



Workplace Equality Index 2015

Ireland's best
places to work
for **lesbian, gay,
bisexual** and
trans equality.



Welcome to Ireland's annual Workplace Equality Index

Open to all employers, the Workplace Equality Index is an essential way to measure your organisation's efforts to tackle discrimination and create an inclusive workplace for your lesbian, gay, bisexual and transgender (LGBT) employees.

Building on the success of indexes internationally, Ireland's annual Workplace Equality Index will push top performers to new heights while providing a best practice framework for employers at an earlier stage of their diversity and inclusion journey.

High performing employers will be included in the prestigious annual list of **Top Employers**, announced at the annual **Workplace Equality Index Awards on September 22nd**.

"IBM wholeheartedly endorses the value of the Workplace Equality Index. It allows participating organisations to get an independent assessment of their LGBT diversity policies and practices. It provides us with an incentive to improve"

Peter O'Neill, Managing Director, IBM Ireland.

What is the Index?

The Workplace Equality Index is a benchmark for private and public sector organisations. The Index requires employers to answer questions and provide supporting evidence on the following five areas of LGBT diversity:

Diversity
Leadership

Policy and
Practices

Diversity
Culture

LGBT
Visibility

Diverse
Business

Awards

High performing employers will be included in the prestigious annual list of **Top Employers**, announced at the annual **Workplace Equality Index Awards on September 22nd**. The top ranking employer will receive the Employer of the Year award. All participating Employers can avail of the 2015 Participating Employer mark. Employers who are not recognised in the top employers list will not be named.

Leadership Awards

The Index tool will also invite participating employers to nominate for the following 2015 Leadership Awards:

- Senior Leader of the Year
- LGBT Inclusion Champion of the Year
- Ally of the Year
- LGBT Employee Network of the Year

Why Participate

Whether an organisation is just starting out, looking for best practice, or has already established a strong culture of LGBT equality and inclusion, participating in the Workplace Equality Index will push all participants to new heights.

Measuring progress year on year:

- Gives public and private sector organisations recognition for their achievements to date
- Provides a best practice framework to improve year on year
- Enables employers realise the benefits of LGBT equality, diversity and inclusion in the workplace

“As part of EY’s on-going commitment to raising the bar on LGBT equality in the workplace, we will be participating in Workplace Equality Index to identify best practice and opportunities for improvement. Participating in the Workplace Equality Index will help us keep up the momentum, allows us to measure our success and be publically recognised for our achievements in this field.”

Catherine Vaughan, Global Compliance Leader, EY.

Just starting out?

The Index is designed to benchmark employers at all levels. Questions are divided into three categories:

Foundations

Next Steps

Best Practice

Organisations who are just starting out on LGBT diversity and inclusion may wish to focus on **Foundation** and **Next Steps** questions. In addition to a report card on your organisation’s progress, employers can avail of a post-Index consultation to learn how they can improve and be recognised in future prestigious Index Top Employers lists.

Scoring

Each submission is graded against a comprehensive rubric. The rubric for the Workplace Equality Index builds on international best practice by GLEN's international partners Stonewall, UK and Pride in Diversity, Australia. Entries are assessed in two stages. Every entry is scored separately by two members of GLEN's Workplace Diversity Team. Points of divergence are identified and reconciled. Selected applications are then reviewed by a non-workplace team Director. Scoring is also externally validated by an independent expert. Should two organisations receive the same score, they will be given equal ranking in the Workplace Equality Index's Top Employers list.

Feedback

All Participants will receive a confidential report card with their results benchmarked against Index averages.

A debriefing and strategy feedback meeting is available to all participating organisations. Debriefing and strategy meetings are free for GLEN Diversity Champion programme members. Visit www.workplaceequality.ie for details of debriefing fees if your organisation is not yet a Diversity Champions programme member.

How to Apply?

1. Visit www.workplaceequalityindex.ie
2. Download the Workplace Equality Index Completion Guide and Application Form
3. Choose each answer that applies to your organisation and provide evidence where requested

Key Dates Workplace Equality Index 2015

10th February	Launch of Workplace Equality Index
30th June	DEADLINE for Applications
22nd September	2015 Awards
25th November	Workplace Equality Index Publication

Information and Support

Visit www.workplaceequalityindex.ie

To register interest and to receive information updates on the Workplace Equality Index email wei@glen.ie

Speak to GLEN's Workplace Diversity Team at **01-6728650** or wei@glen.ie



An Choimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission



Ireland's EU Structural Funds
Programmes 2007 - 2013
Co-funded by the Irish Government
and the European Union