

Katie's **PRIDE**



DIVERSITY AND INCLUSION in the workplace

An LGBTQ+ Guide
In Memory of Brianna Ghey

The Facts

Over 20% of LGBTQ+ workers experience discrimination during recruitment and promotion, and over a third worry about possible bias. In addition, around 40% of LGBTQ+ staff feel their organisation's policies are inadequate, and a significant minority would not feel confident reporting homophobic or biphobic bullying in the workplace. One in four trans people (26%) aren't open with anyone at work about being trans. This number increases to about two in five non-binary people (37%) who aren't out at work.

The Government Equalities Office's (GEO) (2018/19) report of over 100,00 LGBTQ+ people in the UK found that 21.5% had experienced a negative or mixed reaction from others in the workplace. Just over 10% had experienced their LGBTQ+ identity being disclosed without their permission.

What can I do?

As an Employer or Manager

- Ensure that your policies are fully inclusive of LGBTQ+ people
- Provide LGBTQ+ awareness training
- Appoint LGBTQ+ allies
- Take LGBTQ+ discrimination seriously
- Develop a pathway for supporting LGBTQ+ people in the workplace

As an Employee

- Become a diversity champion
- speak up against homophobia, transphobia, and sexism
- put your pronouns in email signatures
- Educate yourself and encourage others to do the same
- Support the local LGBTQ+ community

The **Benefits**

- Better understanding of customers
- Diversity in the workplace means employees bring a bigger pool of skills and abilities to work with them.
- Employee turnover rates drop
- Top candidates are attracted to companies with an inclusive workplace culture
- Inclusive companies build trust among workers
- It demonstrates that the company is committed to working against discrimination

Resources

- [Stonewall.org.uk](https://www.stonewall.org.uk)
- [acas.org.uk/advice](https://www.acas.org.uk/advice)
- [cipd.org/uk/about/our-people/lgbt-group](https://www.cipd.org/uk/about/our-people/lgbt-group)
- lgbt.foundation
- katiespride3@gmail.com