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:

<table>
<thead>
<tr>
<th>Adoption of nondiscrimination policies</th>
<th>Diversity and Inclusion Councils or ERGs</th>
<th>Internal Training and Education Best Practices</th>
<th>Public Engagement and Activities to Support LGBTQ+ Inclusion</th>
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</thead>
<tbody>
<tr>
<td>30 points</td>
<td>20 points</td>
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<td>30 points</td>
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<tr>
<td>An internal document stating the nondiscrimination policy on the basis of:</td>
<td>An existing group benefiting from the established policies and overseeing other workplace diversity initiatives:</td>
<td>LGBTQ+ content is included in training and education tool in at least two of these three moments:</td>
<td>Positive and engaging public communication regarding LGBTQ+ workplace inclusion through the following actions:</td>
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<tr>
<td>- Sexual Orientation</td>
<td>- Diversity and inclusion councils</td>
<td>- Onboarding</td>
<td>- Marketing and Communication efforts</td>
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<tr>
<td>- Gender Identity and/or</td>
<td>- An LGBTQ employee resource group and affinity groups</td>
<td>- Leadership and Promotions</td>
<td>- Talent acquisition</td>
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<tr>
<td>- Gender Expression</td>
<td></td>
<td>- General content available for everyone</td>
<td>- Philanthropy</td>
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<td></td>
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<td>- Supplier diversity programs</td>
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JOIN OUR 8th EDITION
Register at EQUIADMX@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 equidadmx@hrc.org