

LGBT DIVERSITY COMPANY HEALTH CHECK

Our online toolkit provides companies with a comprehensive, confidential and free self assessment of their LGBT diversity performance.

Log on to www.excellenceindiversity.ie today

- Measure your diversity performance against best practice standards
- Receive practical guidance on how to develop your diversity practice
- Discover different approaches to designing and implementing your workplace diversity strategy
- Identify short, medium and long term targets to improve performance

GLEN are proud recipients of the 2010 'People of the Year' award for our

"relentless work in enabling Irish people to move closer to a society that respects all of its citizens equally"



glen
gay + lesbian
equality network

**DIVERSITY
CHAMPIONS**

Performance

Retention and
Recruitment

Reputation

Compliance

"IBM wholeheartedly endorses the value of Diversity Champions. It allows participating organisations to get an independent assessment of their LGBT diversity policies and practices. It provides us with an incentive to improve."

Peter O'Neill, Country Manager, IBM Ireland

HOW CAN I JOIN?



Contact **Davin Roche**,
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**IRELAND'S WORKPLACE DIVERSITY PROGRAMME
ASSISTING EMPLOYERS WITH THE INCLUSION OF
LESBIAN, GAY, BISEXUAL AND TRANSGENDER EMPLOYEES.**

Diversity Champions Programme – Diversity Champions is Ireland’s first and only not-for-profit workplace programme designed specifically to assist Irish employers with the inclusion of lesbian, gay, bisexual and transgender employees.

THE BUSINESS CASE FOR BECOMING A DIVERSITY CHAMPIONS PROGRAMME MEMBER

Did you know? A majority of the Irish workforce comes from one or more diverse grounds including gender, age, sexual orientation and gender identity. Lesbian, gay, bisexual and transgender (LGBT) people make up an estimated 170,000 members of the Irish workforce.

Reputation

Organisational reputation is hugely important and becomes more so as the world becomes more competitive and consumers and service users become more demanding. Addressing issues of sexual orientation and gender identity demonstrates that an organisation is open, creative, courageous and forward-thinking.

Compliance and Risk mitigation

The largest award by the Equality Tribunal for discrimination in employment on the basis of sexual orientation or gender identity is €49,700.

Over 1 in 4 Irish LGBT people surveyed had experienced verbal harassment at work. Almost 1 in 10 missed work as a result.

The Civil Partnership Act requires employers to provide pension and workplace benefits equally to civil partners and married couples.

Performance

Talent driven companies understand that talent and creativity reside in diverse workforces.

Research shows that LGBT employees who are 'out' in safe work environments earn 50 per cent more than their LGBT colleagues who are not 'out'.

Conversely, more than half of gay or lesbian employees facing discrimination report a direct negative work impact.

Recruitment and retention

Retaining expensively trained, nurtured and motivated staff is a key priority in terms of human resources and company reputation.

The values of diversity and inclusion play an increasingly important part in organisation's ability to attract, retain and enhance talent.

In an Irish survey, workplace equality was the single most important equality issue for LGBT people.

Two in five lesbian and gay staff facing discrimination will change careers if the discrimination continues.

Business and Service Opportunities

Organisations whose workforces are diverse better reflect and understand the needs of their customers.

The annual income of LGBT people in Ireland was estimated to be €7.5 billion in 2009.

WHY EMPLOYERS JOIN DIVERSITY CHAMPIONS

Participation in the programme offers you the opportunity to showcase your organisation as a forward thinking, creative employer that attracts and retains diverse talent.

By becoming a member of the programme, your business will be recognised as a Diversity Champion while also supporting business growth and protecting your company through compliance and risk mitigation.

EXCLUSIVE BENEFITS

- **Dedicated client account manager**
- **Best practice seminars** on LGBT workplace diversity
- **Networking events** for your LGBT Network Groups and Allies
- **High quality training** on sexual orientation and gender identity in the workplace
- **Compliance, Risk & Mitigation information**
- Full **access** to *Diversity Champions* publications
- **Targeted recruitment** to the LGBT community
- Access to *Diversity Champions speaker* for company events, launches, diversity celebrations
- Exclusive use of the *Diversity Champions logo*
- An opportunity to **build your brand reputation** and leadership on diversity

Diversity Champions is an initiative of **GLEN - the Gay and Lesbian Equality Network**, one of the leading organisations working for full equality for lesbian, gay and bisexual people. For further information see www.glen.ie.

"In EY we greatly value our relationship with GLEN. As an employer, we need to be able to ensure that there are no barriers to allowing our people perform to the best of their abilities, irrespective of their sexual orientation or gender identity."

Jim Ryan, People Partner, EY

"For me, being able to be "out" in a work environment that is free from discrimination, has made work a much healthier and positive experience."

Margot Slattery, Managing Director, Sodexo

