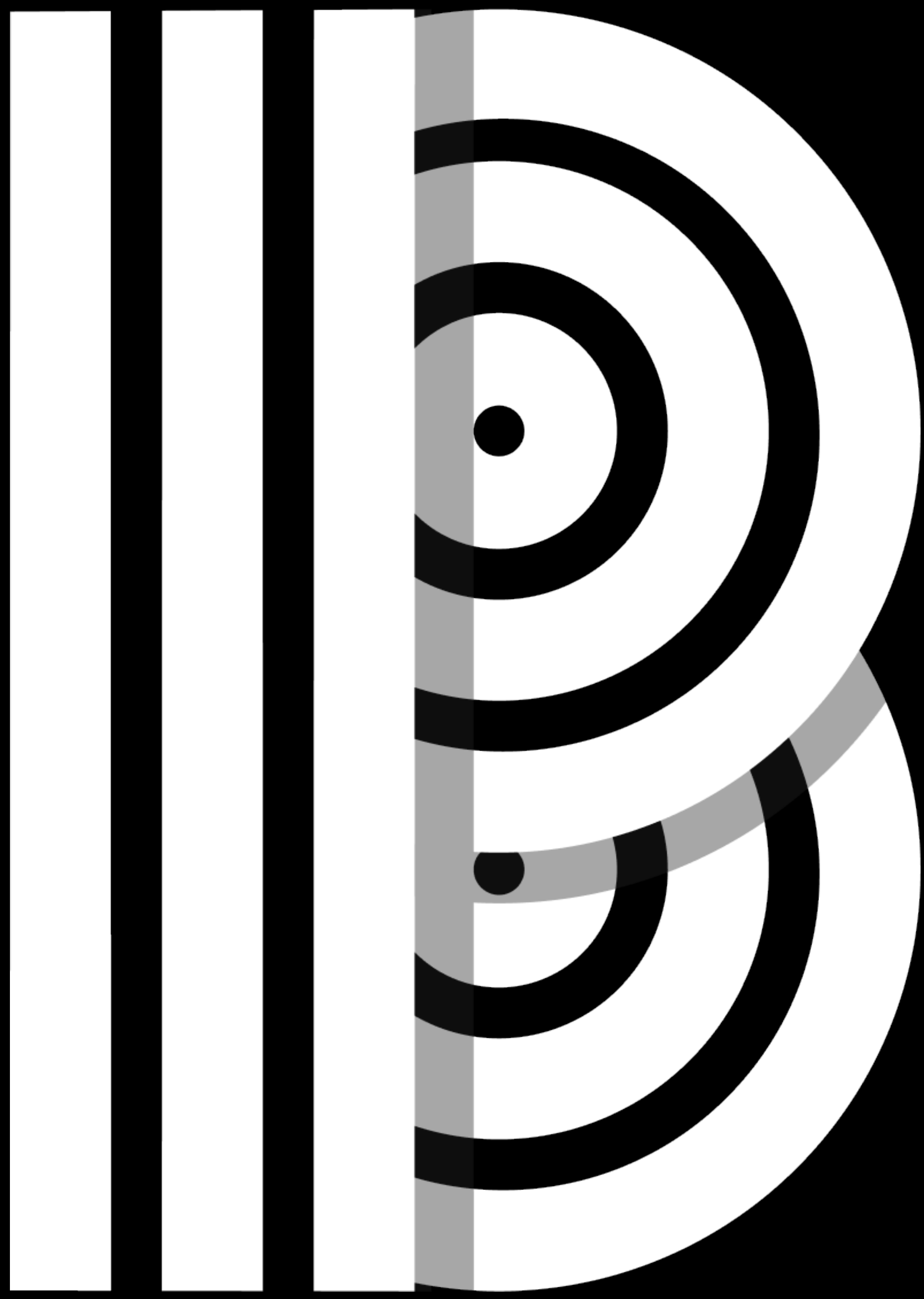


# The Road Ahead: LGBTQ+ Inclusivity in the Workplace

Presented by Blind - June 2020



# The Approach

Pride Month is celebrated during June to commemorate the Stonewall Riots of 1969. While a progress has been made in 51 years, the team at Blind wanted to dive deeper into the nuances of feeling safe when you identify as LGBTQ+, inclusive health and workplace policies, and what LGBTQ+ representation means in the workplace.

We also wanted to uncover what how business leaders can enhance their team and company cultures by comparing data by sexual orientation and gender identity.

86%

76%

64%

- Overall of ~2,000 responses, 86% reported their companies as safe places to work for LGBTQ+ individuals.
- But when looking at responses from the LGBTQ perspective, we see a -10% decline in reporting a safe workplace.
- Additionally, we see a stark decline (-22%) in feelings of safety as we breakdown responses from members of the trans and gender non-conforming community.

## Key Takeaways

- Overall, 86% of those surveyed **feel their company is safe** for LGBTQ+ employees.
  - These numbers decrease as we examine the queer spectrum. This number drops to 76% from those who are LGBTQ. Moreover, we see a -22% decrease when looking at responses from the trans or gender non-confirming community.
- 74% reported that their company provides **inclusive health and family policies** for LGBTQ+ families.
  - We continue to see declines as we take a closer look at members across the queer spectrum. 69% from LGBTQ and 64% from trans or gender non-confirming respondents
- 55% reported felt **represented in upper management** at their company.
  - However, we see notable difference between those who identify as LGBTQ (35%) and trans or gender non-confirming (41%)

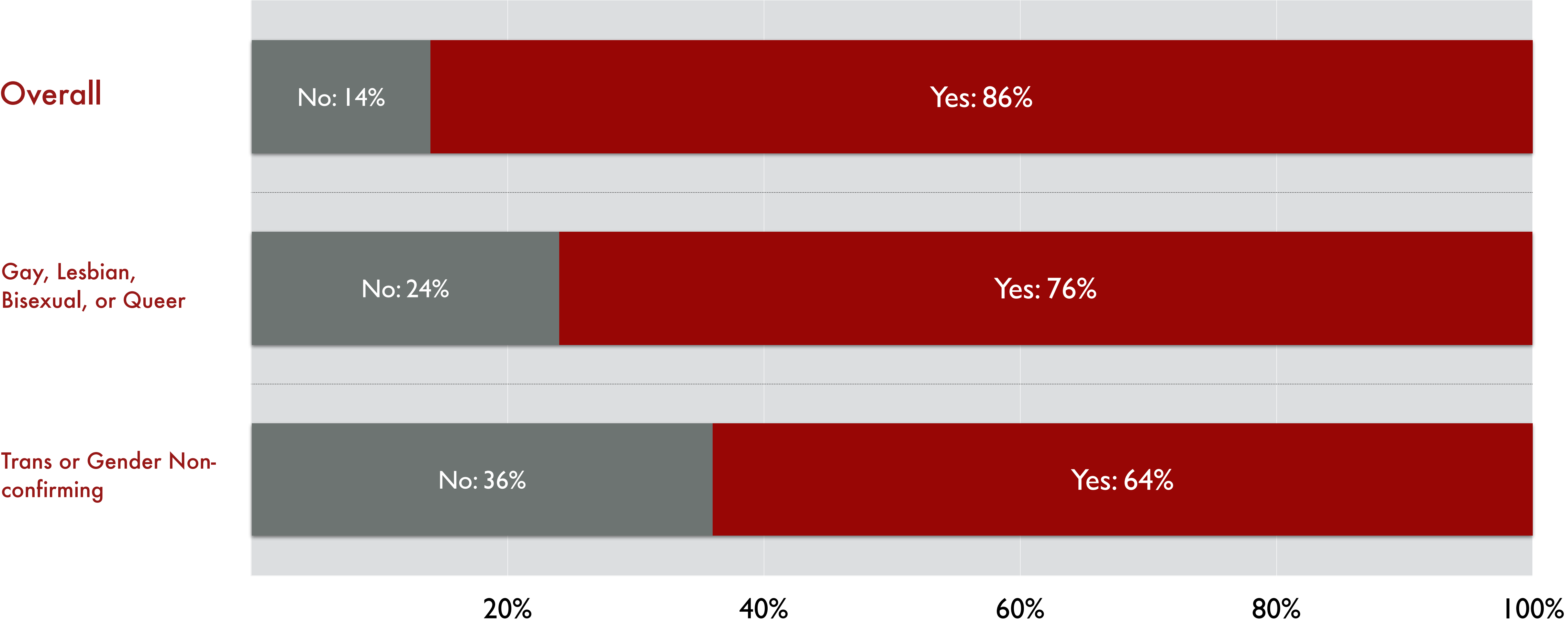
## The road ahead to a *truly* LGBTQ+ equal Workforce

- LGBTQ+ equality is fighting for fundamental workplace rights. It has been less than two weeks since, at a federal level, LGBTQ+ people can not be fired because of who they are. About ~ ten days ago, the US Supreme Court ruled in favor of LGBTQ+ advocates in Title 7 of the Civil Rights Act.
- LGBTQ+ rights are human rights. Maslow defines safety as a basic need, and feeling safe at work is the minimum. While feeling safe is a basic need, the workplace needs to strive for inclusive health and family policies, with career progression opportunities.
- Companies need actionable policies that are more than just progressive on the surface. Professionals need to be able to take care of their health and families, without it being at the expense of their career progression, is the next frontier.
- The LGBTQ+ community is robust and diverse, and the workplace policies also need to be to represent and support the community entirely. While tech companies have a reputation for being progressive, these results remind us of the road ahead field with learning, listening, and action plans. Business leaders have a chance to create a dialogue and feedback loop on these policies to improve continuously

**Feeling Safe at Work**

# Do you feel your company is safe for LGBTQ+ employees?

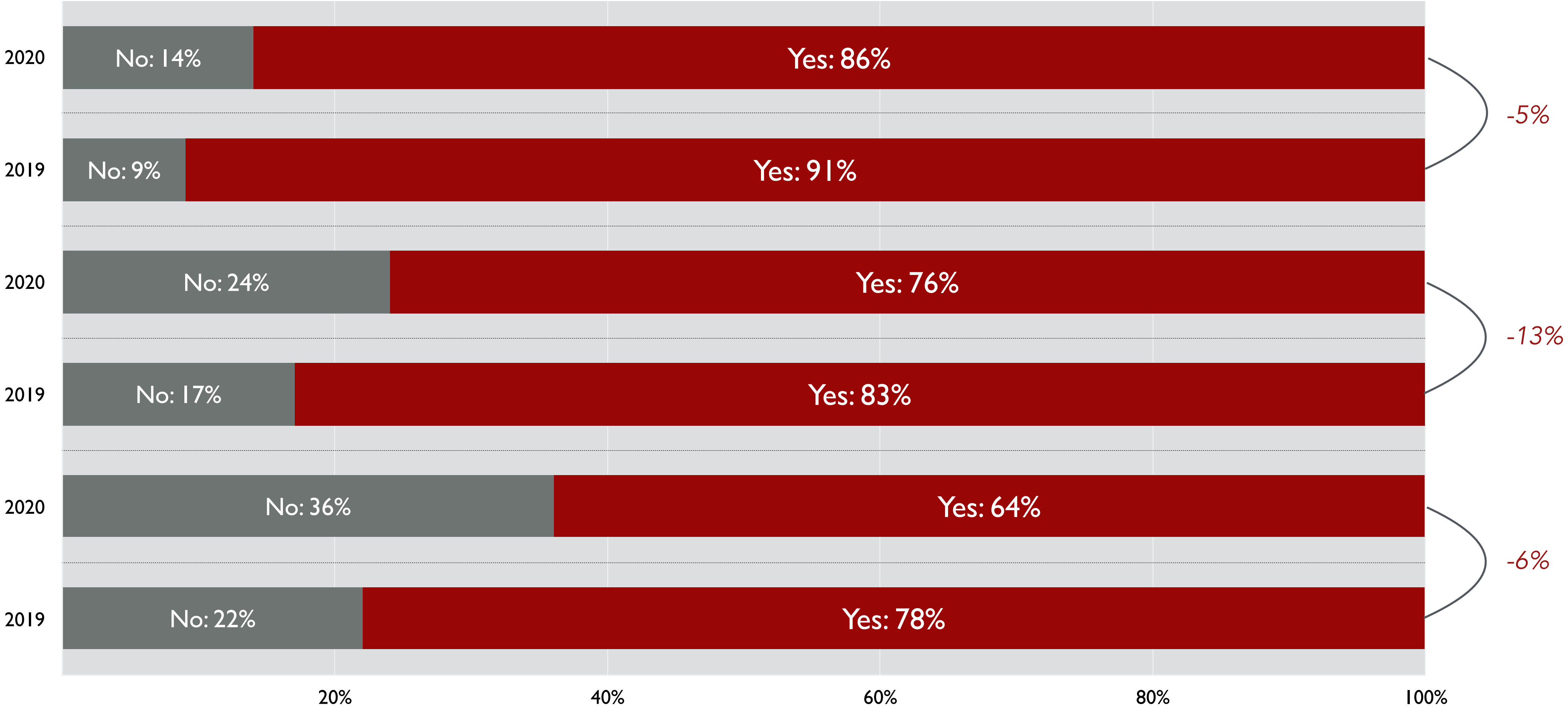
Questions: Do you feel that your workplace is a safe space for LGBTQ+ individuals?



# LGBTQ+ Safety Year-Over-Year

Questions: Do you feel that your workplace is a safe space for LGBTQ+ individuals?

## Overall

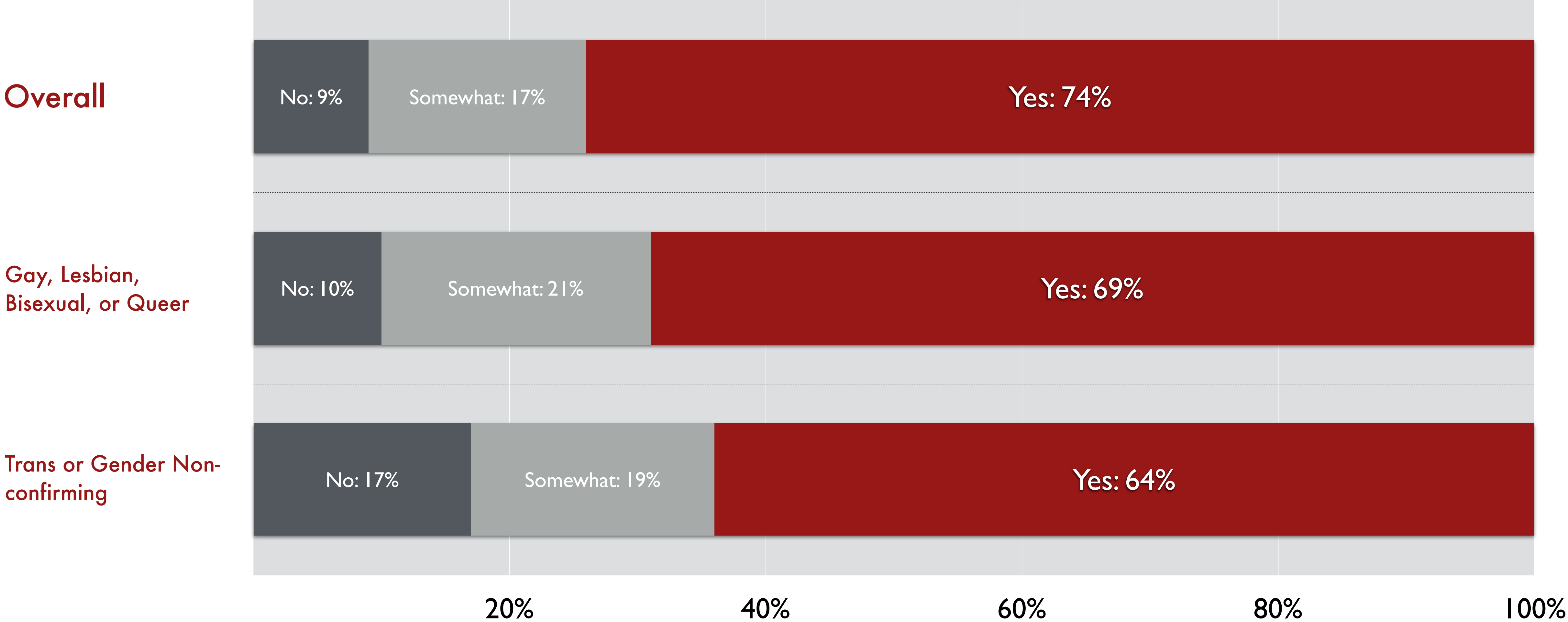




# Feeling included in Health and Family Policies

# Are health and family policies inclusive of LGBTQ+ families?

Questions: Does your company have inclusive family and health policies available for LGBTQ+ employees?



# Feeling Represented in Upper Management

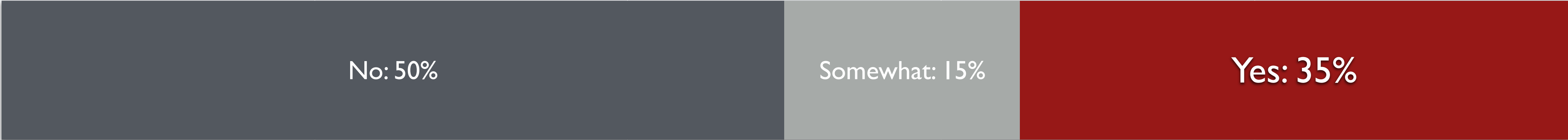
# Representation

Question: Is your sexual orientation or gender identity represented in the upper management / c-level of your company?

Overall



Gay, Lesbian, Bisexual, or Queer



Trans or Gender Non-confirming



20%

40%

60%

80%

100%

# About Blind

## **What is Blind?**

Blind is a trusted community where 3.6MM+ verified professionals connect to discuss what matters most. Professionals anonymously communicate in private community channels and openly users across industries. The community shares advice, provides honest perspectives, discuss company culture, and discover relevant career information.

## **What is Blind's Mission?**

Blind is a platform for change. Our mission towards transparency breaks down professional barriers, empowering informed decisions, and inspiring productive change in the workplace.

**In the COVID-19 era, users have been coming to Blind to talk honestly and freely about the effects across the economy, work, and other aspects of their lives.**

Since the start of the coronavirus pandemic and uncertainty it has caused, the community on Blind has been engaging with others to share questions from their professional and personal lives. Through the freedom that only anonymity can provide, the honest conversations and truths being revealed on Blind are unlike any other social platform. As such, we surveyed our users as new issues unfolded for the past two months. Some of the topics include how [burnout has risen by 12% due to COVID-19](#), or [changes working professionals have made to their 401\(k\) since the height of the pandemic](#), and [how US employment-based health insurance is impacted](#). All survey topics and summaries, plus AMA results can be found on [Blind's blog](#).

For more info, please feel free to email [press@teambblind.com](mailto:press@teambblind.com)

**Thank you!**

