

## LBGTQ+ inclusion at work

Research from Stonewall UK and the LBGTQ Family Building Survey has revealed that:

- **More than 33% staff have hidden or disguised that they are LGBT at work in the last year because they were afraid of discrimination.**
- **32% of LGBT staff witnessed negative comments or conduct directed towards another colleague perceived to be LBGTQ+ within the last year**
- **44% were excluded by colleagues in the last year being LGBT**
- **63% of LBGTQ+ millennials are considering expanding their families, either becoming parents for the first time, or by having more children**

Embracing LBGTQ+ inclusivity in the workplace not only enriches culture with diverse perspectives, but it also drives innovation, strengthens team bonds and underscores a company's commitment to true equality. As a result of research with experts, a HR roundtable discussion group and a whitepaper, P&P Coaching has designed 2 webinars which will help recognise the challenges LBGTQ+ employees face, bring together a like-minded group of employees to build a supportive network, as well as provide tips and solutions at both a personal and organisational level.

### **Our 1-hour webinar for managers and HR will cover:**

- Why is it so important to support LBGTQ+ employees?
- The 3 biggest challenges faced by this community and the impact each has on individuals and at a company level:
  - Harassment, microaggression and judgement.
  - Heterosexual assumptions and privileges in the workplace.
  - Challenges faced during the LBGTQ+ journey to parenthood and family life.
- What can organisations do? The top 5 recommendations.

### **Our 1-hour webinar for LBGTQ+ employees will cover:**

- The key personal and professional challenges faced as an LBGTQ+ employee.
- Key challenges around the LBGTQ+ journey to parenthood and family life.
- Sharing of tips – what has helped, what has hindered.
- Having sensitive and brave discussions at work.