



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

HRC EQUIDAD MX

After years of working with corporate partners, civil society organizations and other stakeholders such as embassies and the American Chambers of Commerce, the Human Rights Foundation (HRC) established a formal project to grow LGBTQ+-inclusive workplaces in Mexico for the LGBTQ+ workforce.

In 2016, HRC partnered with ADIL to officially launch **HRC Equidad MX: Global Workplace Equality Program** -- a groundbreaking initiative to promote and grow LGBTQ+ inclusive policies and best practices among corporations and businesses across workplaces in Mexico. HRC Equidad MX, a first-of-its-kind program and the first international workplace initiative of HRC, has become the leading survey assessing LGBTQ+ workplace inclusion in the country.

HRC EQUIDAD MX: BEST PLACES TO WORK FOR LGBTQ+ EQUALITY

Participating and earning the HRC Foundation's designation is **FREE**.

The **annual** survey is a **benchmarking tool** based on HRC's key pillars of **LGBTQ+ workplace inclusion** -- upon joining, the survey must be filled out by a designated person or team. HRC Equidad MX recognizes businesses and corporations with the HRC Foundation seal of **"Best Places to Work for LGBTQ+ Equality"** or **"Mejores Lugares para Trabajar LGBTQ+"** for earning perfect scores in the survey.

2024 RESULTS

- 305 participating companies
- 82 Mexico-base businesses
- 40 industries
- 19 countries of origin
- 24% are part of "Las 500 de Expansión 2023" (The leading Financial Magazine in Mexico)
- Employing approximately 1,500,000 workers
- 253 are top scorers
- 52 are taking the proper steps to implement LGBTQ+ inclusion



FOR-PROFIT ENTITIES WITH MINIMUM OF 50 EMPLOYEES ARE ELIGIBLE FOR THIS PROGRAM

HRC EQUIDAD MX assesses major employers and multinationals based in Mexico on these pillars:

Adoption of nondiscrimination policies	Diversity and Inclusion Councils or ERGs	Internal Training and Education Best Practices	Public Engagement and Activities to Support LGBTQ+ Inclusion
30 points	20 points	20 points	30 points
An internal document stating the nondiscrimination policy on the basis of: <ul style="list-style-type: none">- Sexual Orientation- Gender Identity and/or- Gender Expression	An existing group benefiting from the established policies and overseeing other workplace diversity initiatives: <ul style="list-style-type: none">- Diversity and inclusion councils- An LGBTQ employee resource group and affinity groups	LGBTQ+ content is included in training and education tool in at least two of these three moments: <ul style="list-style-type: none">- Onboarding- Leadership and Promotions- General content available for everyone	Positive and engaging public communication regarding LGBTQ+ workplace inclusion through the following actions: <ul style="list-style-type: none">- Marketing and Communication efforts- Talent acquisition- Philanthropy- Supplier diversity programs

JOIN OUR 8th EDITION

Register at EQUIDADMX@HRC.ORG

COMPLETE the survey and turn in supporting documents between
MAY 1st and AUGUST 31st, 2024

For more information please visit hrc.im/equidadMX or email equidamx@hrc.org