



INCLUSIVE
LEADERS GROUP

THE LGBTQ+ COMMUNITY WORKPLACE CHALLENGES FOR DIVERSITY, EQUITY AND INCLUSION (DEI)

SOLUTIONS FOR LGBTQ+ INCLUSION AND BELONGING

www.inclusiveleadersgroup.com

THE LGBTQ+ COMMUNITY

The LGBTQIA+ community (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual) encompasses many different orientations and gender expressions. It is also commonly referred to as “the gay community,” “the LGBTQ+ community”, and even just “the community” when referred to among other members. We are loosely defined by our common goals, culture, subcultures, and pride movements.

LGBTQ+ Employees Often Face Hostility in the Workplace

20%

One-fifth of LGBTQ Americans have experienced discrimination based on sexual orientation or gender identity when applying for jobs.



LGBTQ people of color (32%) are more likely to experience this type of discrimination than white LGBTQ people (13%).

22%

22% of LGBTQ Americans have not been paid equally or promoted at the same rate as their peers.



Offensive jokes based on sexual orientation or gender identity are a form of harassment.

53%
37%
41%

Over half (53%) of LGBTQ employees heard lesbian and gay jokes at work, while 37% heard bisexual jokes and 41% heard transgender jokes in 2018

46%
Almost half (46%) of LGBTQ workers in the United States are closeted in the workplace.



LGBT people often cover or downplay aspects of their authentic selves (e.g., by hiding personal relationships or changing the way they dress or speak) in order to avoid discrimination.

21%

In China, 21% of transgender employees reported that they were harassed, bullied, or experienced discrimination at work.



Fear Prevents LGBT Employees From Bringing Their Full Selves to Work.

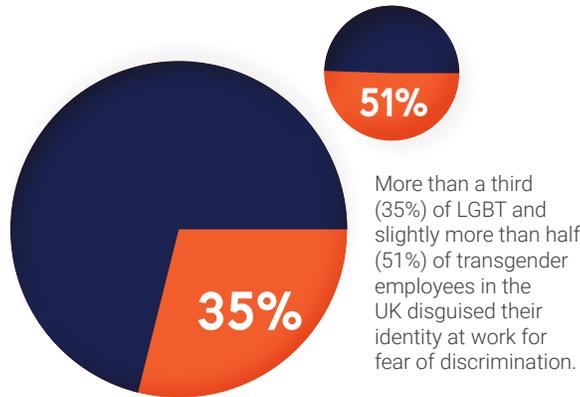
17%
13%

Employees report feeling exhausted from spending time and energy concealing their sexual orientation (17%) and gender identity (13%).

And concealment is not an option for transgender employees who wish to begin transitioning unless they leave their current employers.



Transgender workers are subject to different types of harassment than LGB workers. This includes bathroom accessibility, being deliberately referred to by incorrect pronouns, and having to tolerate inappropriate questions, which can lead to employee disengagement and avoidance.



More than a third (35%) of LGBT and slightly more than half (51%) of transgender employees in the UK disguised their identity at work for fear of discrimination.



Inclusive Work Cultures Determine Whether LGBT Employees Leave or Stay.



25%
A quarter (25%) of LGBTQ employees report staying in a job due to a LGBTQ-inclusive work environment.

10%

10% of LGBTQ employees have left a job because the work environment did not accept LGBTQ people.

59%

Nearly two thirds (59%) of non-LGBTQ employees believe it is "unprofessional" to discuss sexual orientation or gender identity in the workplace.

To engage a new generation of workers and consumers—many of whom choose careers and products based on diversity and inclusion—companies must move beyond public gestures of support for LGBTQ+ issues to create a more positive work experience. Additional efforts are especially needed in a world—and workplace—with the added health risks and isolation of remote working in the coronavirus era. **We recommend specific steps that senior company leaders, diversity managers, and human resource professionals can take to ensure their organizations are safe and welcoming environments for LGBTQ+ employees.**

Inclusive Leaders Group (ILG) LGBTQ+ DEI Training

Research-based LGBTQ DEI training that develops inclusive leaders and builds a culture of inclusion and engagement.

Organizations are becoming increasingly diverse. Yet hiring diverse talent — taking into consideration characteristics including but not limited to race, ethnicity, gender, age, religion, ability, sexual orientation, and identity — is only the first step in creating an inclusive organization. It is essential for leaders to be able to create inclusive environments so that everyone is able to fully engage in the work.

LGBTQ+ INCLUSION AND BELONGING TRAINING

We offer **LGBTQ+ Inclusion and Belonging workshops** on a variety of levels, from introductory to advanced, on multiple topics not limited to those listed below. We are also happy to tailor a workshop to the specific needs of your organization. Workshops include a 60 minute virtual keynote presentation and discussion, as well as a virtual workshop with interactive activities, and question & answer periods.

- Understanding Pronouns Workshop
- Exploring Gender Identity and Expression
- LGBTQ 101
- Custom LGBTQ+ topics



LGBTQ+ STORYTELLING AND SPEAKING ENGAGEMENTS

Stories have the power to move us, the power to engage us, and the power to change us. Every organization has a different starting point – some are just beginning to recognize how biases and stereotypes are embedded in their business structure, while others are well on their way, with great flexible working policies, talent management programs, and support networks for their LGBTQ+ employees.

The Inclusive Leadership Group delivers virtual and in-person keynote speeches with a difference, using day-to-day scenarios to challenge the unconscious biases which we all inevitably have.

When you book an **Inclusive Leaders Group speaker**, you can expect a customized experience for your audience that draws them in, gets them talking, challenges their thinking, and equips them with concrete actions they can take after they walk out the door.



ILG LGBTQ+ INCLUSION AND BELONGING TRAINING CONSULTANTS



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LET'S GET THE CONVERSATION STARTED!

We have worked with clients at all stages of their diversity and inclusion journey. No matter where you are on yours, we can help. Contact our client services team today for a free consultation about LGBTQ+ diversity and inclusion training or speaking engagements.

[CONTACT US](#)



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Sources:

McKinsey & Company: How the LGBTQ+ community fares in the workplace. (June 23, 2020)

Human Rights Commission: A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide. (2018)

Catalyst, Quick Take: Lesbian, Gay, Bisexual, and Transgender Workplace Issues (June 15, 2020).