



PRIDE INCLUSION PROGRAMS

OVERVIEW OF BUSINESS CASE FOR LGBTQ WORKPLACE INCLUSION

Being positive toward LGBTQ employees is the ultimate litmus test for an inclusive culture and takes and Australian diversity strategy to the next level by ensuring that workplaces are inclusive of all employees, regardless of race/ethnicity, gender, age, disability, religion, sexual orientation, gender identity, or intersex status.

For the business being asked to consider the issue of diverse sexual orientation and/or gender identity in the workplace, the response is often “Why?” or “What has this got to do with business?”

The benefits of LGBTQ inclusion in the workplace have been confirmed in a number of national and international studies, including the most recent AWEI findings. Diverse teams are better able to solve complex problems and exhibit a higher level of creativity and a broader thought process.

By allowing your employees to bring their full selves to work, you see a positive impact on productivity and tenure; enhance organisational reputation; and maintain a competitive advantage. Understanding differences between employees and bridging those differences is an essential means of creating an environment where everyone feels safe and valued. It’s also the law.

On 1 August 2013, amendments to the Sex Discriminations Amendment Act 2013 came into force, prohibiting employers from discriminating against someone because of their sexual orientation, gender identity or intersex status. People can make complaints to the Australian Human Rights Commission if they believe they have been discriminated against on the basis of these protected classes.

Pride in Diversity provides Australian employers with the experience, expertise, support and advice to assist diversity and HR executives in all aspects of LGBTQ inclusion.

Please see the business case and executive presentation for why LGBTQ workplace inclusion is important and how Pride in Diversity can support you with your organisation.

HR DIVERSITY AND PEOPLE LEADERS

Prejudice has human costs for staff and also costs the bottom line in terms of legal fees, recruiting, inducting and training new staff. It is now unlawful in Australia to discriminate on the grounds of sexual orientation, gender identity or intersex status – directly or indirectly.

Mitigate risk, be compliant and promote genuine duty of care

Inclusion impacts everyone. More than ever before, evidence of tangible inclusivity and corporate responsibility continue to rank high on the list of attractive organisational attributes for job seekers.

Gender diversity is no longer a differentiator, whilst important; people are looking beyond mainstream diversity initiatives to gauge an organisation's inclusivity. Many see LGBTQ inclusion as the ultimate litmus test and question employers who promote diversity and yet continue to deliberately exclude what is still a highly stigmatised group.

Current Australian Statistics:

- 88% of employees “personally support the work their organisation does for LGBTQ inclusion”
- 83% of employees believe employers “should be active in LGBTQ inclusion”
- 64% of LGBTQ employees “have heard executive leaders speak positively about LGBTQ inclusion”
- 60% of LGBTQ respondents were “out to everyone” or “out to most” people they work with
- 80% of employees with a diverse sexuality 34% of employees with a diverse gender said “LGBTQ workplace inclusion initiatives have had a positive impact on how I feel about their own identity”
- 66% of LGBTQ employees “feel their performance is positively impacted by being out at work”
- 16% of LGBTQ employees surveyed were “not out at work” in regard to their sexual orientation
- 35% of employees not out at work were in the closet because they believe “it wouldn't be accepted by member of their team”
- 28% of LGBTQ respondents have witnessed and 13% have been the target of bullying or harassment based on their diverse sexuality and/or gender
- 49% of LGBTQ employees said that “jokes/innuendo targeting LGBTQ people are quickly addressed within their workplace”

(source: 2021 AWEI Employee Survey)

The Ultimate Litmus Test for Inclusion

Specifically designed to assist Diversity Practitioners, HR Professionals and People Leaders with the support, guidance, resources and research they need to successfully incorporate LGBTQ initiatives into their diversity strategy, Pride in Diversity assists employers to actively engage in LGBTQ workplace inclusive initiatives. Via its employer support program, Pride in Diversity assist employers and network leaders to develop solutions, provide training, set challenges and improve inclusivity in workplace policies, practices and workplace culture.

Recognising that your inclusive practices, policies and reputation will be required in order to attract and retain the most talented people, Pride in Diversity will help you to:

- Know the law
- Ensure your policies are equitable
- Enhance your diversity strategy
- Respond to homophobia/transphobia promptly and effectively
- Respect confidentiality and understand the sensitivities around disclosure
- Understand the terminology and understand some of the unique challenges faced by LGBTQ employees
- Provide awareness training for your teams and all levels of management
- Create a truly inclusive work environment

Pride in Diversity is a not-for-profit employer support program specifically designed to assist Australian employers in all aspects of lesbian, gay, bisexual, gay, transgender and queer (LGBTQ) workplace inclusion. The Australian Workplace Equality Index (AWEI) published by Pride in Diversity annually benchmarks Australian LGBTQ inclusion practice and acknowledges the Top 10 employers for LGBTQ employees, providing employee research annually designed specifically to support organisational progress in this area.

For information on Signature Events, Pride in Diversity publications, the AWEI or more, please contact the Pride in Diversity team on (02) 9206 2139 or visit us at www.prideindiversity.com.au