

**glen**  
gay + lesbian  
equality network

**DIVERSITY  
CHAMPIONS**

Performance

Retention and  
Recruitment

Reputation

Compliance

**IRELAND'S WORKPLACE DIVERSITY PROGRAMME  
ASSISTING EMPLOYERS WITH THE INCLUSION OF  
LESBIAN, GAY, AND BISEXUAL EMPLOYEES.**

**GLEN – Gay and Lesbian Equality Network** is a leading policy and strategy focused NGO working to deliver ambitious and positive change for lesbian, gay and bisexual people in Ireland. GLEN has played a central role in Ireland's continued progress to achieving full equality for lesbian and gay people.

## DIVERSITY CHAMPIONS PROGRAMME

Diversity Champions is Ireland's first and only not-for-profit workplace programme designed specifically to assist Irish employers with the inclusion of lesbian, gay, and bisexual employees.

## THE BUSINESS CASE FOR BECOMING A DIVERSITY CHAMPIONS PROGRAMME MEMBER

Did you know? Lesbian, gay and bisexual people make up an estimated 130,000 members of the Irish workforce. A majority of the Irish workforce comes from one or more diverse grounds including gender, age and sexual orientation.

### Reputation

Organisational reputation is hugely important and becomes more so as the world becomes more competitive and consumers and service users become more demanding. Addressing issues of sexual orientation demonstrates that an organisation is open, creative, courageous and forward-thinking.

### Compliance and Risk mitigation

The largest ruling by the Equality Tribunal for discrimination in employment on the basis of sexual orientation was €49,700 made in 2008.

Over 1 in 4 Irish LGB people surveyed had experienced verbal harassment at work. Almost 1 in 10 missed work as a result.

Employers must provide pension and workplace benefits equally to civil partners and married couples.

### Performance

Talent driven companies understand that talent and creativity reside in diverse workforces.

Research shows that LGB employees who are 'out' in safe work environments earn 50 per cent more than their 'closeted peers'.

Conversely, more than half of gay or lesbian employees facing discrimination report a direct negative work impact.

### Recruitment and retention

Retaining expensively trained, nurtured and motivated staff is a key priority in terms of human resources and company reputation.

The values of diversity and inclusion play an increasingly important part in organisation's ability to attract, retain and enhance talent.

In an Irish survey, workplace equality was the single most important equality issue for LGB people.

Two in five lesbian and gay staff facing discrimination will change careers if the discrimination continues.

### Business and Service Opportunities

Organisations whose workforces are diverse better reflect and understand the needs of their customers.

The annual income of LGB people in Ireland was €7.5 billion in 2009.

## WHY EMPLOYERS JOIN DIVERSITY CHAMPIONS

Participation in the programme offers you the opportunity and platform to showcase your company as a forward thinking, creative employer that attracts and retains talent.

By becoming a member of the programme, your business will be recognised as a Diversity Champion

while also supporting business growth and protecting your company through compliance and risk mitigation. This programme is being introduced to Irish businesses following its success internationally.

## EXCLUSIVE BENEFITS

- **Dedicated client account manager**
- **Best practice seminars** on LGB workplace diversity
- **Networking events** for your LGB Network Groups and Allies
- **High quality training session** on sexual orientation in the workplace
- **Compliance, Risk & Mitigation**
- **Full access** to Diversity Champions publications
- **Members only website**
- **Targeted recruitment** to the LGB community
- Optional entry into the 2013 **Workplace Equality Index** with free tailored feedback meeting, full benchmarking data and full program support for continuous improvement
- Access to Diversity Champions **speaker** for company events, launches, diversity celebrations
- Exclusive use of the Diversity Champions **logo**
- An opportunity to **build your brand reputation** and leadership on diversity

*“IBM whole-heartedly endorses the value of a Diversity Champions programme in Ireland. It would allow participating organisations to get an independent assessment of their LGBT Diversity policies and practices. It also provides them with an incentive to improve, thereby helping to improve workplace diversity, and the workplace climate for LGBT employees, across the board in Ireland.”*

*Peter O'Neill, Country General Manager, IBM Ireland*

## EXCELLENCE IN DIVERSITY ONLINE ASSESSMENT TOOLKIT FOR COMPANIES

Excellence in Diversity is a quick and easy to use online self assessment toolkit that supports organisations to realise the benefits of gay, lesbian, bisexual and transgender diversity.

**www.excellenceindiversity.ie** will help your organisation to:

- Measure your diversity performance against best practice standards
- Receive practical guidance on how to develop your diversity practice
- Discover different approaches to designing and implementing your workplace diversity strategy
- Identify short, medium and long term targets to improve performance

GLEN are proud recipients of the 2010 'People of the Year' award for our

*“relentless work in enabling Irish people to move closer to a society that respects all of its citizens equally”*

  
**People**  
of the year awards  
**QUINN Rehab RTÉ**  
*healthcare*

*We believe that such benchmarking programs are an important stimulus for positive action, and we therefore strongly support the proposal for a Workplace Diversity Champions program in Ireland.*

*Joe Ffrench, HR Manager, Microsoft Ireland*

## HOW CAN I JOIN?



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[www.glen.ie/workplace](http://www.glen.ie/workplace)