

OVERVIEW OF BUSINESS CASE FOR LGBTI WORKPLACE INCLUSION

Being positive towards LGBTI employees is the ultimate litmus test for an inclusive culture and takes an 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 business leaders being asked to consider the issue of sexual orientation, gender identity and intersex status in the workplace, the response is often “Why?” or “What has this got to do with business?”

The benefits of LGBTI 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 Discrimination 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 LGBTI inclusion.

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

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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 LGBTI 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:

- 56.3% of LGB employees within organisations active in LGBTI workplace inclusion stated that they still witness or have been the target of negative commentary or jokes targeting LGBTI people
- 34.8% of respondents have witnessed or been the target of more serious LGBTI bullying or harassment
- 66.7% of employees surveyed were not out to their manager
- Only 50% agreed that they would respond honestly if asked about their partner /family by a client, customer or key stakeholder
- 33% reported that gay jokes/innuendo have had a negative impact on their day to day experience at work
- Only 66.7% felt confident that their immediate manager would address homophobia in their work team
- 11.1% felt that being out at work could be career limiting
- Only 41.7% believed that being out would not change their relationship with their manager
- 44.4% of employees were "not out at work" because they feared the repercussions

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 LGBTI initiatives into their diversity strategy, Pride in Diversity assists employers to actively engage in LGBTI 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 LGBTI 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 intersex (LGBTI) workplace inclusion. The Australian Workplace Equality Index (AWEI) published by Pride in Diversity annually benchmarks Australian LGBTI inclusion practice and acknowledges the Top 10 employers for LGBTI employees, providing employee research annually designed specifically to support organisational progress in this area. A copy of the 2014 benchmark publication has been included in your information pack.

For information on Signature Events, Pride in Diversity publications including Australia's first and only National LGBTI Recruitment Guide and the AWEI, please contact the Pride in Diversity team on (02) 9206 2138 or visit us at www.prideindiversity.com.au