



LGBT

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LGBT Diversity Show Me The BUSINESS CASE

2015 Launch edition

DRAFT ONLY - FINAL REPORT WILL VARY

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INTRODUCTION

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WELCOME

About LGBT2020

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IAN JOHNSON
Founder and CEO
Out Now

LGBT2020

About LGBT2020

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Founder and CEO
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WHY THIS MATTERS



“The experience of an LGBT person in the liberal enclaves of London or New York is the exception rather than the rule.

By mapping the different experiences of LGBT minorities around the world, Out Now’s LGBT2020 research initiative will make an important contribution to the campaign for worldwide acceptance and inclusion.”

LORD BROWNE OF MADINGLEY
Former CEO of BP
Author of *The Glass Closet*
GlassCloset.org

LEADERSHIP

The power of friends

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Presenting Sponsor



Leaders



Champions



Allies



Power of Diversity



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CHRISTIANE BISANZIO
Group Chief Diversity & Inclusion
Human Resources Director , AXA

MARK PEARSON
CEO
AXA US



LGBT2020 BUSINESS CASE DATA NOTES

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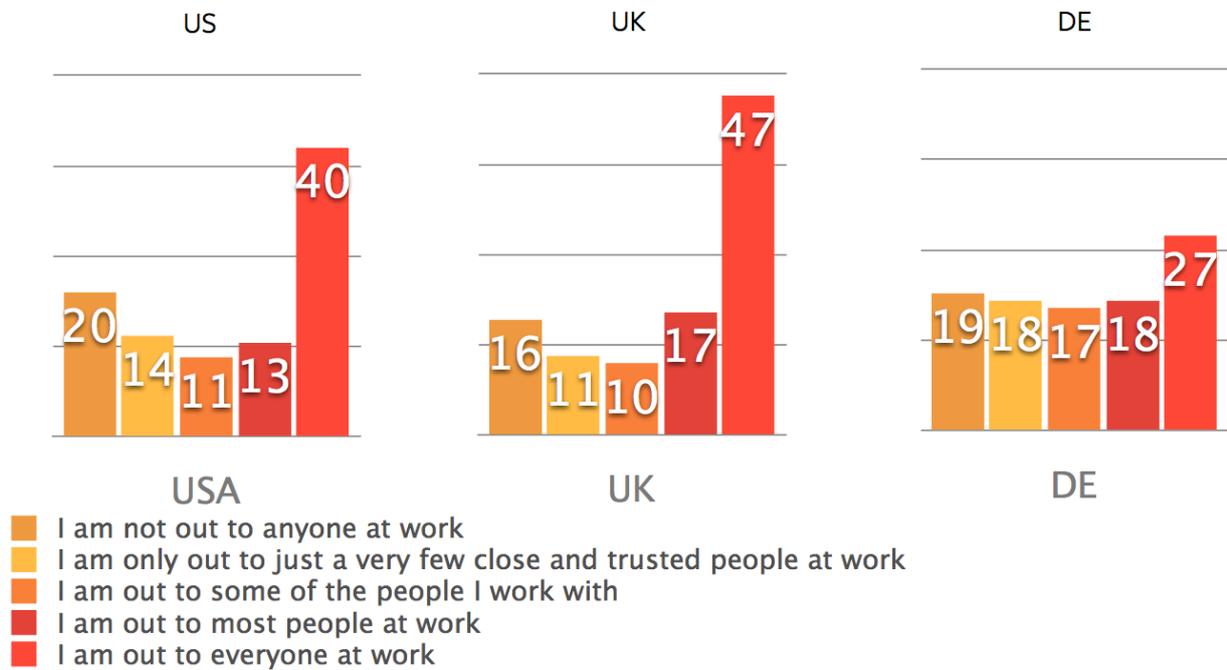
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OUT AT WORK



Q9: How out are you at work?

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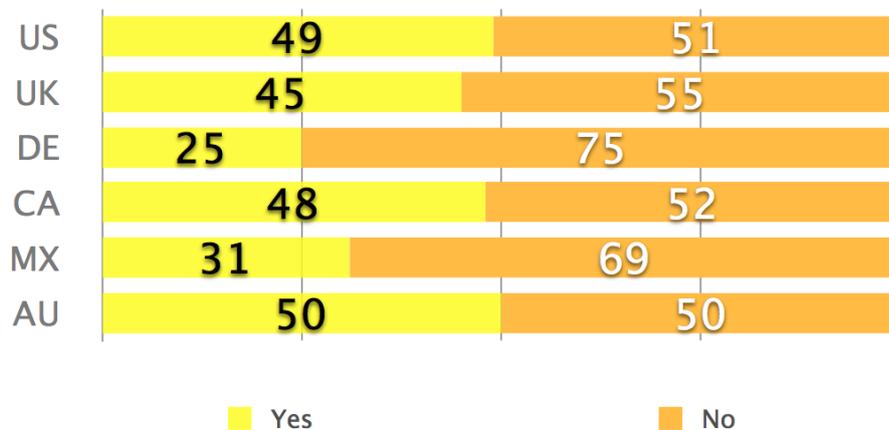
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HOMOPHOBIA

Q11 IF YOU ARE WORKING AT THE MOMENT, HAVE YOU SEEN OR HEARD ANYTHING AT WORK IN THE LAST YEAR THAT YOU THINK IS HOMOPHOBIC?



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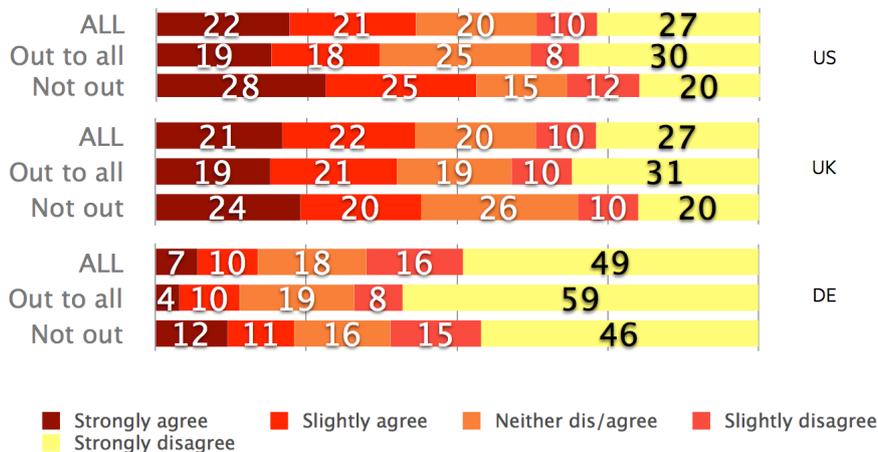
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STAY OR GO?

I'M THINKING OF LEAVING THIS JOB IN THE FUTURE



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DOLLARS & SENSE



LGBT
DIVERSITY
SHOW ME THE
BUSINESS CASE



250,000 STAFF

15,000 LGBT

3,150 NOT OUT

347 DIFFERENCE

Core business LGBT budget:
USD\$3million - USD\$26million

LGBT
2020

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DOLLARS & SENSE



10,000 STAFF

600 LGBT

60 PER YEAR DIFFERENCE

COST TO REPLACE STAFF: UP TO £5,000 - £30,000 EACH

Source: Oxford Economics

Annual Saving to business:

£300,000 – £1.8million

USD\$480,000 - USD\$2.9million



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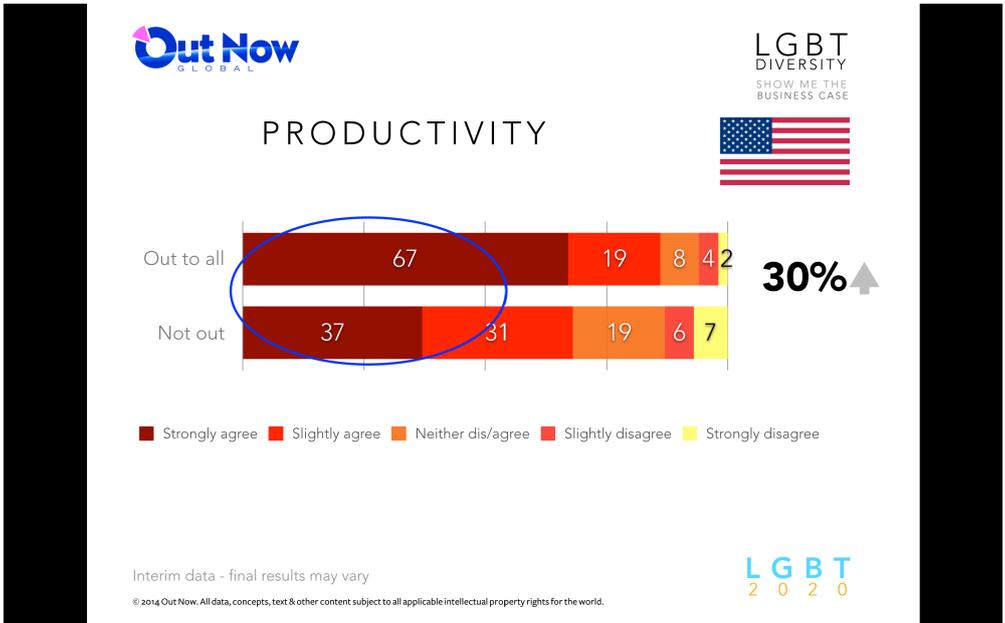
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PRODUCTIVITY



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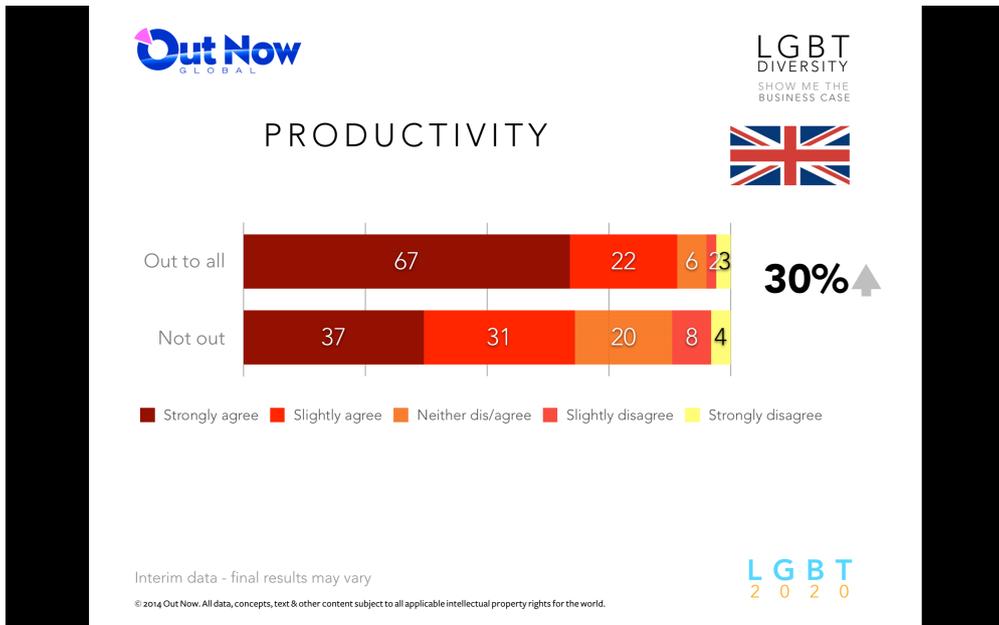
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SURVEY QUESTIONS

How many work colleagues would you count as “allies”?

How out are you as an LGBT person at work?

Does your work have an LGBT employee staff network group?

Agree/Disagree

- If I come out at work I think it might have an effect on my prospects for future promotions
- I’m thinking of leaving this job in the future
- I feel my work colleagues treat me with respect as a productive and valuable member of the team
- I’m supported professionally, but I don’t feel supported as an LGBT individual at work
- I’m thinking of leaving this job in the future
- This is a workplace entirely free of homophobia

If you were looking for a new job, how important would it be that there was a supportive environment for LGBT people?

Have you experienced harassment at work during the past 12 months because you were thought or known to be lesbian, gay, bisexual or transgender (LGBT)?

If you are working, what size is the organisation you work for?

Business Case measurement

Compares response from people who are “Out to all” at work compared to “Not out at all” respondents. Metrics relating to impacts on teamwork, productivity and plans to stay/leave current role are analysed.

METHODOLOGY

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