



EQUALITY
G R O U P

AUTHENTICITY AT WORK

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Equality Group has commissioned nationally representative research* building on the work of the Stonewall report, which discovered that:

- More than a third of LGBT staff (35 per cent) have hidden that they are LGBT at work for fear of discrimination.
- One in ten black, Asian and minority ethnic LGBT employees (10 per cent) have been physically attacked by customers or colleagues in the last year.
- Nearly two in five bi people (38 per cent) aren't out to anyone at work.

The survey conducted by Equality Group is trying to further understand how unconscious bias, workplace culture and management ability effect the career experience of the LGBTQ+ community.

"Workplace inclusivity is fundamentally about culture – it's about how comfortable employees feel within their workplace, and how able each individual feels to be their authentic selves within a professional setting. Employee retention should always be at the forefront of companies' minds, as even the best business cannot flourish without loyal employees. Companies with an inclusive culture have lower staff turnover and are subsequently more attractive to candidates."

- Hephzi Pemberton, Founder and CEO of Equality Group

About Equality Group

Equality Group harnesses the power of diverse leaders for Finance, Technology and Social Impact. They change the business landscape by widening the range of exceptional candidates and offering them unique leadership opportunities. Their consultancy service helps companies attract, retain and develop diverse talent, which our Executive Search service headhunts.



*The data is nationally representative, surveying 2,002 UK adults aged 18+

AUTHENTICITY AT WORK

1. I feel that my workplace – albeit not consciously – does not progress me as much as they could do professionally due to that fact that I identify as LGBTQ+

- 19% agree
- 21% men agree
- 16% women agree
- 18% 18-34 agree
- 20% 35-54 agree
- 18% 55+ agree
- 17% London agree

2. I feel that my workplace – albeit not consciously – is not accepting of me, due to that fact that I identify as LGBTQ+

- 22% agree
- 23% men agree
- 18% women agree
- 26% 18-34 agree
- 20% 35-54 agree
- 9% 55+ agree
- 22% London agree

3. I feel there is an unconscious barrier between myself and my bosses, due to that fact that I identify as LGBTQ+, that hinders my professional development

- 23% agree
- 27% men agree
- 18% women agree
- 26% 18-34 agree
- 25% 35-54 agree
- 18% 55+ agree
- 22% London agree

4. There are no persons of LGBTQ+ status on the management team or board

- 31% agree
- 32% men agree
- 29% women agree
- 36% 18-34 agree
- 30% 35-54 agree
- 18% 55+ agree
- 33% London agree

5. I am conscious of disclosing my LGBTQ+ status at work as even though my colleagues and bosses are not overtly discriminatory, I feel there will be an underlying prejudice if it is disclosed

- 34% agree
- 32% men agree
- 39% women agree
- 41% 18-34 agree
- 32% 35-54 agree
- 18% 55+ agree
- 39% London agree

AUTHENTICITY AT WORK

6. I have witnessed colleagues who don't identify as LGBTQ+, who are less experienced and qualified than I am, progress faster through promotions and pay rises than I have; I find this is very disheartening

- 15% agree
- 20% men agree
- 8% women agree
- 13% 18-34 agree
- 18% 35-54 agree
- 9% 55+ agree
- 22% London agree

7. Workplace banter that normalises flippant remarks at the expense of those who identify as LGBTQ+ is present in my office and makes me feel uncomfortable

- 28% agree – 8.1 million
- 29% men agree
- 27% women agree
- 36% 18-34 agree
- 25% 35-54 agree
- 19% 55+ agree
- 39% London agree

8. The senior management team refuse to acknowledge the presence of casual banter that is homophobic, transphobic or discriminates on the basis of sexuality

- 24% agree – 7.1 million
- 27% men agree
- 21% women agree
- 32% 18-34 agree
- 22% 35-54 agree
- 14% 55+ agree
- 35% London agree

9. I think that my workplace suffers from unconscious prejudice/bias against people who identify as LGBTQ+

- 24% agree – 7.1 million
- 29% men agree
- 19% women agree
- 31% 18-34 agree
- 24% 35-54 agree
- 14% 55+ agree
- 27% London agree

10. Both in past and present employment, I feel there were people who identified as LGBTQ+ who did not disclose their sexuality as they felt uncomfortable doing so

- 35% agree – 10.6 million
- 40% 18-34
- 33% 35-54
- 32% 55+
- 39% Men
- 31% Female
- 41% London

AUTHENTICITY AT WORK

11. I have been/am in a management position and have felt/feel inadequately trained to ensure LGBTQ+ employees feel comfortable and supported

- 21% - 6.1 million
- 27% 18-34
- 19% 35-54
- 14% 55+
- 25% Male
- 16% Female
- 30% London

12. I feel that those who identify as LGBTQ+ are most disenfranchised demographic of the UK workforce

- 21% agree - 6.2 million
- 24% 18-34
- 22% 35-54
- 13% 55+
- 22% Male
- 21% Female
- 32% London

13. I think my employer should offer support and training to help create a more inclusive environment for people who identified as LGBTQ+

- 36% agree - 10.6 million
- 41% 18-34
- 36% 35-54
- 27% 55+
- 36% Male
- 36% female
- 47% London

From this research, men agree more with all the statements BAR: "I am conscious of disclosing my LGBTQ+ status at work as even though my colleagues and bosses are not overtly discriminatory, I feel there will be an underlying prejudice if it is disclosed"

