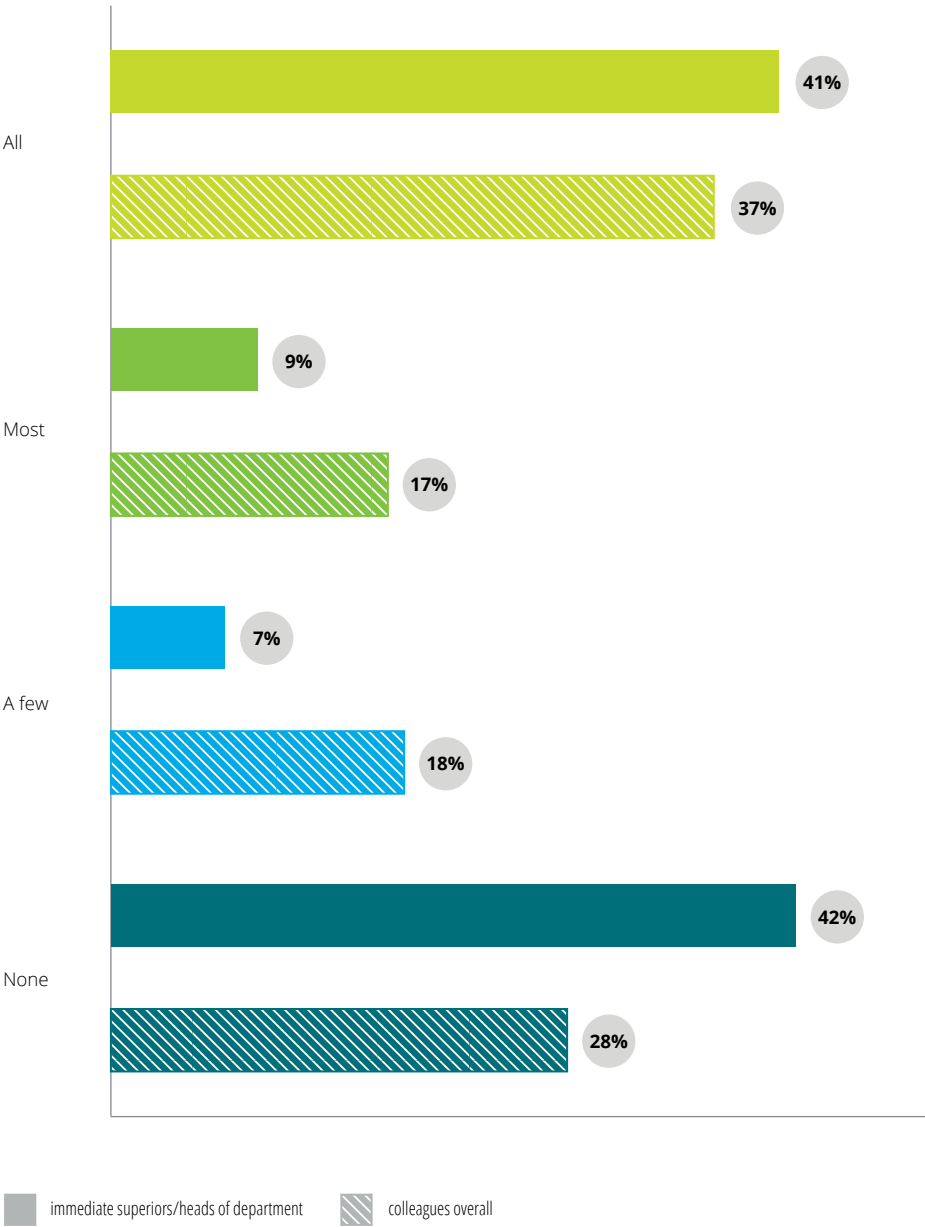


When it comes to being open with immediate superiors and heads of departments, we see different outcomes (with 37% are open to at least a few of their superiors, compared to 58% that is open to at least a few peers). On average, there is more reticence for LGBT+ employees to being open with immediate superiors and heads of departments than with their peers. And with clients and customers, workers tend to not be open at all. Even in countries where workers are most open with their colleagues, we see that this does not also mean they are open with their clients.

Explore more detailed insights on Openness at work in the online dashboard at lgbtmonitor.workplacepride.org



Workplace openness in Denmark
To how many colleagues are you open about being LGBT+?



Workplace recruitment and retention

Workplace recruitment and retention

The second indicator is workplace recruitment and retention, another important focus point of the Monitor. This indicator looks at whether people are losing or leaving jobs because of their sexual orientation or a lack of equality at work. Here we also explore the possible reasons people are leaving their jobs.

Key result: 76% of the respondents find that one's sexual orientation and gender identity do not put a candidate at a disadvantage

76%

Surveys included in the Monitor show that around European average; would explicitly state this identity do not put a candidate at a disadvantage. However, when you consider that this means that in a quarter of job interviews, one's gender identity (being transgender) or sexual orientation (being gay, lesbian, or bisexual) does potentially create a bias between two candidates of otherwise equal skills and qualifications, it suddenly sounds less positive.

Latvia, Romania and Luxembourg saw the most respondents answering that neither gender identity nor sexual orientation puts a candidate at disadvantage. These data must be interpreted with caution. If, for example, the subject of sexual orientation or gender identity never comes up, then it can also not be seen as a factor putting candidates at a disadvantage. It is definitely worthwhile to dig a bit deeper into the LGBT+ Monitor dashboard and do some comparative analysis to get a full picture of a particular country.

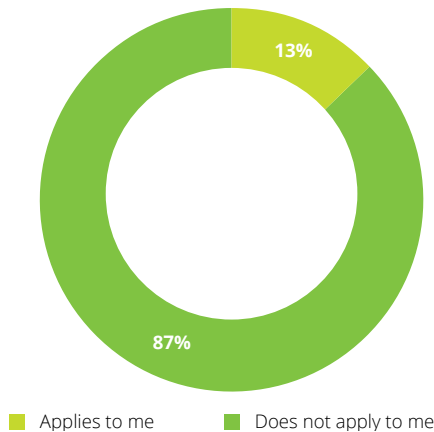
In Denmark, for example, people experienced the least discrimination when looking for a job, when compared to respondents surveyed in other European countries.

Explore more detailed insights on Workplace recruitment and retention in the online dashboard at lgbtmonitor.workplacepride.org



Workplace recruitment and retention in Latvia

Percentage of respondents that experienced discrimination in the past 12 months when looking for work



12%

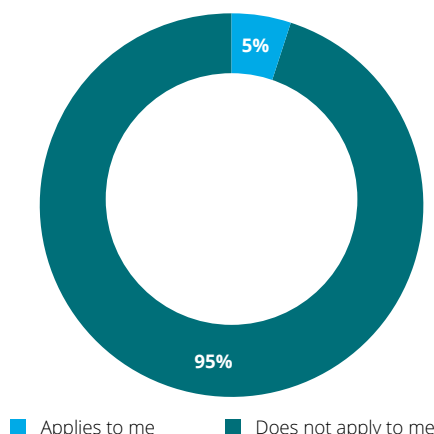
Percentage of respondents that thinks a candidate's sexual orientation (being gay, lesbian or bisexual) can be a disadvantage when a company can choose between two candidates with equal skills and qualifications

15%

Percentage of respondents that thinks a candidate's gender identity (being transgender) can be disadvantage when a company can choose between two candidates with equal skills and qualifications

Workplace recruitment and retention in Denmark

Percentage of respondents that experienced discrimination in the past 12 months when looking for work



19%

Percentage of respondents that thinks a candidate's sexual orientation (being gay, lesbian or bisexual) can be a disadvantage when a company can choose between two candidates with equal skills and qualifications

27%

Percentage of respondents that thinks a candidate's gender identity (being transgender) can be disadvantage when a company can choose between two candidates with equal skills and qualifications



Workplace wellbeing

Workplace wellbeing

The third indicator of the Monitor is workplace wellbeing. Do LGBT+ persons have equal access to healthcare? Are they satisfied with their healthcare provision and with the support they receive from colleagues? Is there any impact on their productivity and overall wellbeing? The Monitor shows some interesting findings in this area.

Key result: Roughly 35% of LGBT+ employees in Europe truly feel supported at work

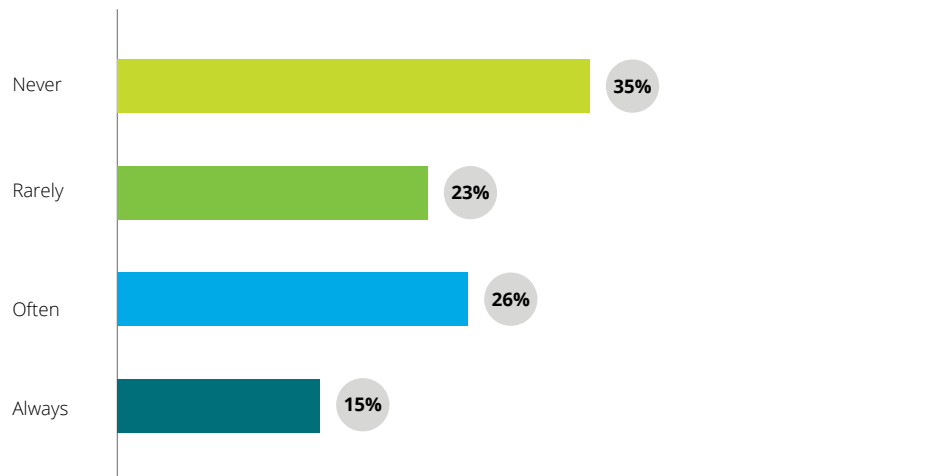
35%

The way LGBT+ employees are treated and considered by co-workers has an impact on workplace wellbeing for LGBT+ members of staff. Roughly 35% of LGBT+ employees surveyed across 30 countries in Europe truly feels supported at work (these employees indicated that they often or always feel supported). Spain and Malta stand out in terms of LGBT+ employee support, with nearly 60% of LGBT+ employees feeling often or always supported.

Some of the surveys were conducted among the wider working population, so not only targeted at LGBT+ employees. In those wider surveys, the Monitor shows that, overall, Europeans are mostly comfortable working with LGBT+ colleagues, although the differences between countries are sometimes quite large. In some countries, such as Sweden and Netherlands, nearly everyone feels comfortable working with a colleague who is gay, lesbian, or bisexual. However, in Bulgaria and Romania, 40% to 50% of workers feel uncomfortable about this.

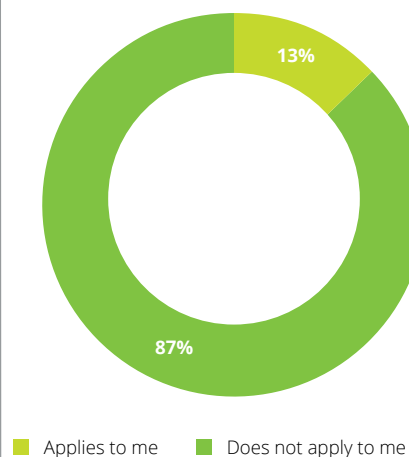


Experienced support, defense or protection from anyone at work of respondent and their rights as an LGBTI person at work

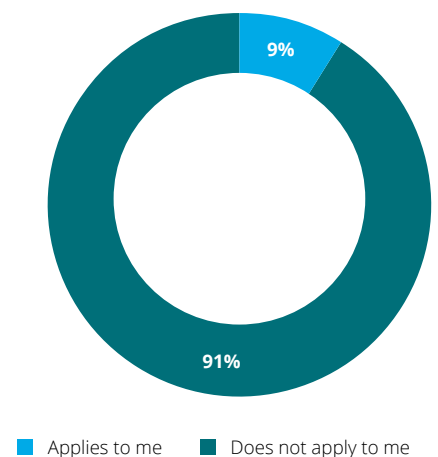


Workplace wellbeing and inclusion in the Netherlands

Percentage of respondents that experienced discrimination in the past 12 months when looking at work



Percentage of respondents that has been less productive in a previous role because they didn't feel able to be open about their sexual orientation or gender identity



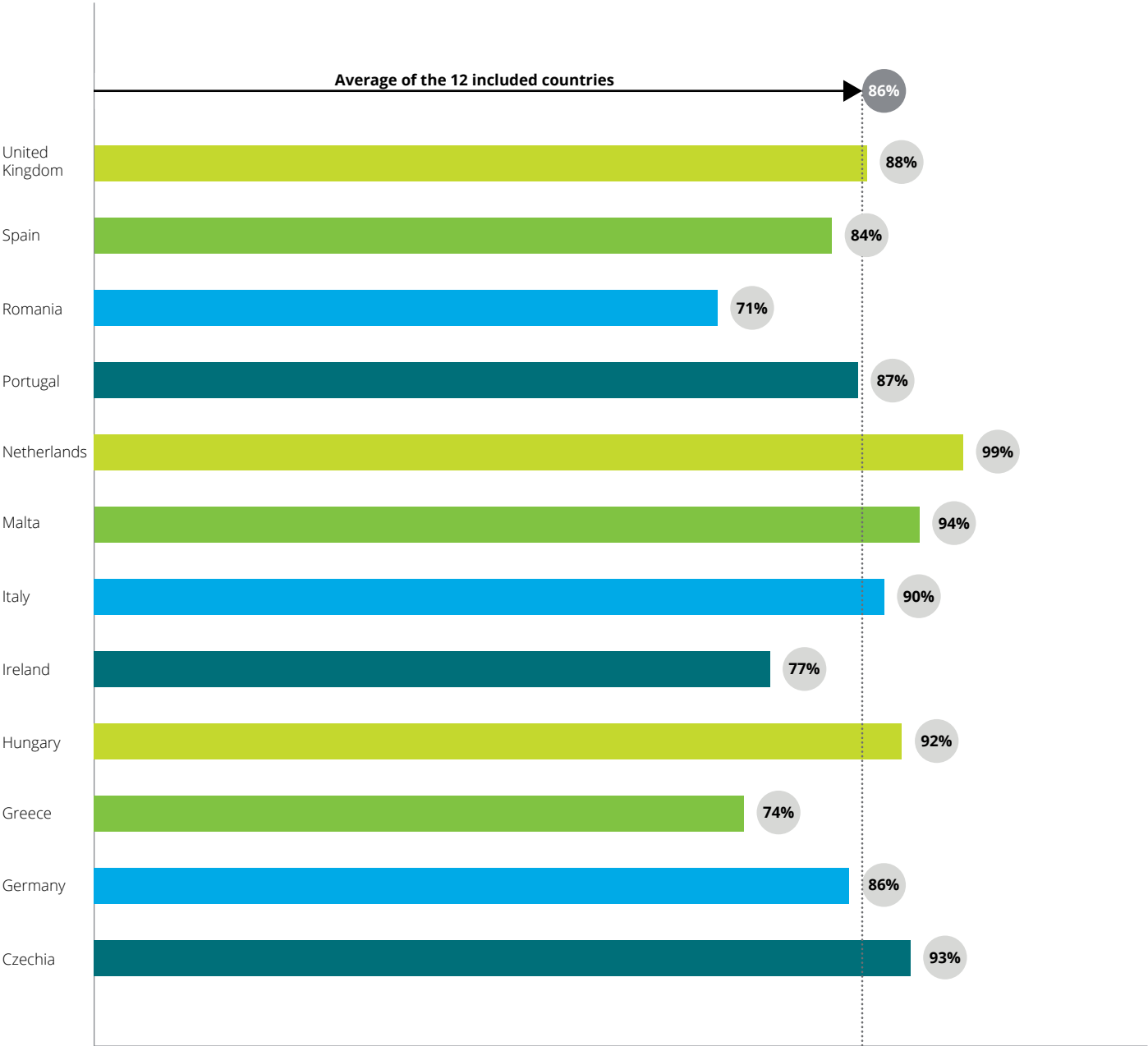
LGBT+employees indicated that in some instances, they still feel they must hide their identities (75% report hiding their identity at work at least once). This is slightly less the case in Romania, Spain, and the Netherlands. Hiding one's identity is not correlated with feeling less productive at work (86%), and we see variation across countries.

In Malta for example, a high percentage of respondents has hidden their sexual orientation or gender identity at work at least once, but they do not feel they are less productive because of it. However, in Romania, Ireland, and Greece, LGBT+ employees indicate that hiding their sexuality or gender identity does affect their productivity.

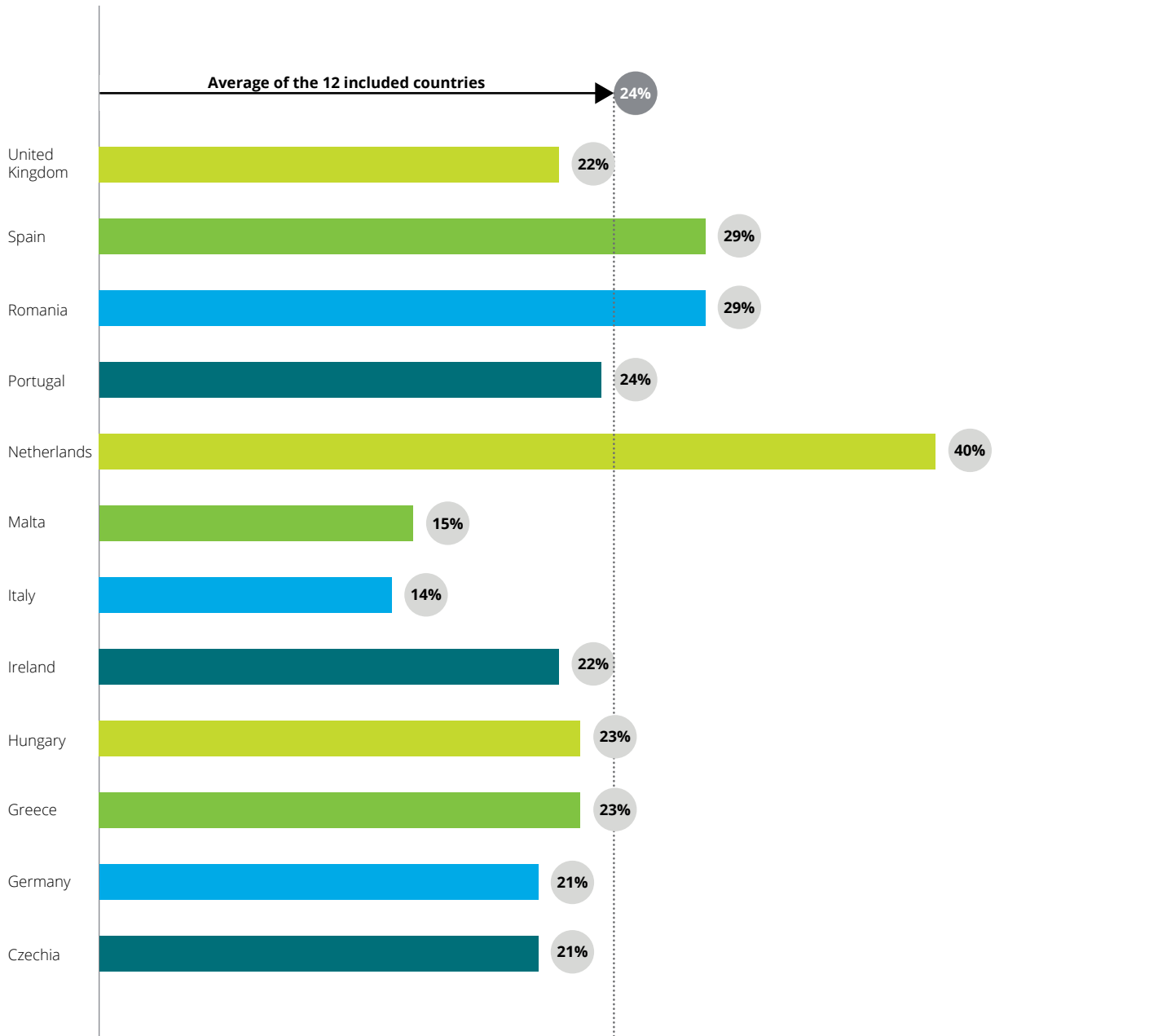
Explore more detailed insights on Workplace wellbeing in the online dashboard at lgbtmonitor.workplacepride.org



Percentage of respondents that were not less productive at work because they had to hide their sexual orientation or gender identity



Percentage of respondents that did not feel they had to hide their sexual orientation or gender identity at work at least once



Workforce protection

Workforce protection

When we look at workforce protection, the fourth and last indicator of the Monitor, we see that this section pulls together surveys from different European countries on laws and policies in place to protect LGBT+ persons in the workplace. It also looks at employment laws more generally and at what the constitution says about sexual orientation in the various countries.

Key result: only one-third of European countries have included LGBT+ rights in their constitutions



The way LGBT+ employees are treated and considered by co-workers has an impact on workplace wellbeing for LGBT+ members of staff. Roughly 40% of LGBT+ employees surveyed across 30 countries in Europe truly feel supported at work. Spain and Malta stand out in terms of LGBT+ employee support, with nearly 60% of LGBT+ employees feeling often or always supported.

Europe has an Employment Equality Framework Directive that obliges all EU (European Union) countries to provide legal protection against discrimination and harassment because of sexual orientation in respect of job applications, promotion, training, working conditions and pay and dismissal. Every European country needs to comply with this.

The Monitor shows that 67% of European countries (EU30) have laws condemning hate crimes related to sexual orientation, and 73% have laws against hate speech with regards to sexual orientation. But although most European countries have laws to protect LGBT workers, only one-third of European countries have included LGBT+ rights in their constitutions. It is important to note that, although having laws in place is always a good starting point, having legal protection in place is not a guarantee in practice for a safe environment. Often, reporting hate crimes or discrimination is a big step and a complicated process.

A few European countries introduced initiatives to promote and protect trans rights. Spain, for example has an initiative called YesWeTrans, the Netherlands has introduced an action plan, as does a government employment agency in Greece (see green box).

Italy is an example of a country that does not have sexual orientation mentioned in the constitution. Finland does have sexual orientation mentioned in the constitution, and, in these cases, the Monitor shows the specific chapter and article in which it is mentioned.

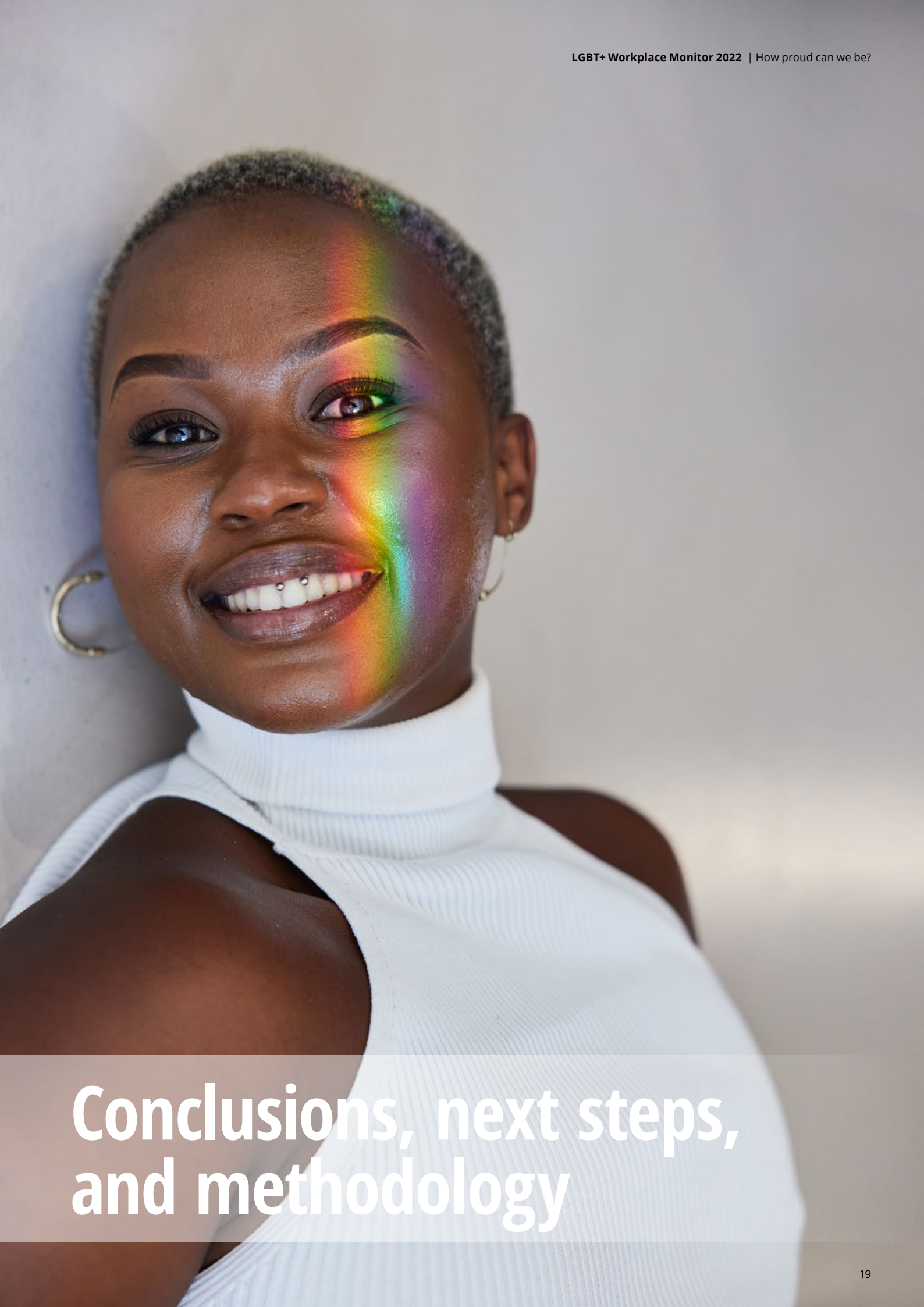
Explore more detailed insights on Workforce protection in the online dashboard at lgbtmonitor.workplacepride.org



More information on some initiatives to protect trans rights around Europe

- FELGTBI+ launched a nationwide trans-focused job inclusion program called 'YesWeTrans', which aims to reduce the alarming unemployment rates amongst trans people and raise awareness of the problem with the 30 or so companies involved in the program. (Spain)
- In May, the municipality of Leiden (the Netherlands) signed an action plan for safe and trans-inclusive workplaces.
- In Greece, unemployed trans people can apply for work assistance at the government employment agency (OAED), which now includes trans people as a vulnerable group.

Country	Constitution (sexual orientation)	Hate crime law (sexual orientation)	Policy tackling hatred (sexual orientation)
Austria	✓	✓	✗
Estonia	✓	✗	✗
Finland	✓	✓	✗
Germany	✓	✗	✓
Malta	✓	✓	✓
Portugal	✓	✓	✗
Slovakia	✓	✓	✗
Slovenia	✓	✗	✗
Sweden	✓	✓	✗
United Kingdom	✓	✓	✓
Belgium	✗	✓	✗
Bulgaria	✗	✗	✗
Croatia	✗	✓	✗
Cyprus	✗	✓	✗
Czechia	✗	✗	✗
Denmark	✗	✓	✓
France	✗	✓	✗
Greece	✗	✓	✗
Hungary	✗	✓	✗
Ireland	✗	✗	✓
Italy	✗	✗	✗
Latvia	✗	✗	✗
Lithuania	✗	✓	✗
Luxembourg	✗	✓	✓
Netherlands	✗	✗	✗
North Macedonia	✗	✓	✗
Poland	✗	✗	✗
Romania	✗	✓	✗
Serbia	✗	✓	✗
Spain	✗	✓	✓



Conclusions, next steps, and methodology

Conclusions, next steps, and methodology

Conclusions

Historically, it has always been difficult for employers to gather data on LGBT+ people. Gender you can often see, just as ethnicity and disability are sometimes (certainly not always) visible. But it is often not clear whether someone is a member of the LGBT+ community or not, and there are legal constraints around asking for such information. This lack of insight, however, can sometimes make it difficult for employers to formulate suitable policies for their LGBT+ employees because they don't have the insights or data to base it on.

The LGBT+ Workplace Monitor gathers such data from verified, existing sources, aggregates it and provides insight into results and the underlying data as an ongoing, long-term project.

While the Monitor gives the facts and data, they should be interpreted within a broader societal context. In this light, we see that across Europe, many countries are doing well but some still have political and/or religious challenges in this field. And even in countries that are traditionally thought to be doing well, embracing LGBT+ inclusion is not going as well as some people may think. The Netherlands is one such example. People generally think the Netherlands is doing great, but when analyzing the data on inclusivity, we still see some substantial issues, and its ranking (by ILGA-Europe) as a safe place to be out has dropped.

In the workplace, we see that employees are hard to come by, which means that organizations who want to hire and retain people cannot sit still. They should provide an inclusive workplace, where everyone can be themselves if they are to be sure of attracting and retaining enough talent. For companies listed at the New York stock exchange, there is now a requirement to show a level of diversity in their boards, and diversity also includes LGBT+ diversity.

In some countries, companies are leading the way in bringing about change for LGBT+ inclusivity, both politically and socially. Some organizations have shown a deep commitment to diversity in general and to the LGBT+ community specifically.

The Monitor provides data on areas that companies, HR professionals, governments etc. can focus on when crafting inclusive working environments.

Next steps

We built this Monitor to provide insight. But data and insights are only relevant if something is done with them. Therefore we urge you to check out the results in this report, in the dashboard, and in the underlying data ([see sources](#)). We encourage you to engage with the topic of 'LGBT+ inclusion, to use the data to compare, to benchmark, but also to identify gaps in the data and be inspired to help the Monitor evolve through further research. This is a first edition of the interactive Monitor, and it will evolve as more sources of quality pan-European data are made available. We look forward to your suggestions for additional sources of data, filling in key data gaps in critical domains such as health and wellbeing, for example. We have anecdotal information from several reports, mainly around retention, attraction and health, that were not included here, as we focused on the more data-driven sources, but if you know of data sources on these, or other related topics, please do get in touch. When reading about the current state of inclusivity in the workplace in the various countries, we challenge you to think about what this means for you as a member (or supporter) of the LGBT+ community, for your organization, as an employer, for your HR policies, etc. Think about how to use the insights to improve LGBT+ inclusivity in the workplace.

There are different ways to use the results of the Monitor:

- Employers can use it to make the right decisions when recruiting and employing people from the LGBT+ community.
- The Monitor can help to guide an organization's decisions on where to invest money and efforts – for example, when deciding to do business in a certain country or moving employees to a different country.
- We know that businesses can have a great influence on legislation, so check out the countries you operate in and see if you are doing all that you can.
- For governments or governmental organizations, the Monitor can help show the economic impact inclusivity can have, and also in which areas efforts are still needed. The LGBT+ Monitor currently focuses on Europe but we know that the topics have an impact on companies and organizations around the world. In the future, we hope to expand the Monitor to a more global outlook.

Monitor methodology

The Monitor brings together all the publicly available and endorsed facts from different organizations. We have used corporate surveys, sector surveys, stakeholders group surveys and of course specific country surveys from ILGA Europe, FRA (EU Fundamental Rights Agency), IPSOS and Eurobarometer and made this accessible in a single portal.

The surveys conducted by the different sources targeted the LGBT+ community primarily, while some questions were broader in scope and targeted all employees. The Monitor is broken down into four indicators that measure LGBT+ workplace inclusion and equality. The conclusions that can be derived from this Monitor depend on the type of the stakeholder and their goals.

Sources

Name	Countries	Link
ILGA	AT, EE, FI, DE, MT, PT, SK, SI, SE, UK, BE, BG, HR, CY, CZ, DK, FR, GR, HU, IE, IT, LV, LT, LU, NL, MK, PL, RO, SRB, ES	https://www.ilga-europe.org/report/rainbow-europe-2022/
FRA	AT, BE, BG, HR, CY, CZ, DK, EE, FI, FR, DE, EL, HU, IE, IT, LV, LT, LU, MT, NL, MK, PL, PT, RO, RS, SK, SI, ES, SE, UK.	https://fra.europa.eu/en/data-and-maps/2020/lgbti-survey-data-explorer#ModalSurveyAbout
IPSOS	BE, FR, DE, IT, ES, HU, NL, PL, TR	https://www.ipsos.com/en/lgbt-pride-2021-global-survey-points-generation-gap-around-gender-identity-and-sexual-attraction
EUROBAROMETER	BE, BG, CZ, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, FI, SE, UK	https://europa.eu/eurobarometer/surveys/detail/2251

Contacts & acknowledgements

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Acknowledgements

We would like to thank Cyrano Makatita (he/him), David Pollard (he/him), Esther Van de Velde (she/her), Erik Huizer (he/him), Giandrick Dabian (he/him), Jeroen Smits (he/him), Katarzyna Kidacka (she/her), Leon Pieters (he/him), Jason Jie (he/they), Michiel Kolman (he/him), Noy Gvishi (she/her), Patricia Geursen (she/her), Paul Guzelian (they/them), Sabine Ronc (she/her), and Tim van der Pas (he/him) for their contributions to this report.

About the contributing organizations

Workplace Pride

[Workplace Pride](#) is a not for profit foundation dedicated to improving the lives of Lesbians, Gays, Bisexuals, Transgenders, Intersex, Queer, Allies, and others (LGBTIQ+) who identify or support our community in workplaces globally. 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. Initiated in 2006, our more than 100 members employ millions of people in almost every country in the world and in both the private and the public sector.

While our scope is global, we always respect local differences as well as those within the LGBTIQ+ community itself. Our work engages individuals at all levels within organizations, whether they identify with the LGBTIQ+ community or not and we strive to create a balance of community representatives across all aspects of our work.

Deloitte

Deloitte provides industry-leading audit and assurance, tax and legal, consulting, financial advisory, and risk advisory services to nearly 90% of the Fortune Global 500® and thousands of private companies. Our professionals deliver measurable and lasting results that help reinforce public trust in capital markets, enable clients to transform and thrive, and lead the way toward a stronger economy, a more equitable society, and a sustainable world. Building on its 175-plus year history, Deloitte spans more than 150 countries and territories. Learn how Deloitte's more than 345,000 people worldwide make an impact that matters at www.deloitte.com.

Deloitte is a proud signatory of the [United Nations' Standards of Conduct for Business](#) to help tackle discrimination against lesbian, gay, bi, trans, and intersex (LGBTI) people. Deloitte pledges to support for the Standards of Conduct for Business in Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex people (the LGBTI Standards) put forth by the Office of the United Nations High Commissioner for Human Rights.

While LGBT+ inclusion is a core pillar of our global inclusion strategy, we recognize that the legal environment across the countries where we operate can vary significantly, with –for example –some countries prohibiting same sex relationships by law and some not extending employment law protections to members of the LGBT+ community. While Deloitte will always respect and comply with the laws of the countries in which it operates, our shared values underpin the experience that we provide to all our people. To this end, Deloitte has adopted the Embassy Model; in short, this means that within the walls of Deloitte we apply LGBT+ inclusive policies and practices for our people in all jurisdictions where we operate. See also our [Global Outlook LGBT+ Inclusion at work 2022](#).

The Deloitte Impact Foundation

Through the [Deloitte Impact Foundation](#), Deloitte is committed to bring a positive impact to society. We believe that we can make the most difference by sharing our core competences, knowledge, and network in societal initiatives to make an impact in the fields of education & employment (our WorldClass program), sustainability and inclusive society.

Together, our people and partners connect to accelerate our impact on society. Via the Deloitte Impact Foundation, Deloitte is committed to performing pro-bono work and giving back to society through a large variety of societal initiatives for NGOs (Non-governmental organizations), non-profits and start-ups.





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