



HUMAN
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FOUNDATION

THE LOOK FORWARD



2023 CEI Educational Series

LGBTQ+ Corporate Social Responsibility:

**Supplier/Vendor Non-Discrimination Standards
and
Philanthropic Giving Guidelines**



Welcome to The Look Forward

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

- 2023 Educational Series every other Monday – next session – July 18th
- 50 Minutes (Including Q&A)

Purpose of this Webinar: Policy – Training – Best Practices

- 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



Who's this for?

- HR professionals
- D&I professionals
- LGBTQ+ Employee Resource and Affinity Group members
- Executive Sponsors of LGBTQ+ employee groups
- Other stakeholders in workplace inclusion



How to engage...

This is a recorded Presentation followed by Q&A

- Microphones are automatically muted
- Type in your questions via the Q&A function

Recording and all slides will be shared with attendees



FAQs before we get started

- *All slides and resources will be shared with attendees*
- This session is being recorded
- There will be no CEI survey during the 2022 calendar year
- The 2023 CEI survey will be open in Spring 2023
 - Employers will have 3 months to complete the survey
- All changes need to be in place by the submission deadline in 2023



Today's Agenda

- **Breakdown the 2023 CEI Criterion: LGBTQ+ Corporate Social Responsibility**
 - Supplier/vendor non-discrimination standards
 - Philanthropic giving guidelines
- **Q&A**



Today's Agenda

PLEASE NOTE:

Today's presentation will be about **Supplier/Vendor Non-Discrimination Standards and Philanthropic Giving Guidelines**

For a more general overview of the criteria changes:

- Watch our 2023 CEI Informational Webinar
- Check out the 2023 CEI Criteria Toolkit or
- Review the CEI criteria webpage
- *All of these resources are included in the follow-up email*



LGBTQ+ Corporate Social Responsibility

- Worth 5 points total - no partial credit
- Must meet both to receive points
 - Supplier/vendor non-discrimination standards
 - Philanthropic giving guidelines

LGBTQ+ Corporate Social Responsibility

Supplier/Vendor Non-Discrimination Standards



LGBTQ+ CSR: Supplier/Vendor Non- Discrimination Standards

- **IF/Then** criteria
 - **If** your company has supplier/vendor standards that include non-discrimination expectations **THEN** those must include “sexual orientation” and “gender identity”
 - Typically these standards are laid out in supplier/vendor contracts
 - **IF** your company does not have existing supplier/vendor standards of non-discrimination **THEN** you DO NOT need to create them
 - However, consider doing this as they clearly delineate expectations



LGBTQ+ CSR: Supplier/Vendor Non-Discrimination Standards

Why is it important to have these standards?

- Again consider a 360 approach to non-discrimination
- These standards ensure your own workforce has a consistent experience



LGBTQ+ CSR: Supplier/Vendor Standards - Example

Note that you will submit a copy of your Supplier/Vendor Standards for validation in the survey.

*[BUSINESS] requires that the Supplier shall not discriminate against an employee, volunteer, or participant of the Supplier on the basis of race, color, gender, pregnancy, marital status, familial status, **sexual orientation, gender identity or expression**, religion, ancestry, national origin, disability, or age except that programs may target services for specific participant groups as defined in the Request for Proposal or Response to the Request for Proposal. Additionally, agencies receiving funds shall demonstrate the standards, policies, and practices necessary to render services in a manner that respects the worth of the individual and protects and preserves the dignity of people of diverse cultures, classes, races, religions, **sexual orientations, gender identities or expressions** and ethnic backgrounds. It is expressly understood that upon receipt of evidence of discrimination under any of these categories, [BUSINESS] shall have the right to terminate this Agreement. If the Supplier or any owner, subsidiary, or other firm affiliated with or related to the Supplier, is found by the responsible enforcement agency or the courts to be in violation of this agreement or applicable laws, [BUSINESS] will conduct no further business with the Supplier.*

-- Sample language courtesy of a large Southern health system



LGBTQ+ Corporate Social Responsibility

Philanthropic Giving Guidelines



LGBTQ+ CSR: Philanthropic Giving Guidelines

- A company must implement internal requirements prohibiting philanthropic giving to **non-religious** organizations that have an **explicit** policy of discrimination on the basis of **sexual orientation and gender identity**
 - This policy can refer to the company's standing non-discrimination policy (as long as that reference is specific and the non-discrimination policy is publicly available)

Non-Discrimination Policy

Neither the Foundation nor the Company will provide support to organizations which, in their constitution or practice, discriminate against a person or group on the basis of:

- age
- political affiliation
- race
- national origin
- ethnicity
- gender
- gender identity
- disability
- sexual orientation
- religious belief



LGBTQ+ CSR: Philanthropic Giving Guidelines

Why is it important to set these guidelines?

- No company would want to inadvertently support an organization whose mission or practice undermines its own values and commitments

Some ideas for implementation

- Have potential recipients attest to or submit their current policies
- Have a pre-approved list of recipients



Key Takeaways

LGBTQ+ Corporate Social Responsibility

- No partial credit
- Existing non-discrimination standards must include sexual orientation *and* gender identity
- Giving guidelines – internal documents, prohibit giving to non-religious orgs with explicit discriminatory policies



Next Session Details:

**Monday, July 18th
@ 3pm EST**

June 20th and July 4th sessions CANCELED

Questions?

Please use the Q&A function to ask your questions!

cei@hrc.org

THANK YOU!



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