



HUMAN
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THE LOOK FORWARD



2023 CEI Educational Series



Welcome to The Look Forward

Welcome to today's installment of The Look Forward Webinar Series

- 2023 CEI Educational Series monthly on Monday at 3pm ET
- 50 Minutes (Including Q&A)

Purpose of this Webinar:

- The Workplace Equality team is bringing you HRC Foundation's new **webinar series** – timely topics to help guide your efforts in your own organizations.
- Engage with diversity & inclusion thought-leaders
- Stay up to date with information relevant to LGBTQ+ workplace equality



How to engage...

- Microphones are automatically muted

This is a recorded presentation

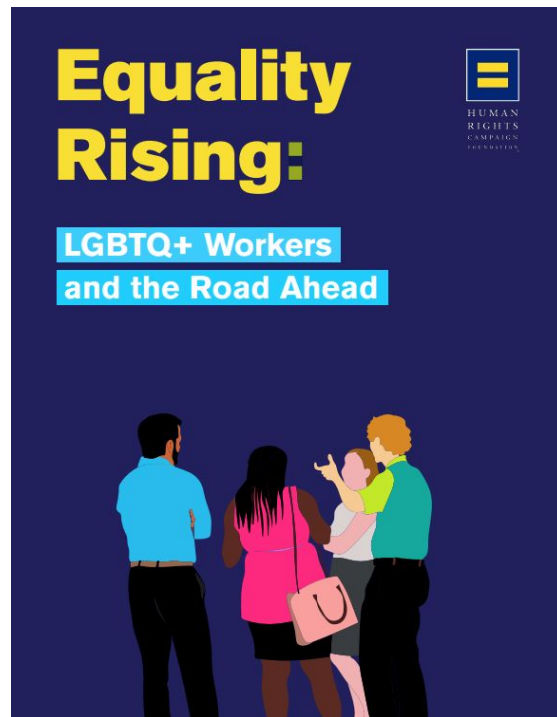
Recording and all slides will be shared with attendees



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Today's Agenda

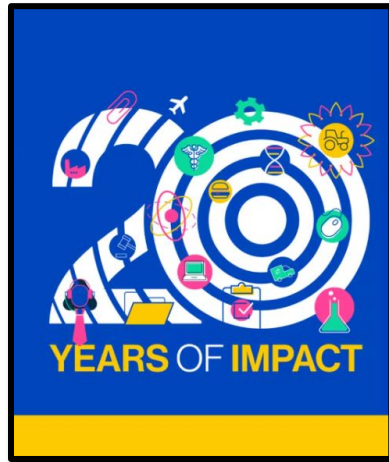
- Equality Rising
- CEI Schedule Update



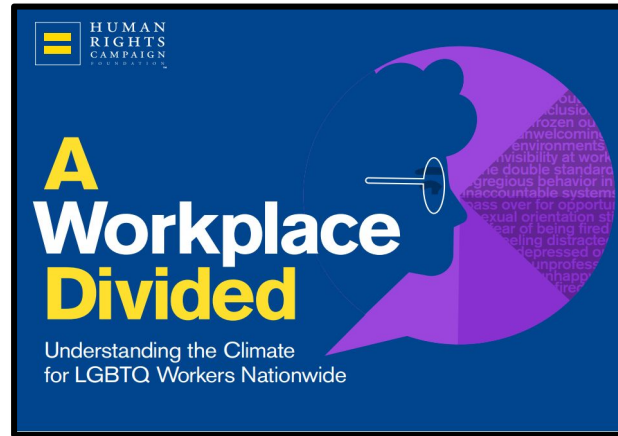
***Equality Rising:
LGBTQ+ Workers and the Road Ahead***

About the Workplace Equality Program

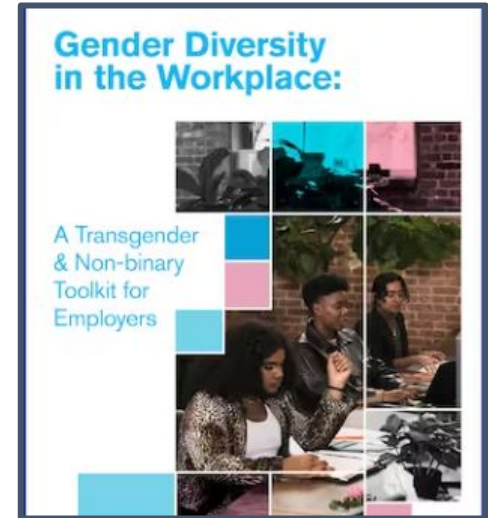
BUILDING GREATER WORKPLACE EQUALITY



**CORPORATE
EQUALITY INDEX**



**CLIMATE
RESEARCH**



**EMPLOYER
RESOURCES**

HRC's Climate Research

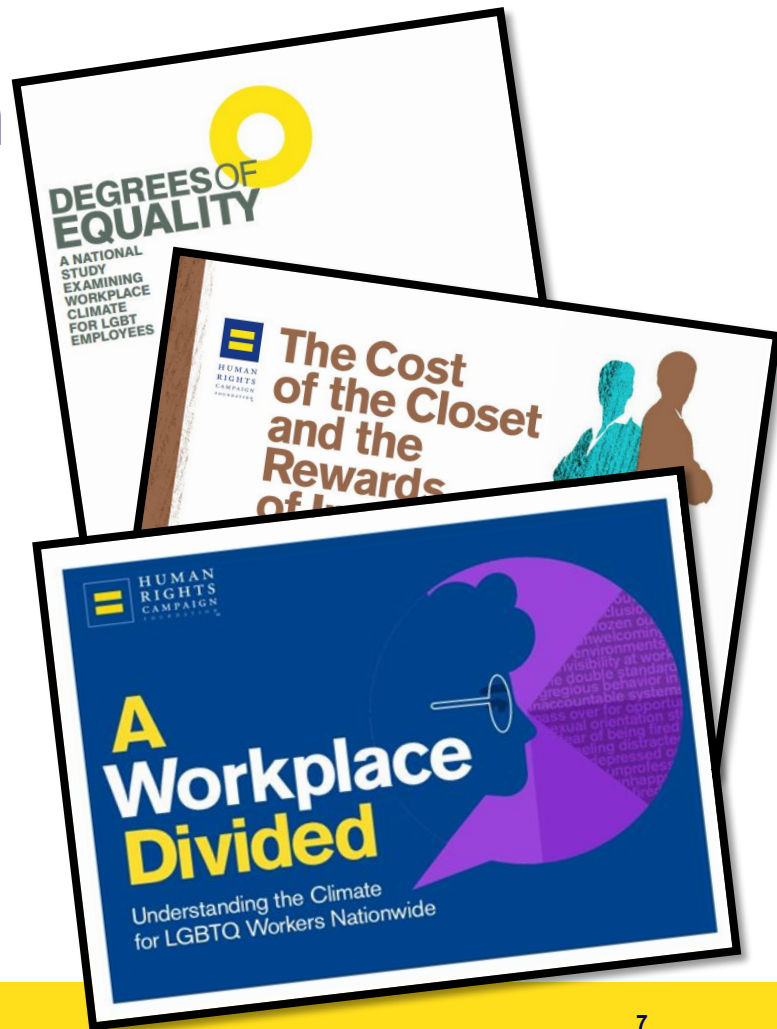
A decade of research

Evaluates:

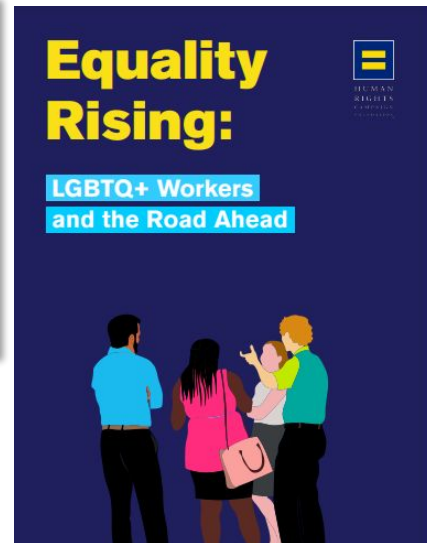
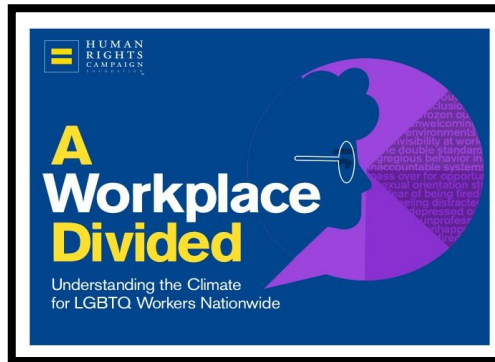
- Experiences
- Perceptions of others
- Impact
 - Productivity, engagement
 - Turnover, retention

Read them all:

www.hrc.org/climate



After a Decade of Research, the Workplace Closet Has Shrunk...



2008
51% Closeted

2013
53% Closeted

2018
46% Closeted

2023
16% Closeted

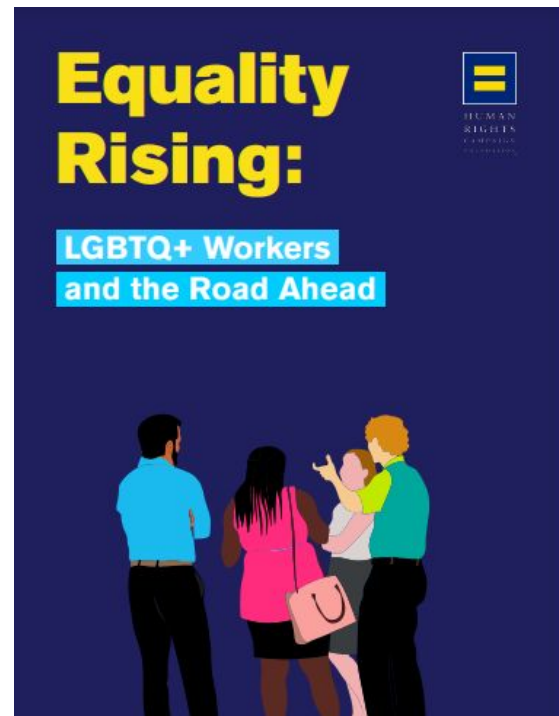
2023 Version has been Released!

3,044 adults (18+) in the workforce
(working 1+ job, for pay, for an employer)

- **2,002** LGBTQ+
 - **424** Transgender and non-binary
- **1,042** non-LGBTQ+

Online survey fielded April - May, 2023

- LGBTQ+ recruitment through Community Marketing Insights (CMI) panel
- Non-LGBTQ+ recruitment through PSB



...But still hasn't closed everywhere



...But still hasn't closed everywhere



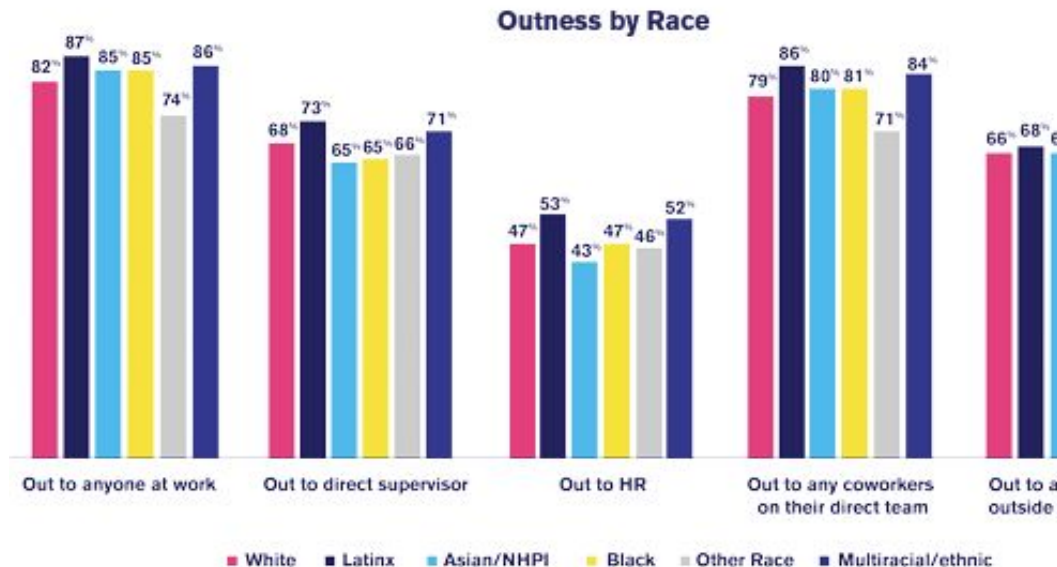
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Outness @ Work Considerations

- **Privacy**

- Half (**51%**) of LGBTQ+ workers have previously been in the closet
- **37%** of trans and non-binary workers do to fear they of being asked personal questions about their transition status, physical appearance or body

- **Loss of Status at the Workplace**

- **3 in 10** have been previously because of
 - **18%** lose of connections and relationships
 - Thought coworkers would think they're not professional
 - **9%** sexual orientation
 - **19%** gender identity

Outness @ Work Considerations

- **Discrimination and Lack of Protections**
 - Nearly $\frac{1}{4}$ closeted for fears of discrimination or no policies to protect them
 - A lack of policies protecting LGBTQ+ people at their job (**11%**)
 - Fears they would not be considered for advancement or development opportunities (**16%**)
 - Fear of being fired (**8%** of all LGBTQ+ workers, **14%** of transgender and non-binary workers)

Outness @ Work Considerations

- **Violence, Stigma and Victimization**
 - **40%** of LGBTQ+ workers were previously closeted because of **ACTUAL** and perceived risk of violence, stigma and/or victimization
 - Fears they could make people feel uncomfortable if they were out (**25%**)
 - Fears that people would assume they were attracted to them because they are an LGBTQ+ person (**19%**)
 - Fears for their personal safety (**13%**)
 - **8%** because they or someone they know at work has been humiliated on the job for being an LGBTQ+ person

Watercooler to workplace climate

	LGBTQ+ Workers	Transgender and Non-binary Workers
HEAR CONVERSATIONS ABOUT CHILDREN AT WORK	94%	93%
HEAR CONVERSATIONS ABOUT SPOUSES, RELATIONSHIPS OR DATING AT WORK	97%	98%
HEAR CONVERSATIONS ABOUT SOCIAL LIFE AT WORK	98%	99%

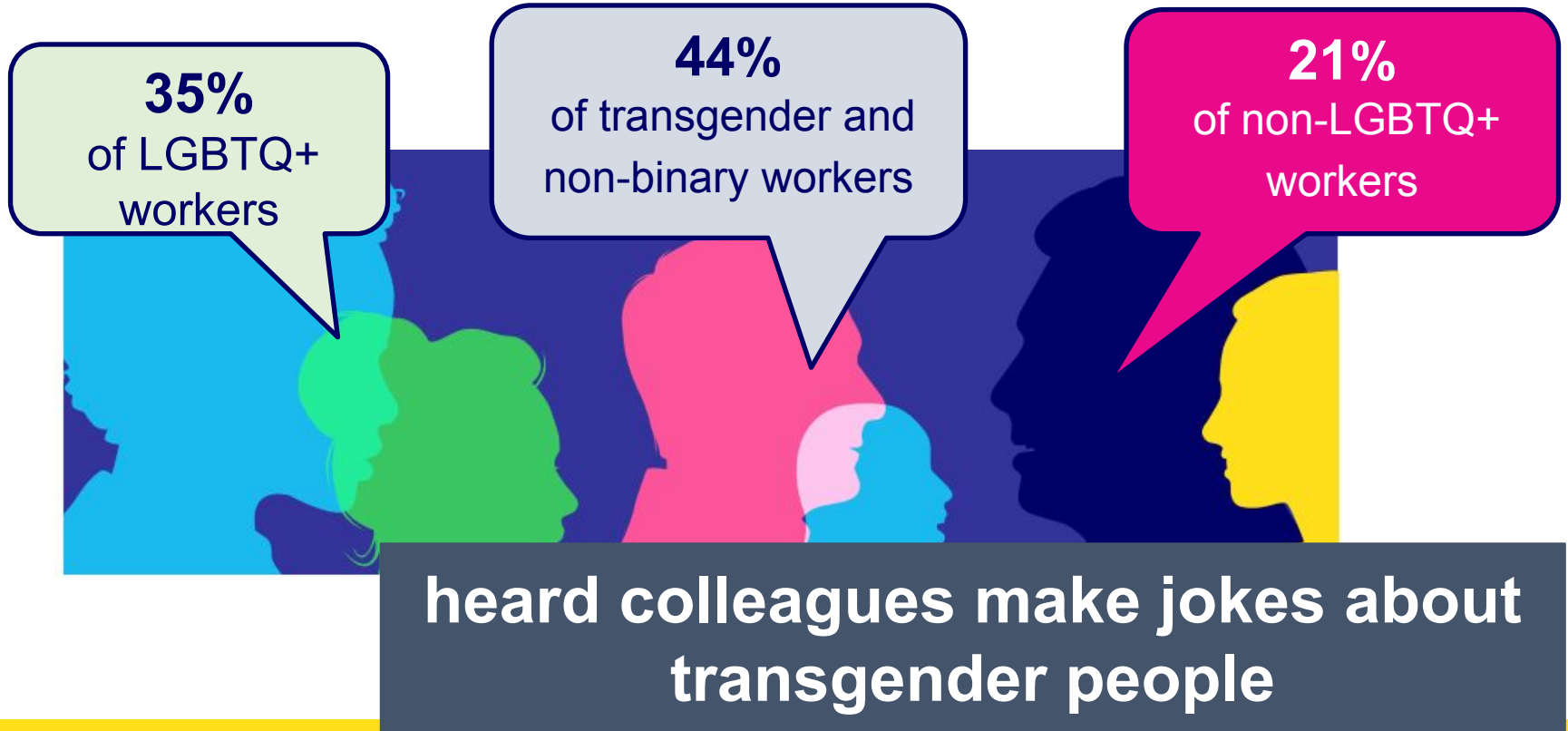
31%
of LGBTQ+ Workers

**SAY THAT COWORKERS
SEEM UNCOMFORTABLE
WHEN THEY TALK ABOUT
THEIR SEXUAL
ORIENTATION**

45%
of Transgender and
Non-binary Workers

**SAY THAT COWORKERS
SEEM UNCOMFORTABLE
WHEN THEY TALK ABOUT
THEIR GENDER IDENTITY**

Unconscious bias can look like this:



or this:

**SAY THEY HAVE BEEN DIRECTLY OR INDIRECTLY TOLD TO DRESS MORE
MASCULINE OR FEMININE THAN HOW THEY WERE PRESENTING**

9%

of Non-LGBTQ+ Workers

13%

of LGBTQ+ Workers of Color

13%

of LGBTQ+ Workers

18%

**of Transgender and
Non-binary Workers**



The 13% of LGBTQ+ workers of color who say they have been told to dress more masculine or feminine than they were presenting includes:

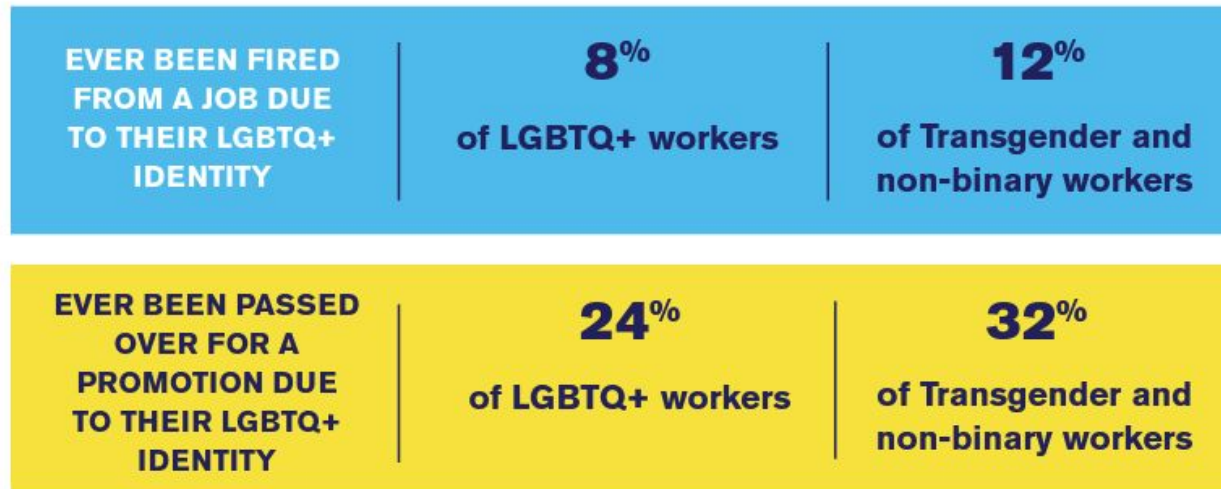
- **11.7%** Latinx LGBTQ+ workers
- **7.5%** Asian (American), Native Hawaiian, and Other Pacific Islander (AANHPI) LGBTQ+ workers
- **10.7%** Black LGBTQ+ workers
- **21.5%** Multiracial/ethnic LGBTQ+ workers
- **5.7%** of Other race/ethnicity LGBTQ+ workers (including American Indian/Alaska Native, Middle Eastern/North African, and those who selected "Other" for their race).

In comparison, 13.5% white LGBTQ+ workers experienced this

Equality is Rising, but there's still work to do

Impact of Unaffirming Workplace Climates on Workers

Workplace discrimination unfortunately remains all too common.



Unaffirming work environments and all the side-effects they bring can have a substantial impact on retention, attrition, and workplace productivity — for LGBTQ+ and non-LGBTQ+ workers alike.

Equality is Rising, but there's still work to do

26%
of LGBTQ+ workers

28%
of LGBTQ+ workers
of color²

36%
of Transgender and
non-binary workers

**HAVE EVER SEARCHED FOR A DIFFERENT JOB AS A RESULT OF WORKING IN
AN ENVIRONMENT THAT WAS NOT VERY ACCEPTING OF LGBTQ+ PEOPLE**

28%
of LGBTQ+ workers

37%
of Transgender and
non-binary workers

**HAVE ACTUALLY LEFT A JOB BECAUSE THE ENVIRONMENT
WAS NOT VERY ACCEPTING OF LGBTQ+ PEOPLE**

However, explicit discrimination remains

8% LGBTQ+ workers

12% Transgender and non-binary workers

have **ever been FIRED**
due to their LGBTQ+
identity

24% LGBTQ+ workers

32% Transgender and non-binary workers

have **ever been PASSED
OVER FOR A PROMOTION**
due to their LGBTQ+
identity

Equality is Rising, but there's still work to do

22%

of LGBTQ+ workers

41%

of Transgender and
non-binary workers

**FELT EXHAUSTED FROM SPENDING TIME AND ENERGY HIDING
THEIR SEXUAL ORIENTATION ON THE JOB**

42%

of LGBTQ+ workers

42%

of LGBTQ+ workers
of color⁴

54%

of Transgender and
non-binary workers

**HAVE EVER FELT UNHAPPY OR DEPRESSED AT WORK AS A RESULT
OF AN UNAFFIRMING ENVIRONMENT**

Employer Social Responsibility

HOW MUCH THEIR EMPLOYER DOES FOR...	Non-LGBTQ+ Workers	LGBTQ+ Workers	Transgender and Non-binary Workers
LESBIAN OR GAY PEOPLE			
too little or nothing at all	30%	42%	44%
the right amount	50%	51%	48%
BISEXUAL PEOPLE			
too little or nothing at all	32%	50%	53%
the right amount	47%	41%	39%
PEOPLE WHO AREN'T STRAIGHT			
too little or nothing at all	31%	44%	46%
the right amount	50%	47%	46%

HOW MUCH THEIR EMPLOYER DOES FOR...	Non-LGBTQ+ Workers	LGBTQ+ Workers	Transgender and Non-binary Workers
TRANSGENDER PEOPLE			
too little or nothing at all	35%	57%	61%
the right amount	42%	34%	34%
NON-BINARY PEOPLE			
too little or nothing at all	36%	58%	62%
the right amount	41%	33%	32%

The cost of the closet: retention & turnover

As result of working in an unwelcoming environment

Searched for a different job

26% LGBTQ+ workers

36% transgender and non-binary workers

Left a job

28% LGBTQ+ workers

37% transgender and non-binary workers



Remedies: **Start a Conversation**

- What is the most surprising finding? What is the least?
- Which teams at your organization do you think most need to hear these results?
- Would your organization (or Employee Resource Group or Diversity & Inclusion teams) consider adopting a climate survey to assess your workplace for LGBTQ+ experiences?
- How does your organization deal with unconscious or subtle bias in the workplace?

Equality Rising:

**LGBTQ+ Workers
and the Road Ahead**



**Read the FULL
report here:**

hrc.im/equalityrising

CEI Schedule Update



CEI 2023 Schedule Review

Thank you for submitting the 2023 CEI survey!

CEI 2023 Schedule Moving Forward:

- CEI Survey Validation: September 2023
 - WEP team will review your survey
 - WEP team will email survey submitter with any questions

The 2023 CEI Report will release in November 2023.

THANK YOU!



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