



DEI & YOU
— CONSULTING —

Your Diversity, Equity, and
Inclusion Partner

DEI & You Consulting

HIRING AND RETAINING DIVERSE TALENTS:

LGBTQIA+



A vertical bar on the left side of the page, composed of several vertical stripes in the colors of the rainbow: purple, blue, green, yellow, orange, and red.

THE TABLE OF

Contents

- 1-2** About DEI & You Consulting
- 3** Why is DEI important for LGBTQIA+ Employees & Companies
- 4** LGBTQIA+ Discrimination Statistics
- 5-6** Recruiting LGBTQIA+ Talent
- 7-8** Retaining LGBTQIA+ Talent
- 9** What's next?

ABOUT DEI & YOU CONSULTING



Our Mission



Unlock individual and structural potential of your organization by creating an efficient, equitable and inclusive culture for all to thrive.

Our Values



Be Bold
Be accountable
Embrace Collaboration
Make a difference every day

Your Benefits

By fostering diversity, equity, and inclusion (DEI), our incremental approach enables greater collaboration, innovation, and tangible business value.





DEI & You Consulting can help evolve your organization's diversity, equity and inclusion strategies

We are here to support you:

- ✓ **Assessing**
- ✓ **Implementation**
- ✓ **Tracking**
- ✓ **Optimization**



WORKSHOPS, TRAINING AND FACILITATION

We equip your teams, leaders, and stakeholders with the skills to mitigate bias, foster equity and inclusion.



ADVISORY CALL

We provide an on-call advisory service for all emergent and general DEI needs and questions.



CONSULTING SERVICES

We developed a data-drive 3-step process to boost your busienns performance: audit, strategy, and implementation.



DEI LEADERSHIP COACHING

In our 1:1 coaching sessions, we supply executives with resources and training to support DEI efforts that enhance collaboration and business value.



DEI & YOU DISCUSSIONS

We aim to empower people by creating safe spaces for honest, compassionate, and interactive discussions.



Why is DEI important for LGBTQIA+ Employees & Companies

Diversity, equity, and inclusion are essential for organizations. According to a 2020 McKinsey Report, diverse companies are more likely to outperform their less diverse counterparts in profitability. Other benefits of having a diverse, equitable, and inclusive work environment include more innovative and creative ideas, employees feeling safer, talent retention, an increase in client lifecycle, and better business outcomes. These drive better results for companies overall.

The LGBTQIA+ community is an underrepresented group in the workplace and often feels like an “only” in work environments thus are more likely to experience microaggressions, and feelings of unwelcomed, and are more likely to cover their identity. The trans community experiences some of the most significant barriers in the workplace and feels far less supported than their cisgender colleagues.

Colleagues, teammates, and leaders play a crucial role in how members of underrepresented groups, such as the individuals in the LGBTQIA+ community, feel in the workplace and how inclusive an environment is.



Companies in the top quartile of diversity outperformed companies in the fourth quartile by

25%

McKinsey, 2020



LGBTQIA+ Friendly companies have higher profitability and higher stock market valuations

Forbes, 2021



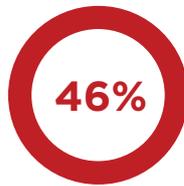
75% of employees, customers, and investors believe that diversity is a value or priority for their organization

PWC, 2017



Sexual Harrassment

LGBTQIA+ employees have experienced sexual harassment at work, and 1 in 5 have reported physical harassment.



Unfair Treatment

LGBTQIA+ employees have reported experiencing some form of unfair treatment due to their sexual orientation or gender identity.

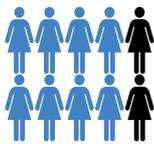


Trans Employees

Trans employees face some of the most significant barriers as they are twice more likely to hear sexist jokes about gender and fear for personal safety.

LGBTQIA+ Women Experience

LGBTQIA+ women experience more inappropriate comments and sexual harassment at work.



80%

of LGBTQIA+ women experience microaggressions.



50%

have heard sexist jokes/comments about people of their gender.



58%

have experienced some form of sexual harassment



21%

have felt pressured to participate or play along in sexual discussions, humor, or actions.



22%

have experienced obscenity or sexually explicit comments directed toward them

LGBTQIA+ DISCRIMINATION STATISTICS

While DEI initiatives have become important corporate agendas for companies worldwide, many LGBTQIA+ employees continue to face uncomfortable work environments, discrimination, isolation, and in some instances, danger. Some of the most prominent discrimination, harassment, and isolation experienced by LGBTQIA+ employees are sexual harassment, unfair treatment, identity covering, and more.





Recruiting LGBTQIA+ Talent

Recruiting diverse talent such as LGBTQIA+ individuals is a multifaceted process and goes beyond gestures of support for LGBTQIA+ issues. To recruit LGBTQIA+ talent, DEI & You Consulting has outlined the following.

COMPANY CULTURE & THE ENVIRONMENT

Leaders play a critical role in staying up to date with current issues that the LGBTQIA+ community is facing and educating their teams. Creating a more welcoming company culture and environment assist in reducing microaggressions and unconscious bias while promoting respect toward LGBTQIA+ employees and increasing the likelihood of employees to “buy-in” on DEI initiatives. Additionally, it leads to an overall increase in retaining diverse talent due to the company having a greater appeal for LGBTQIA+ talent.

LGBTQIA+ FRIENDLY POLICIES & INCLUSIVE BENEFITS

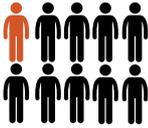
Organizational policies need to be clear and transparent about their LGBTQIA+ policies. Examine and strengthen company policies to promote a comfortable and safe environment for your LGBTQIA+ employees. Implementing policies and benefits that support the LGBTQIA+ community signifies that your company stands with the LGBTQIA+ community.

AVOID DISCRIMINATORY PRACTICES IN INTERVIEWING

Utilize inclusive language and anonymize all identifying information from candidates' applications. Blind resume screenings and removing names, gender signifiers, and more will help reduce unconscious bias during the hiring process.



20% of LGBTQIA+ American employees reported experiencing discrimination based on gender identity or sexual orientation while applying for jobs.



1 in 10 LGBTQIA+ individual remove items or omit items from resumes to conceal their sexual orientation or gender identity.

HOW TO WELCOME MEMBERS

When welcoming LGBTQIA+ employees use inclusive language without making assumptions about their personal life. If LGBTQIA+ colleagues or employees disclose their personal life and relationship, refer to them, in the same manner, you would with others. Do not force/pressure an employee to come out at work as many LGBTQIA+ have to come out multiple times if they are out at work. Display visible support for the LGBTQIA+ community.





Retaining LGBTQIA+ Talent

Organizations tend to emphasize the recruitment of diverse talents such as LGBTQIA+ talents and fail to keep those talents due to the lack of attention to retaining them. Retaining diverse talent is just as important as recruiting diverse talents.

Toxic culture to psychological safety

Toxic work culture is typically hostile, cliquy, and filled with gossip, mistrust, and selfishness that inturns create dysfunctional communication and can deteriorate employees' mental health. Psychological safety is where all employees can bring their whole selves to work without hiding, censoring, or concealing a part of their identity.



83% of LGBTQIA+ individuals downplay their differences at work, covering a part of their identity.



46% of LGBTQIA+ employees have not disclosed their LGBTQIA+ identity to their employers



Being an ally

Taking the extra step to “microsupport” employees, such as using the terms “partner”, “spouse”, or “friend” rather than gender specific language such as “wife” or “boyfriend”. Using the correct pronouns when interacting with an LGBTQIA+ employee helps in reducing microaggressions. Furthermore, being a visible supporter gives a subtle but powerful form of support to LGBTQIA+ colleagues and employees.

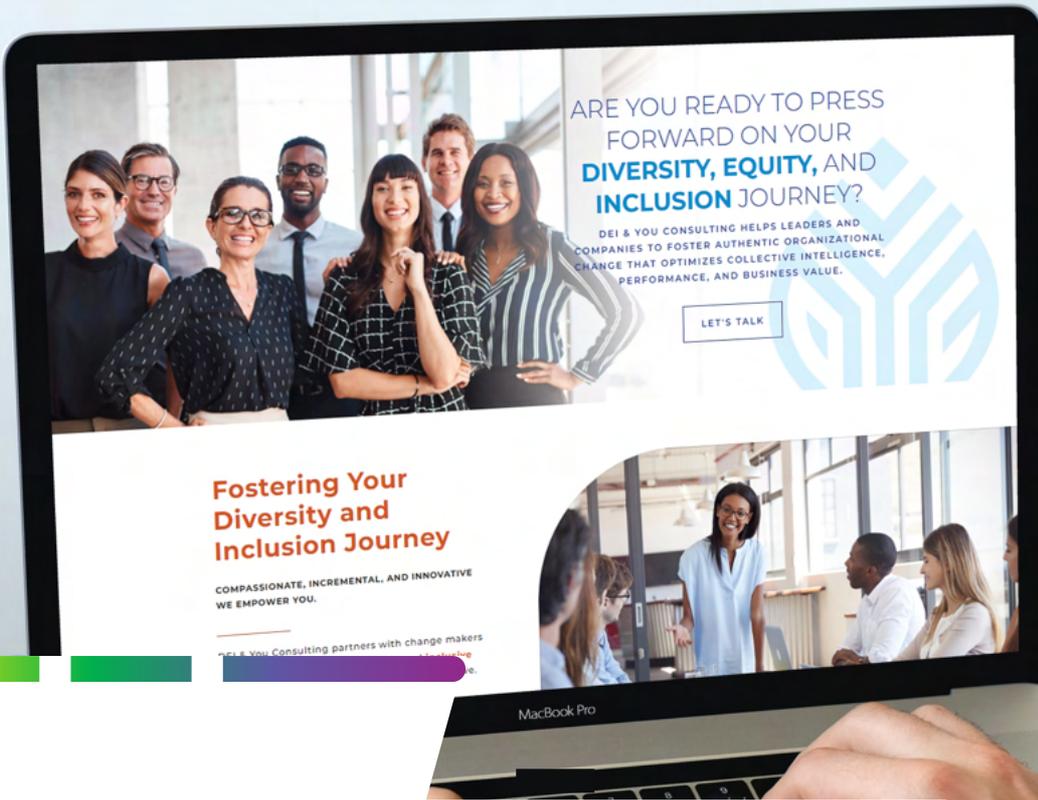
Foster inclusivity

Providing support and resource groups for your LGBTQIA+ talent and creating consequences for employees who fail to treat LGBTQIA+ colleagues with respect, violating company’s policies, will build a sense of belonging and strengthen your inclusivity initiatives.



25% of LGBTQIA+ talent have reported that they have stayed in their current company due to their company’s inclusive workplace.





What's next?

Get in touch today with DEI & You Consulting to further your Diversity, Equity, and Inclusion (DEI) milestones and to better support your LGBTQIA+ employees.

Be sure to check our LGBTQIA Starter Kit for engaging, exclusive resources, available on June 16th, 2022 on our website.

Reach Out today!

It Starts with Changing Your Behavior!

"It may seem like a drop in the ocean, but with ongoing action you will first see a positive impact for your talent, then a broader financial impact for your company and eventually society as a whole."

Dolores Crazover

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