

Understanding the Experience of LGBTQ+ Employees to Drive Positive Change

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Research report
Part 1 - Thematic literature review
November 2017

Understanding
and *measuring*
job quality

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SURVEY REPORT | 2018

UK Working Lives

The CIPD Job Quality Index



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SURVEY REPORT

UK Working Lives

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REPORT | June 2020

**CIPD Good Work
Index 2020**

UK Working Lives Survey



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RESEARCH REPORT | June 2021

**CIPD Good Work
Index 2021**

UK Working Lives Survey

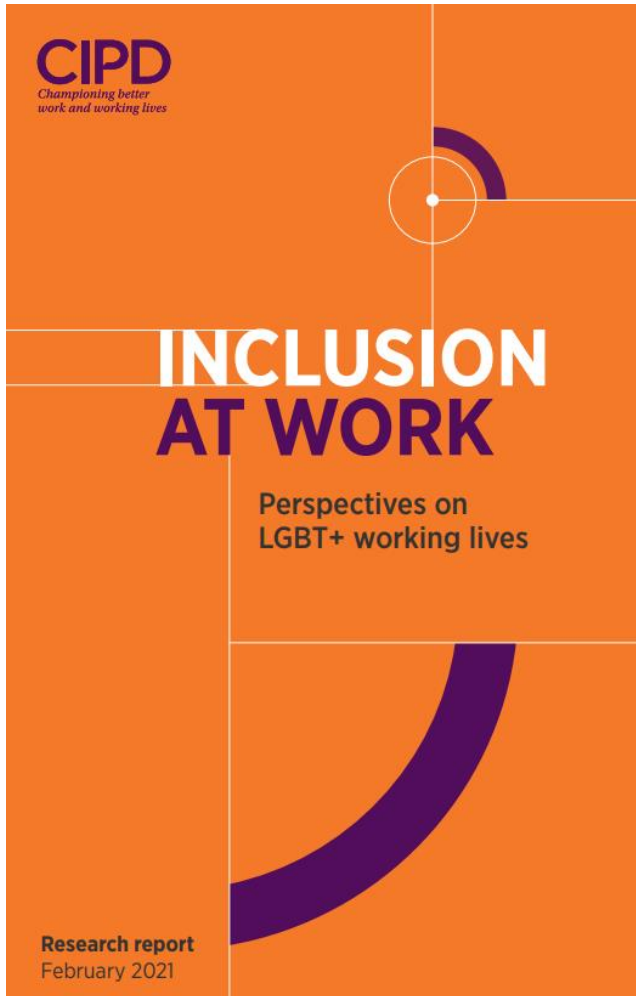


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www.cipd.co.uk/goodwork

Understanding LGBT+ working lives



Four sources of data to better understand the workplace experiences of LGBT+ employees:

- 1) pooled data from our Good Work Index to understand experiences of LGB+ employees
- 2) bespoke survey on trans working lives
- 3) an additional survey on trans allyship
- 4) insights from senior people professional roundtables on LGBT+ inclusion



Three key areas for improvement

Workplace conflict

55% of trans employees, and 40% of LGB+ employees said they'd experience workplace conflict in the past twelve months (compared to 29% of heterosexual employees)

Psychological safety and wellbeing

16% of LGB+ workers, and 18% of trans workers, feel psychologically unsafe at work, compared to 10% of heterosexual workers

Trans inclusive policies and practices

Trans specific training and guidance is often inadequate; almost half of trans employees surveyed said I&D training was inadequate



Inclusive cultures

Is difference valued, or distrusted?

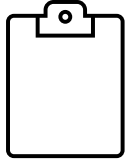
Are policies and practices inclusive?

Who gets a say?

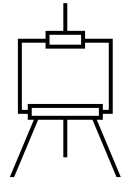
How does the organisation demonstrate commitment to I&D?



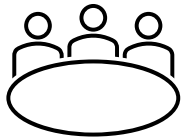
Recommendations



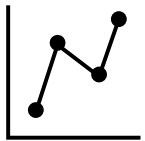
Put LGBT+ inclusive policies and practices in place



Specific training and awareness raising



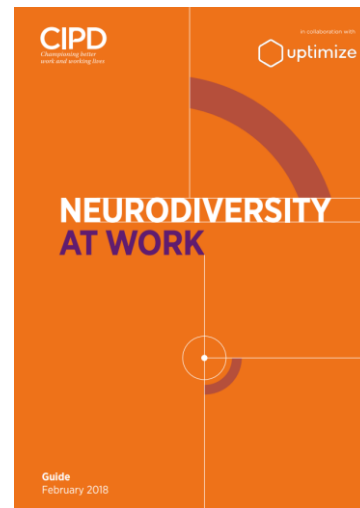
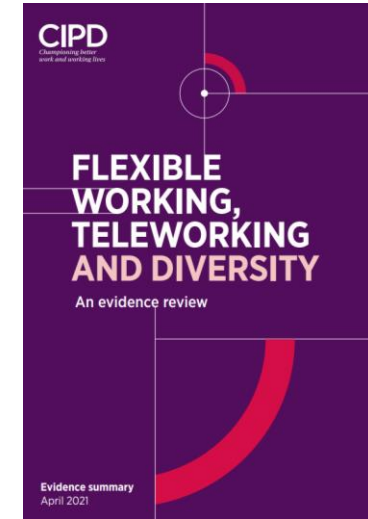
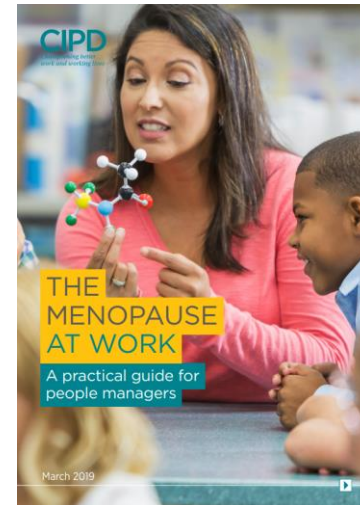
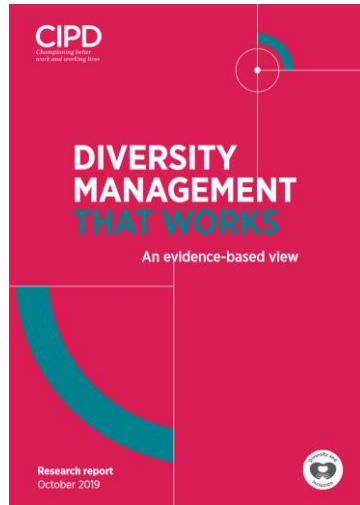
Set the tone from the top



Evaluate data through an LGBT+ lens



CIPD I&D Insight and resources



Thank you

