





Welcome



Advancing Diversity

Unveiling the momentum and
business case for LGBTQ+



Spaniard living in Amsterdam

25+ years IT Consulting 8+ year in I&D
Cloud & Network Geek
Global Inclusion & Diversity



MUSICALS



MEETING
NEW PEOPLE



FLYING



FOODIE



GAY

Let's start with a few questions

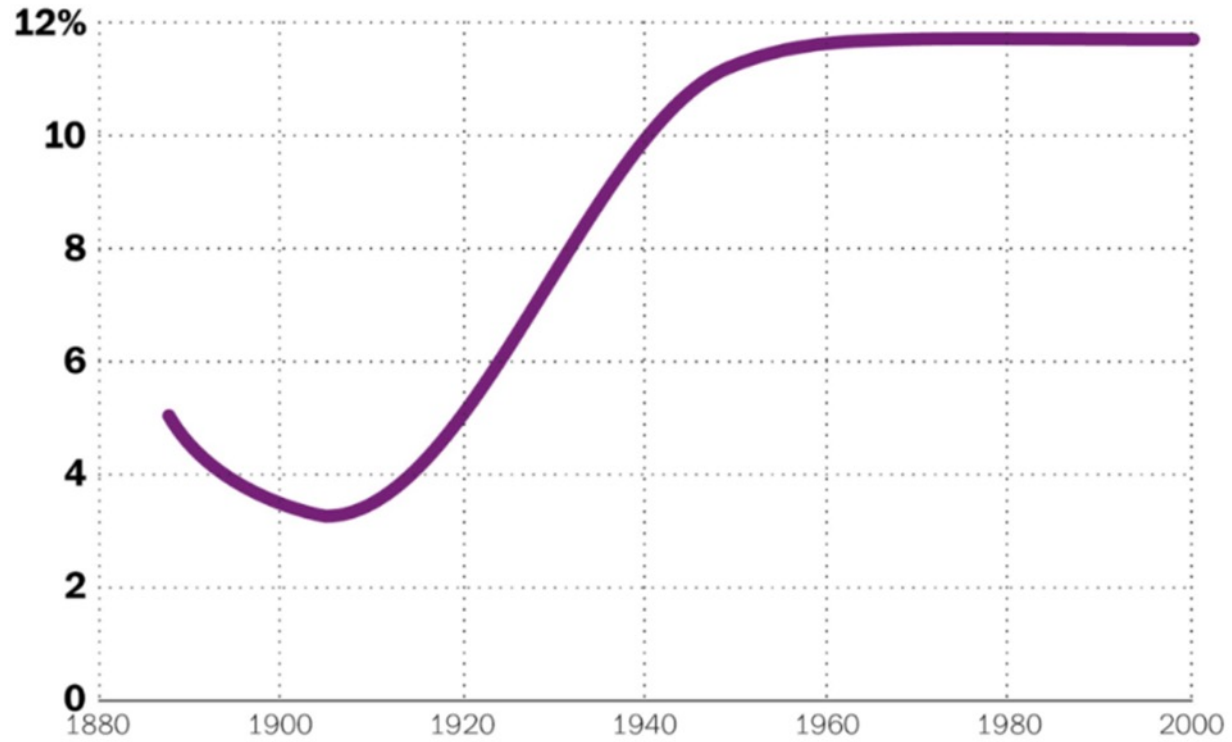


Who is left-handed in this room?



The history of left-handedness

Rate of left-handedness among Americans, by year of birth



WAPQ.ST/**WONKBLOG**

Source: Survey data reported in "The History and Geography of Human Handedness" (2009)



Who thinks they are part of a minority in society?

And you your city?

And at your work?

And in your family?

And you your circle of friends?



How do societies advance in human rights?

Protest

Visibility

Awareness

Education

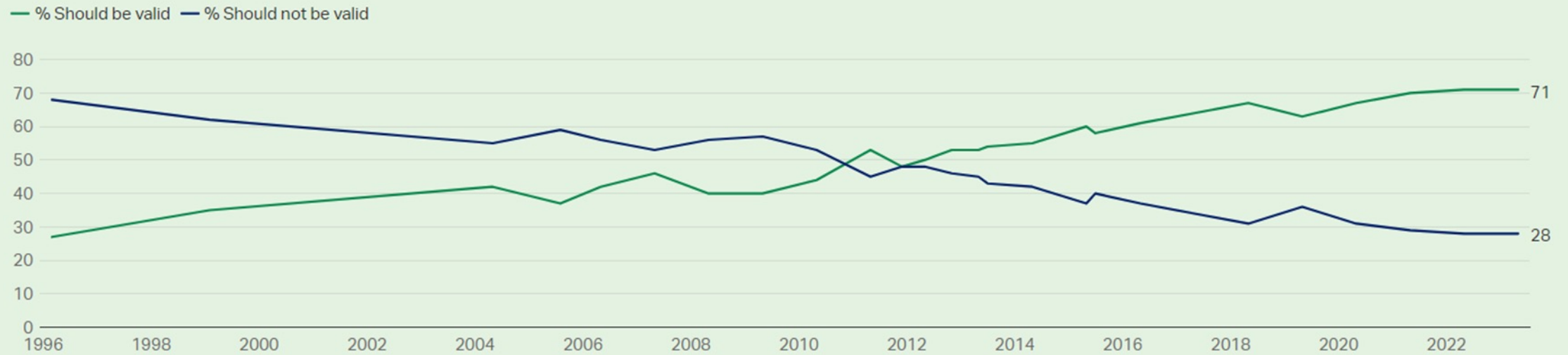
Legislation

Etc.

Let's look at some data



Do you think marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages?

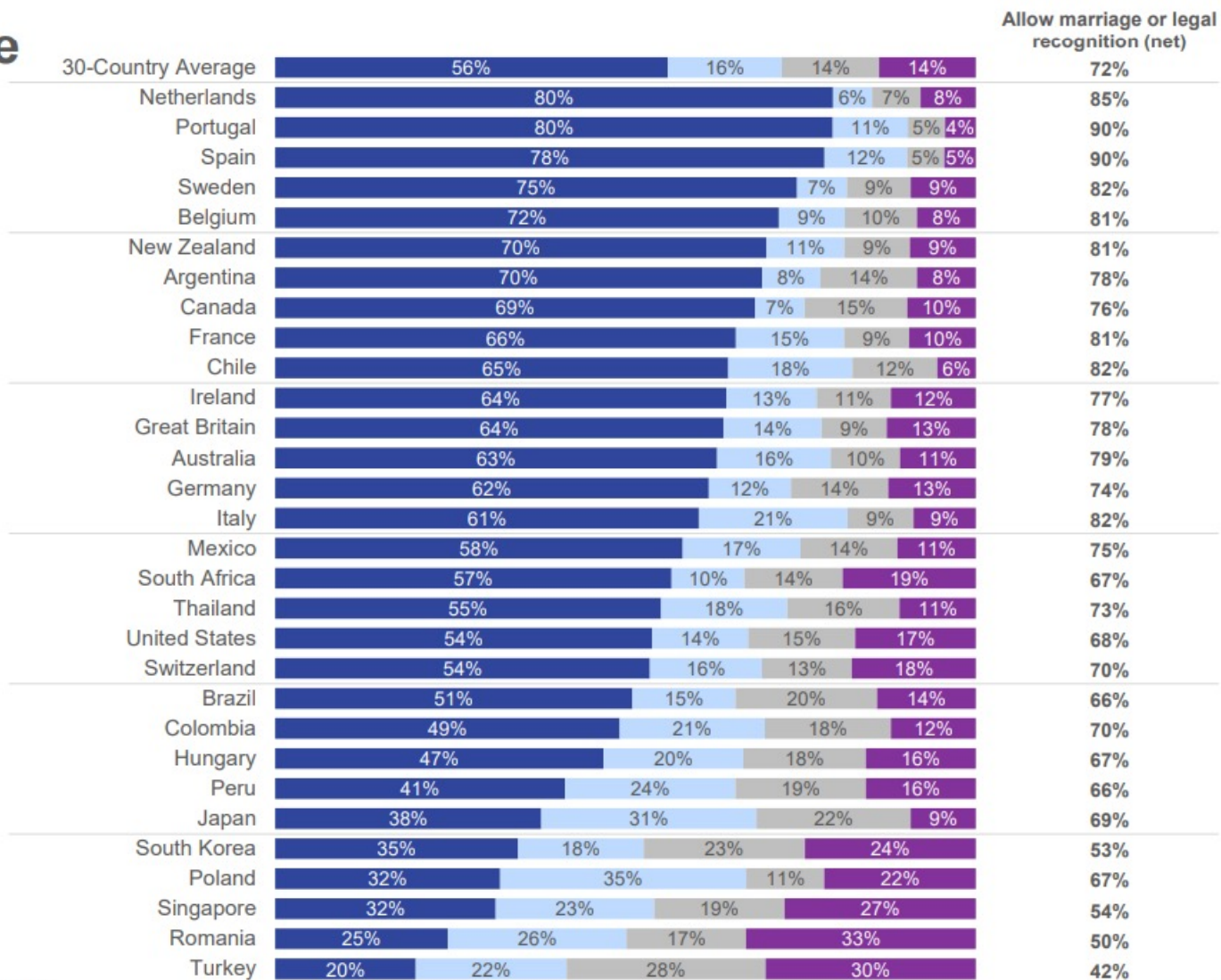


Trend for polls in which same-sex marriage question followed questions on gay/lesbian rights and relations

Views on Same-Sex Marriage by Country

Q. When you think about the rights of same-sex couples, which of the following comes closest to your personal opinion?

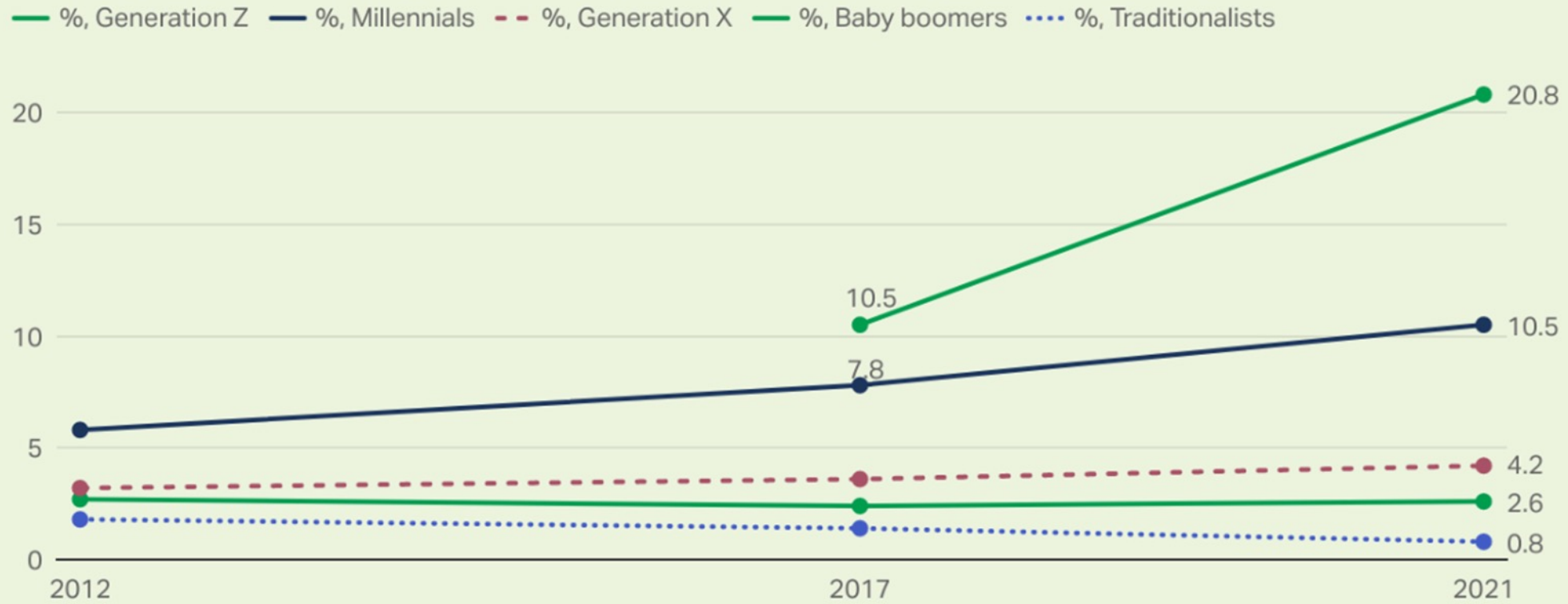
- Same-sex couples should be allowed to marry legally
- Same-sex couples should be allowed to obtain some kind of legal recognition, but not to marry
- Not sure
- Same-sex couples should not be allowed to marry or obtain any kind of legal recognition



Base: 22,514 online adults aged 16-74 across 30 countries
 Online samples in Brazil, Chile, Colombia, India, Ireland, Mexico, Peru, Portugal, Romania, Singapore, South Africa, Thailand and Turkey tend to be more urban, educated, and/or affluent than the general population

The net% may be slightly higher or lower than the sum of the %s for the two answer options as all are rounded to nearest whole %

Trend in LGBT Identification by Generations of U.S. Adults, 2012, 2017 and 2021

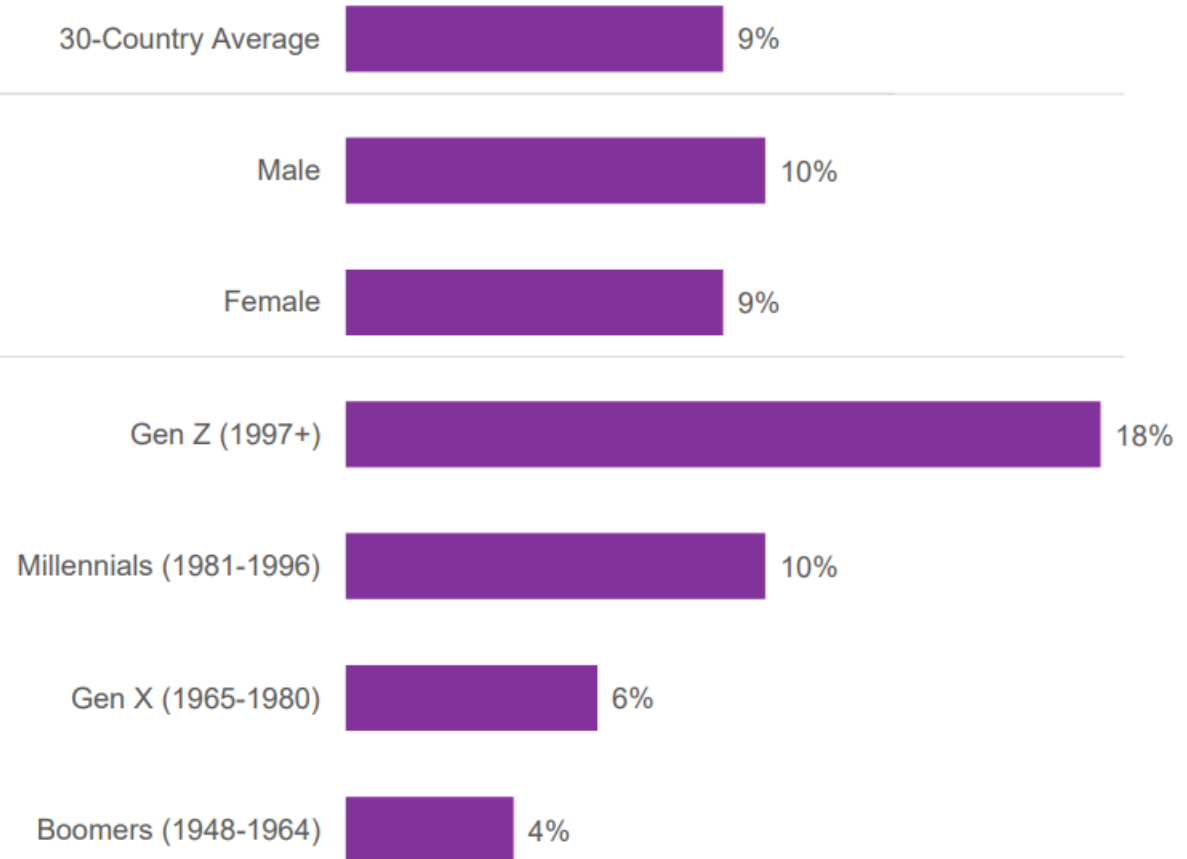


--Generation Z are those born between 1997 and 2012. In 2017, only those born between 1997 and 1999 had reached adulthood. In 2021, only those born between 1997 and 2003 had reached adulthood.
--Millennials are those born between 1981 and 1996. In 2012, only those born between 1981 and 1994 had reached adulthood.
--Generation X are those born between 1965 and 1980.
--Baby Boomers are those born between 1946 and 1964.
--Traditionalists are those born before 1946.

Net % of LGBT+ Adults By Gender and Generation

Any of:

- Lesbian/gay/homosexual
- Bisexual
- Pansexual/omnisexual
- Asexual
- Transgender
- Non-binary/gender non-conforming/gender-fluid
- Other than male or female



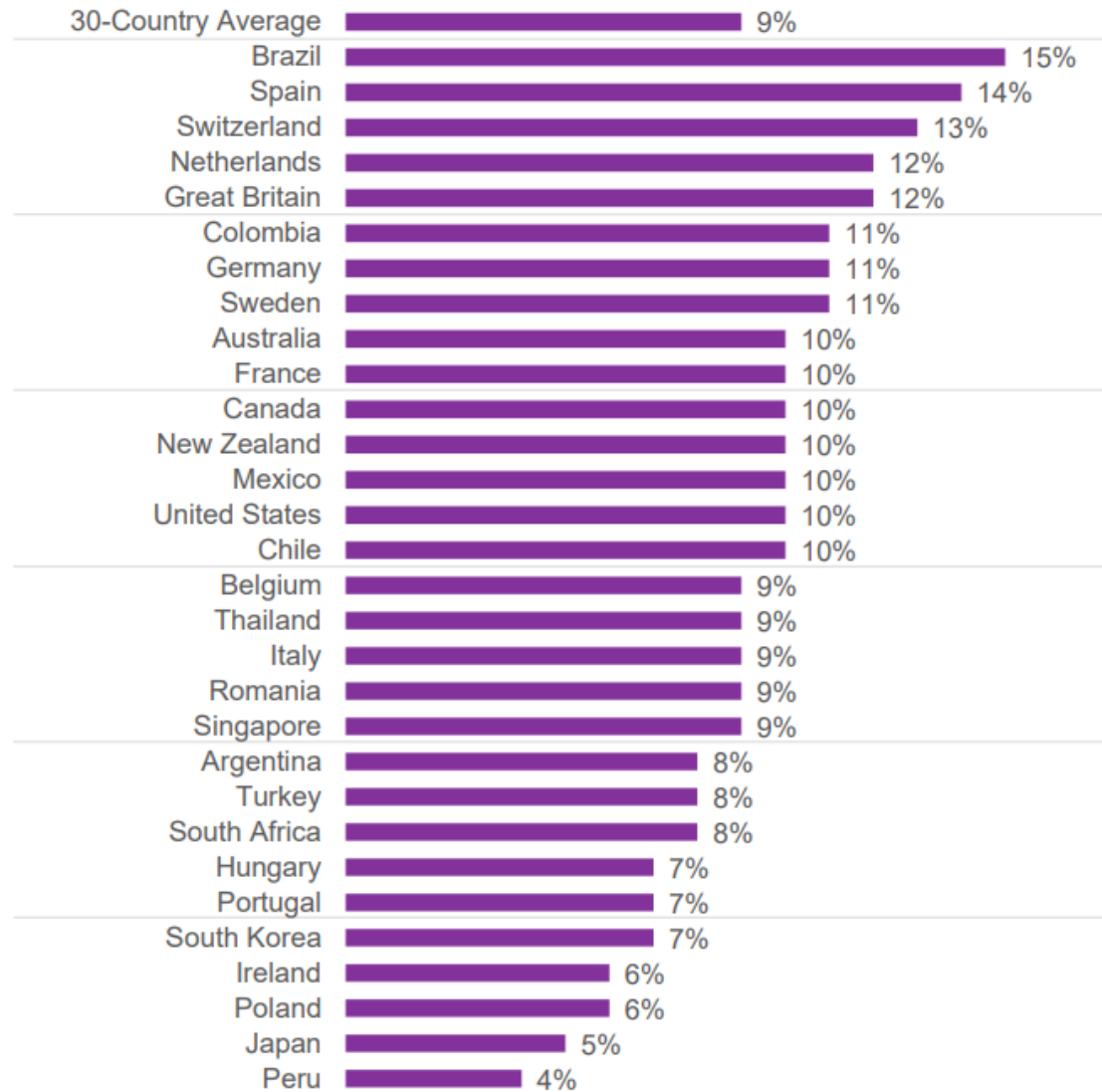
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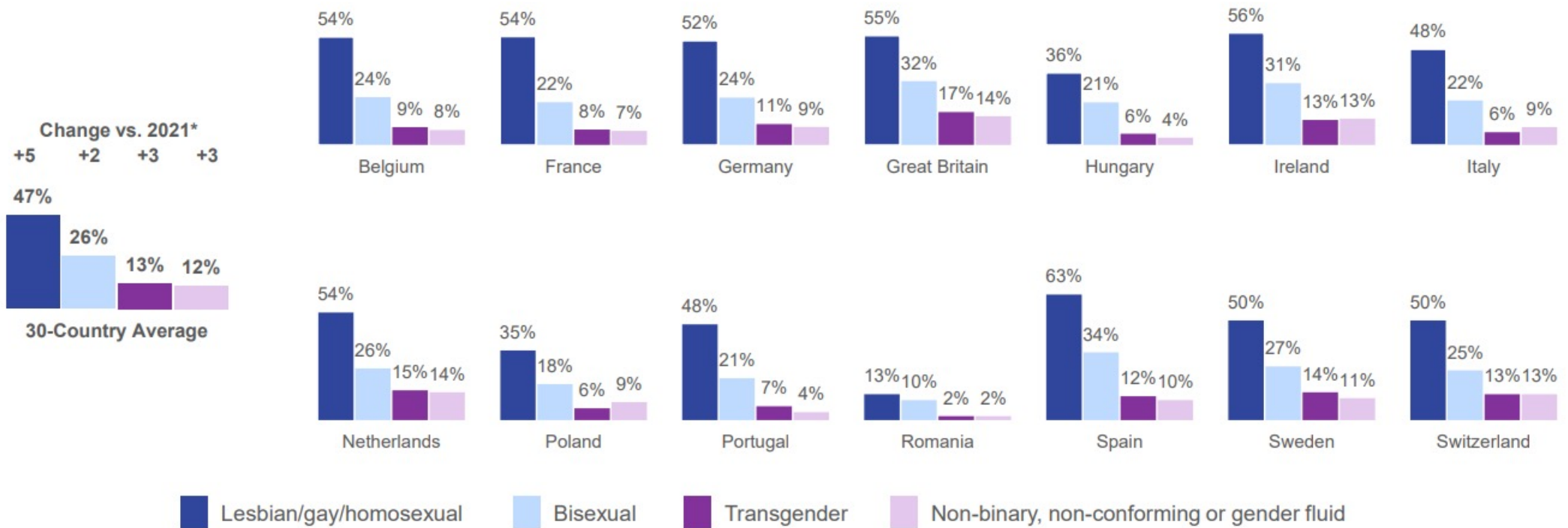


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LGBT+ Visibility by Country (30-Country Average + Europe)

Q. Do you have a relative, friend or work colleague who is: (% YES)

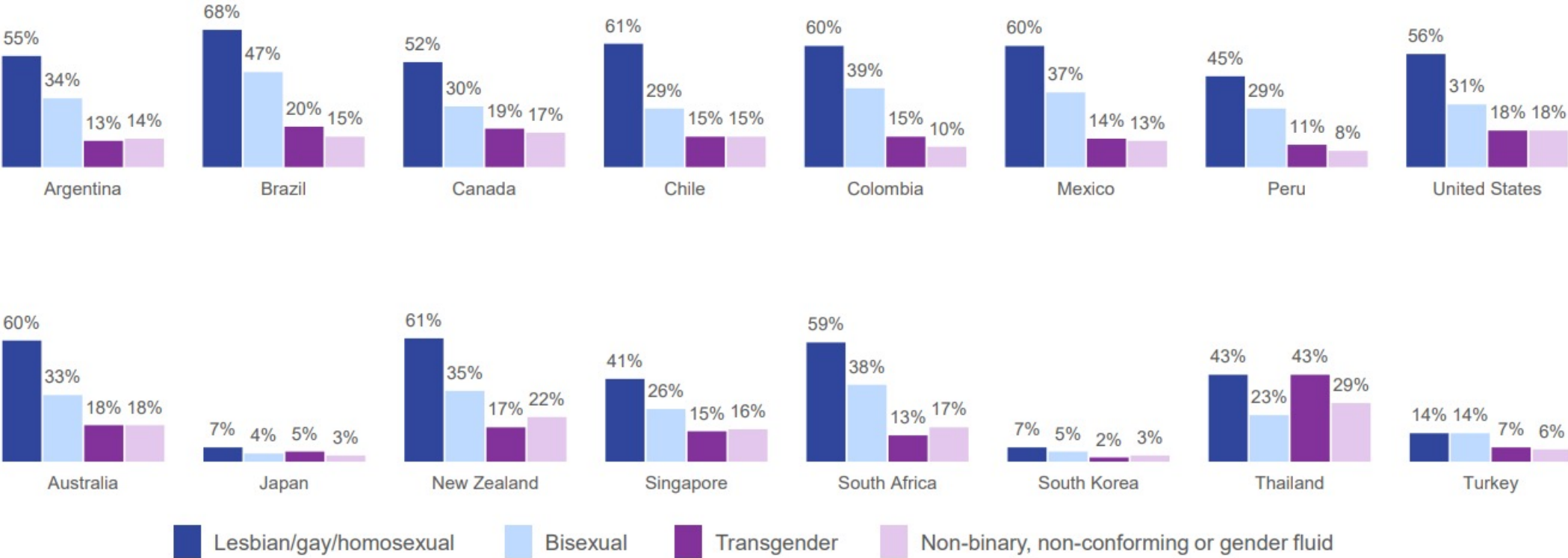


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* Average all countries surveyed in 2023 vs. all countries surveyed in 2021

LGBT+ Visibility by Country (Americas, Asia-Pacific/Africa)

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What does this mean for business?





LGBTIQ+ people are 20% of :

Your employees

Your suppliers

Your shareholders

Your clients

Etc.

✦ Click to view our lefty best. ✦



THE LEFT HANDED STORE

[HOME](#)

[KITCHEN](#)

[SCHOOL](#)

[MUSIC](#)

[HOME AND GARDEN](#)

[SPORTS](#)

[LEFTY GIFTS](#)

[MORE](#) ▾



WELCOME LEFTIES AND
SOUTHPAWS!

What can companies do to be inclusive?



THE EMPLOYEE EXPERIENCE



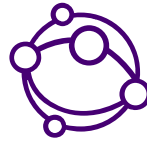
I FEEL SEEN

- Feel **noticed** & paid attention to
- Feel deeply **listened** to and **understood** as a person, inside and outside of work
- Feel **respected & treated fairly**
- Feel **valued & appreciated** for my uniqueness and strengths



I FEEL SAFE

- Feel **accepted** for who I am, **without fear** of judgement
- Feel **comfortable sharing** my views and opinions
- Feel **ok to make mistakes**
- Feel **secure** and **supported** with clarity of goals and direction



I FEEL CONNECTED

- Have a **deep understanding** of myself, my thoughts and emotions
- Have **deep connections** with others (trust that they “have my back”)
- Feel a deep **sense of belonging**
- Feel **in flow**, and have **meaning** and **purpose** in my work



I FEEL COURAGEOUS

- **Believe in myself** and my abilities
- Feel **comfortable challenging** the status quo & **taking risks**
- Have the right level of **autonomy** and **freedom**
- Feel I am learning & **growing**
- Feel I am **achieving** & progressing
- Feel **inspired** to do my best

- 1.** Awareness
- 2.** Policies
- 3.** Recruitment
- 4.** Onboarding
- 5.** Workplace
- 6.** IT Tooling
- 7.** People Support
- 8.** Networks/ERGs
- 9.** Allyship
- 10.** Benefits
- 11.** Mentoring
- 12.** Self-ID
- 13.** LGBTIQ+ metrics
- 14.** Learning
- 15.** Career development
- 16.** Partnerships
- 17.** Communications
- 18.** Awards
- 19.** Clients

Some examples





Balázs Lovescher (he/him) • 1st

Client Account Senior Manager at Accenture | Management Consulting
2mo • 🌐

Exciting news!

Accenture DACH has once again been recognized with the Gold Label by the UHLALA Group in this year's PRIDE Index and is among the top 10 recognized companies in Germany! 🏳️‍🌈 As the lead of our LGBTIQ+ network, I am incredibly proud of this recognition and would like to take this opportunity to share our successes and efforts.



I have always felt comfortable being myself at Accenture – ever since day one – and so I owe it to the Pride community to help foster a workplace where LGBTIQ+ people can thrive.

Marco Ziegler
Senior Managing Director and Global Pride Network Executive Sponsor

...

RECEIVED A PERFECT SCORE ON

Human Rights Campaign's Equidad MX (Mexico)

Five consecutive years

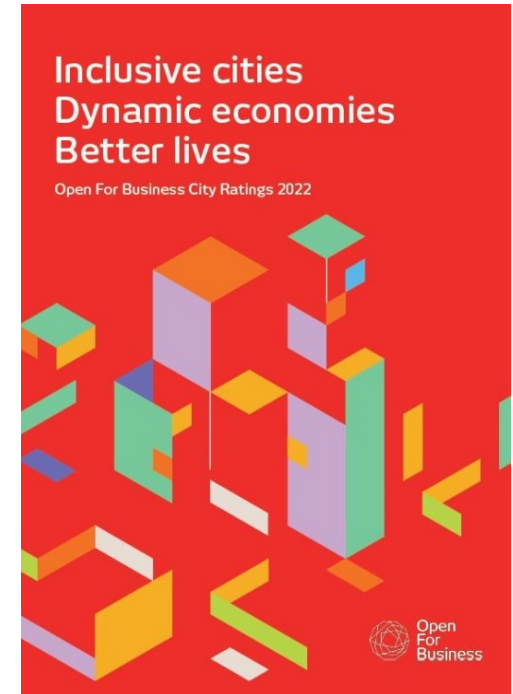
RECOGNIZED AMONG

Australia Workplace Equality Index's Platinum Employer

Five consecutive years

Accenture India improves policies for LGBTIQ staff

Shilpa Phadnis / May 18, 2022, 03:18 IST



A personal note





Thank you