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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

- **CEI 2023 Schedule Review**
- **State Legislative Update**
- **Count Us In Pledge and Webinar Series**

# *CEI 2023 Schedule Review*



# CEI 2023 Schedule Review

***Thank you for submitting the 2023 CEI survey!***

## **CEI 2023 Schedule Moving Forward:**

- CEI Survey Validation: July through September 2023
  - WEP team reviews your survey
  - WEP team will email survey submitter with any questions
  - Ample time provided for updates

**The 2023 CEI Report will release in November 2023.**



# CEI: Confidentiality Commitment

## Our Confidentiality Commitment to You

As part of the Corporate Equality Index (CEI) survey we collect a variety of information from businesses, some of which may be considered confidential in nature. The Human Rights Campaign Foundation limits access to such information to its employees or consultants who are subject to confidentiality obligations. We will not disclose Confidential Information to third parties, unless prior authorization is received from . "Confidential Information" means non-public information submitted by to the Human Rights Campaign Foundation as part of the Corporate Equality Index, including, for example, employee policies practices and benefits documentation, diversity and cultural competency training, marketing information, business policies and procedures, internal committee structures and membership and other documents submitted or made available to Human Rights Campaign Foundation in response to the CEI Survey.



# CEI: Submitting the Survey

## CEI WEP Test Account A

- 2023 CEI Survey
  - ✓ Welcome
  - ✓ Navigating the Survey
  - ✓ Survey Contact Information
  - ✓ General Business Information
  - Workforce Protections
    - ✓ Employment Non-Discrimination/Equal Employment Opportunity Policy
  - Inclusive Benefits
    - Inclusive Spousal and Domestic Partner Benefits
    - Transgender-Inclusive Benefits
    - LGBTQ+ Benefits Guide
  - Supporting an Inclusive Culture
    - LGBTQ+ Internal Training and Accountability
    - Inclusive Culture Best Practices
  - Corporate Social Responsibility
    - Outreach and Engagement Efforts to Broader LGBTQ+ Community
    - LGBTQ+ Corporate Social Responsibility
  - Supplemental Information
  - Progress & Score
    - Preliminary Scoring
  - Submitter and Contributor Information**
    - Survey Progress Check and Survey Submission

## 2023 CEI Contributors and Official Submitter

Have all survey contributors' names been captured?

Contributor	Name	Email	Contact Type
Contributor 1	Marcos Garcia	marcos.garcia@hrc.org	CEI Survey Primary Contact
Contributor 2			
Contributor 3			
Contributor 4			
Contributor 5			

Please review the contributor information in the table above. Have all of the contributors signed in and are all of the names and email addresses correct? Please double check to make sure that each person's email is correct.

- ☐ Yes, all of our contributors have signed in and the information above is correct
 ☐ No, I need to go back to the Contributor section to make some changes

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# *Legislative Update*

# Current State Legislative Stats

- 12 states, DC & PR are currently in regular session as of June 9
  - In regular session: AZ, CA, DE, MA, MI, NC, NH, NJ, OH, OR, PA, WI
- 3 states are currently In special session: ME, OK, TX
  - Session ended: AK, AL, AR, CO, CT, FL, GA, HI, IA, ID, IN, KS, KY, LA, MD, MN, MO, MS, MT, NE, NV, NY, ND, NM, RI, SC, SD, TN, UT, VA, VT, WA, WV, WY
- Harmful anti-LGBTQ+ bills enacted: 80
- Pro-LGBTQ+ bills passed: 26
- HRC is currently tracking over 1,100 pieces of potentially LGBTQ+ related legislation introduced or pending in 2023 state legislative sessions.
  - 229+ Support
  - 316+ Watching
  - 557+ Oppose
  - 225+ are anti-trans including
    - 125+ gender-affirming care bans,
    - 45+ sports bans, and
    - 30+ “bathroom” bills
  - 35+ are religious refusals
  - 45+ are anti-drag performance bills
  - 100+ are curriculum censorship bills



# *“Count Us In” Campaign*

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<https://www.hrc.org/campaigns/count-us-in>



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## Count Us In pillars:

- Advocate
- Amplify
- Educate

<https://www.hrc.org/campaigns/count-us-in>



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# Activate: Count Us In Pledge

- Since 2015, state lawmakers have introduced more than 1,700 pieces of anti-LGBTQ+ legislation, with an increasing number enacted each year – over 70 in 2023.
- Many businesses are facing pushback for standing in solidarity with the LGBTQ+ community.
- We have partnered with GLAAD asking employers to reaffirm support of LGBTQ+ inclusion and equality by joining together in our Count Us In pledge.
- There is still time to participate in the Pledge!

<https://www.hrc.org/campaigns/count-us-in>



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# Educate: Count Us In Webinar Series

- A specific focus on transgender and non-binary workplace inclusion.
- The first webinar topics include:
  - LGBTQ+ History: Trailblazers and Innovators
  - Getting Serious About Trans Rights: A Roadmap for Employers
  - Supporting the Trans and Nonbinary Community in the Workplace and Beyond
- Most sessions will run for 30 to 60 minutes and will take place on the second Monday of each month at 3pm ET.

**The link to register will be sent after today's webinar**



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***THANK YOU!***



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