

**Stonewall**

# ABOUT THIS RESOURCE

**This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.**

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)**


Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.



**2**  
**TOP**  
**100**  
**GLOBAL**  
**2**  
**EMPLOYERS**  
**0**



**Stonewall**  
Acceptance without exception



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Stonewall's Top Global Employers list showcases the best multinational employers who advance lesbian, gay, bi and trans (LGBT) rights throughout their operations. The list is compiled from submissions to the Global Workplace Equality Index, a powerful benchmarking tool used by employers to create inclusive workplaces across the markets in which they operate. This guide celebrates the pioneering efforts of leading organisations to embed LGBT inclusion in their workplaces and advance equality for all LGBT people, wherever they are in the world.

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# A NOTE FROM OUR CHIEF EXECUTIVE

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This has been a turbulent year for LGBT rights – we’ve seen some fantastic progress and some devastating rollbacks. There’s been good news: the US Supreme Court made a landmark federal ruling that banned employment discrimination on the basis of sexual orientation and gender identity, which offered workplace protection to LGBT people for the first time. Then, the bad: LGBT people in parts of Eastern Europe reported an increase in anti-LGBT violence following vitriolic election campaigns that vowed to reinforce anti-LGBT narratives and legislation. We also saw Gabon criminalise same-sex sexual conduct for the first time and decriminalise it again within the year, which shows just how rapidly LGBT rights can shift.

While inclusive work environments make a vital difference to the lives of LGBT people worldwide, recently it’s been made clearer than ever that the power of employers extends well beyond the workplace. Employers can also engage in transformational advocacy and thought leadership across their geographic footprint. We’ve seen civil society organisations call for international businesses to speak up and use their platforms to create change, and we’ve seen businesses step up to meet that challenge. It’s been inspirational to see this in action, and in particular to see organisations use the Global Workplace Equality Index as the foundation for tailored advocacy work.

Each year, our Global Workplace Equality Index provides employers with the tools they need to embed LGBT inclusion in their workplaces, and to push for wider change

outside it. With our annual report, we celebrate the employers who have made great strides and demonstrated exemplary dedication to LGBT inclusion. Those featured in this year’s report have broken new ground, using pioneering policies and strategies to effect change for their employees and wider society. These organisations have championed LGBT equality on both a local and global level, and we are delighted to highlight them so that others can take inspiration from their accomplishments.

But while we’ve seen lots of amazing achievements over the past year, we know that the job isn’t done yet. Until all LGBT people are accepted without exception, employers must continue to push for equality. It’s vital that multinational organisations take note of the hugely varied circumstances of LGBT people worldwide, and that they recognise how these circumstances can change – while we love to see LGBT rights progressing, it is a sad fact that existing LGBT rights are under threat in certain countries and may in fact be rolled back. It’s also crucial to understand that different groups within the LGBT community face different challenges, and to be attentive to these nuances. Inclusion should be a fact of life for every part of the LGBT community, and until it is, we have to stay engaged and do all we can to secure concrete change for LGBT people globally.

It goes without saying that COVID-19 has had a sizeable impact on this year’s Global Workplace Equality Index. We know that since employers submitted their Index entries, COVID-19 has

had an unprecedented effect on business. From resource shortages to unpredictable economic marketplaces, it’s undeniable that this is an extremely challenging time for employers. That said, it’s essential that LGBT rights stay on the agenda. Minority communities, including LGBT communities, have been hit disproportionately hard by this crisis – in their homes, workplaces, and in terms of their health. I want to call on businesses to keep sight of their goals for equality, and to maintain the fantastic momentum that has already been gathered in the push for LGBT equality across the world.

I’d like to end by congratulating our 2020 Top Global Employers and all those who entered the Global Workplace Equality Index in a notoriously difficult year. I truly believe that this work changes lives. When we work together, step by step we get closer to achieving our goal of acceptance without exception for all LGBT employees, wherever they are in the world.



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**NANCY KELLEY**  
CHIEF EXECUTIVE

# STONEWALL'S GLOBAL SNAPSHOT

Stonewall's global snapshot provides you with a brief insight into the legal context and lived experiences of LGBT people around the world that shape the context global employers operate in.

## PROGRESS - 2019

**MAY:** Taiwan became the first country in Asia to legalise same-sex marriage.

**MAY:** The World Health Organisation approved a change in the ICD-11 (the global manual of diagnosis) that no longer defines being trans as a mental disorder.

**JUNE:** In Bhutan, the lower house of parliament voted to decriminalise consensual same-sex relations.

**AUGUST:** In Bermuda, the first ever Pride parade was hosted on the 31 August, with over 6,000 attendees.

**DECEMBER:** In Japan, a court ruled in favour of a trans woman whose employer denied her the right to use the bathroom which aligns with her gender identity.

## CHALLENGES - 2019

**MAY:** In Kenya, the High Court unanimously upheld a ban on same-sex sexual conduct.

**JULY:** In Gabon, the penal code was amended to outlaw 'sexual relations between people of the same sex', with punishment of up to six months in prison and a fine of 5 million CFA francs (USD 8,521).

**OCTOBER:** In Uganda, 16 LGBT activists were charged with the crime of same-sex sexual conduct, which is punishable by up to life in prison.

**NOVEMBER:** In Zambia, two men were sentenced to 15 years imprisonment each for same-sex sexual conduct.

## STONEWALL - 2019

**JULY:** Leanne MacMillan, Director of Global Programmes, joined a UN OHCHR summit in Berlin to speak on a panel about engaging the private sector on LGBT issues.

**SEPTEMBER:** Stonewall launched 10 new Global Workplace Briefings in partnership with Freshfields Bruckhaus Deringer in London.

**OCTOBER:** Stonewall launched a new guide, created in partnership with Dentons, on capturing data on sexual orientation and gender identity under the GDPR in the European Union.

**OCTOBER:** Stonewall attended the annual ILGA Europe conference and the Out & Equal Conference to share our expertise on workplace inclusion.

**NOVEMBER:** Stonewall attended the UN Forum on Business and Human Rights and launched a new guide, 'Agents of Change: A guide to LGBT advocacy for businesses', kindly sponsored by Herbert Smith Freehills.

**DECEMBER:** Stonewall takes up role as Civil Society Co-chair of the global Equal Rights Coalition at a high-level meeting in New York which aims to advance the case for governments funding LGBTI programmes as part of their foreign affairs priorities.

# 70 COUNTRIES CRIMINALISE SAME-SEX SEXUAL CONDUCT\*

## 120 COUNTRIES HAVE NO LAWS PROTECTING LGBT PEOPLE FROM DISCRIMINATION IN EMPLOYMENT\*

### 223 ORGANISATIONS ARE PART OF STONEWALL'S GLOBAL DIVERSITY CHAMPIONS PROGRAMME

\*Source: ILGA's map of sexual orientation laws, correct as of December 2019

#### PROGRESS - 2020

**MAY:** First same-sex marriage takes place in Costa Rica, the first country in Central America to legislate for marriage equality.

**JUNE:** US Supreme Court ruled that protection from discrimination for LGBT people in the workplace is part of federal law.

**JULY:** President of Gabon signed a bill to re-decriminalise same-sex sexual activity after it was outlawed in the previous year.

#### CHALLENGES - 2020

**MARCH:** In Singapore, three cases seeking to overturn Section 377A were dismissed. Same-sex conduct between men remains illegal under de facto law.

**MAY:** Hungary's parliament amended the Civil Registry Act to prevent people from changing their gender on legal identity documents.

**AUGUST:** LGBT activists are arbitrarily detained after peaceful protests in Poland.

#### STONEWALL - 2020

**JANUARY:** Leanne MacMillan, Director of Global Programmes, shared about Stonewall's experience of engaging businesses and civil society organisations at a UK/Poland Expert Roundtable on the role of businesses and NGOs in promoting LGBT+ rights.

**FEBRUARY:** A new partnership between Stonewall, Keshav Suri Foundation and Pride Circle was launched in India, with the goal of developing a workplace equality index that is tailored to the Indian context.

**FEBRUARY:** Stonewall partnered with international development charities to host a roundtable on global LGBT+ inclusion in the sector.

**JUNE:** Stonewall is part of the panel of experts launching the OECD report *Over the Rainbow: The Road to LGBTI Inclusion* and leads a seminar in Singapore on workplace inclusion.

**JULY:** Stonewall launched 'Out of the Margins' report, featuring ground-breaking research from a coalition of 24 human rights organisations advocating for the rights of LGBT+ people worldwide.

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# HOW THE INDEX WORKS

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The Global Workplace Equality Index is the definitive benchmarking tool for global LGBT workplace equality.

The Global Index empowers organisations to navigate the challenges of upholding inclusive values and advancing LGBT equality, wherever they operate. It provides organisations with a clear and rigorous action plan for their LGBT inclusion work worldwide.

Each entrant compiles a submission, accompanied by supporting evidence, which demonstrates their organisation's performance against a set of best-practice criteria. The criteria are split across nine different areas of employment policy and practice, examining both global working structures and operational country activity:

**1. Policies and benefits:** how the organisation develops and communicates its LGBT-inclusive policies and employee benefits at global and in-country levels.

**2. Training:** how the organisation trains all staff on sexual orientation and gender identity and how this training is adapted to suit their local markets.

**3. Staff engagement:** how the organisation supports and engages staff throughout the world to become agents of change for LGBT inclusion using global comms, LGBT networks and ally programmes.

**4. Leadership:** how the organisation empowers senior leaders to advance LGBT equality across its global and local operations, and advance diversity within its leadership tiers.

**5. Monitoring:** how the organisation collects and analyses data to improve the experiences of LGBT employees across the world.

**6. Procurement:** how the organisation holds their global supply chain to account on anti-discrimination and LGBT inclusion worldwide.

**7. Community engagement and understanding local context:** how the organisation works with and supports the wider LGBT community in-country, and what strategies it employs to understand the local context for LGBT people.

**8. Global mobility:** how the organisation supports LGBT employees before and during overseas assignments.

**9. Additional in-country activity:** what additional, innovative in-country work the organisation carries out to advance LGBT inclusion in local markets.

Once submissions are received and marked, all entrants who score above the required threshold are celebrated as Stonewall Top Global Employers. Scoring is confidential between the organisation and Stonewall – as is participation by organisations who do not receive Top Global Employer status.

Following the release of the Top Global Employers list, all entrants who are members of Stonewall's **Global Diversity Champions programme** benefit from a feedback meeting with their account manager. During this meeting, they receive tailored feedback on their submission and action-planning tips for the year ahead.

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# STONEWALL TOP GLOBAL EMPLOYERS 2020

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In recognition of their leading work in global LGBT inclusion, Stonewall congratulates the 2020 Top Global Employers (listed below in alphabetical order).



NatWest  
Group

ALLEN & OVERY



Freshfields

Baker  
McKenzie.



HERBERT  
SMITH  
FREEHILLS

+simmons  
simmons

BRYAN  
CAVE  
LEIGHTON  
PAISNER **BCLP**





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# GLOBAL LGBT NETWORK AWARD

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## ALLEN & OVERY

**Employee-led LGBT network groups bring together LGBT staff to advance sexual orientation and gender identity equality across organisations and their operational countries. A co-ordinated global LGBT network links local chapters and supports the growth of new local groups.**

Allen & Overy's global LGBT network, A&Out, has local chapters in 33 territories, covering a wide range of countries. A&Out provide strong guidance on how to set up local LGBT network chapters, listing everything from imperative safety considerations to the types of support available from within Allen and Overy.

A&Out's local chapters take great care to ensure network activities represent a diverse range of identities. For example, to mark Bi Visibility Day in 2019, A&Out published a global resource called 'The B in LGBT+', which included personal accounts of coming out as bi in a global workplace. There was also a Trans Day of Visibility event organised by the network chapter in Sydney.

The success of the network is a result of close collaboration between the global diversity team, senior leaders and in-country LGBT organisations. By consistently engaging across the organisation, A&Out is able to balance global messaging around LGBT inclusion with meaningful and nuanced in-country activity.

### INDEX INSIGHT

31 per cent of organisations that participated in the Global Workplace Equality Index had a global LGBT network with in-country chapters in more than 50 per cent of their operational markets

**ALLEN & OVERY**

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# GLOBAL ALLY PROGRAMME AWARD

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HSBC

The term 'ally' describes people who believe in, and act to advance, LGBT equality. This can include straight and cis people (people who are not trans), as well as members of the LGBT community. Many employers recognise that allies are essential to creating inclusive and supportive workplace environments for LGBT employees around the world. Increasingly, employers are implementing formal programmes so that employees can be visible advocates for LGBT equality within their organisations.

HSBC's global LGBT+ Ally Programme is recognised for both its broad reach and visible nature across the Global business. The Global Pride Network, which includes allies, now spans 25+ countries and overseas territories. In 2019, HSBC appointed a Global Ally Lead to work closely with the two Global Pride Network Co-Chairs and Global Executive Sponsor. This Lead ensures the ally training caters to different audiences, from Senior Executives to front-line colleagues. They are also available to support local chapters with implementation.

Allies undergo training which includes information on language, an overview of LGBT+ identities, the role of allies and expected behaviours. At the end of the training, allies are encouraged to make a pledge about their future behaviour, and they are also provided with resources to keep and refer to in future. Having completed the training, allies can connect with in-country Pride Networks Chairs and promote themselves as supportive allies within their own workplace.

HSBC's global allies are supported to understand the diverse experiences of the LGBT community globally. In 2019, allies in Mexico supported the Spirit Day campaign against homophobic, biphobic and transphobic bullying. A review of the Ally Programme, which will enable colleagues to become allies to bisexual, trans and non-binary people specifically, is currently underway.

## INDEX INSIGHT

69 per cent participants had a  
Global LGBT+ Ally Programme  
in 2020



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# GLOBAL COMMUNITY ENGAGEMENT AWARD

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## ACCENTURE

**As the situation for LGBT people globally is nuanced and ever-changing, the best global employers make engaging with local LGBT communities and non-profit organisations integral to their approach to LGBT equality. Partnerships with local LGBT communities enable organisations to contribute to wider social change and identify risks and opportunities within countries.**

Accenture continues to show leading practice with their LGBT community engagement around the world. They have spent the last three years consulting with in-country and regional human rights organisations to better understand the landscape for LGBT communities in 100 percent of their operational locations. The strategy behind this has been driven by their global Inclusion and Diversity team, who created a global scorecard to ensure all countries, irrespective of the local context, are focusing on driving LGBT equality and aligning efforts around tangible and impactful actions. One of them is to ensure strong partnerships are built with third-party partners in line with core values and priorities. This scorecard is shared and reviewed with the Accenture Global Management Committee, the executive leadership team. Securing a partnership with a civil society organisation in a country or region is now a prerequisite to any external advocacy work that Accenture wishes to engage in.

In 2019, key community engagement activities included marching in Prides in Budapest and Athens, as well as hosting several 'LGBT Leaders Learning' sessions in partnership with Non-Governmental Organisations in Poland, Argentina and Japan. These sessions also included a specific focus on the experience of bi people in those countries.

### INDEX INSIGHT

47 per cent of organisations have a strategy to engage and embed civil society partnerships into their LGBT-inclusion work



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# GLOBAL SENIOR CHAMPION AWARD

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**IGOR OSTROWSKI,  
DENTONS**

**Senior leaders are uniquely placed to communicate an organisation's commitment to LGBT equality. Visibly driving inclusive change from the top lets employees know their organisation's commitment is authentic and that everyone has a part to play in creating an environment where people can perform at their best.**

We are delighted to recognise Igor Ostrowski as Stonewall's Global Senior Leader of the year. Igor worked as one of the funders, co-organisers and lobbyists of a legal action against Gazeta Polska, a major Polish newspaper which distributed 'LGBT+-free Zone' stickers in cities across the country. Igor's instrumental role in filing the action against Gazeta Polska resulted in the court ruling the same day that the 'LGBT+-free Zone' stickers must be removed from circulation immediately.

A key part of Igor's work involved consulting with one of Poland's most prominent LGBT organisations, Love Does Not Exclude (Stowarzyszenie Miłość Nie Wyklucza). He also has an in-depth understanding of how Gazeta Polska's discriminatory initiatives have affected the Polish LGBT+ community, along with how best to oppose the initiatives in court. This case highlighted to the rest of the world that the LGBT+ community in Poland has been facing increasing hostility, discrimination and violence. As a result, global business and the global LGBT+ community have responded vocally, expressing their horror at state and non-state inflicted harm and their overwhelming support for the Polish LGBT+ community.

## INDEX INSIGHT

34 per cent of organisations that participated had a senior champion that sponsors LGBT inclusion in more than 50% of their operational countries

大成 DENTONS

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# GLOBAL TRANS INCLUSION AWARD

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## BAKER MCKENZIE

**Being able to live authentically, including at work, can have a huge positive impact on a trans individual. Ensuring trans staff are well supported, wherever they work, allows staff to flourish and shows that an organisation is truly committed to LGBT equality.**

Baker McKenzie have shown exemplary commitment to championing trans inclusion in the workplace. The firm have implemented a number of trans-inclusive practices, and their global transitioning at work policy is not only explicitly inclusive of non-binary identities, it also ensures that trans and non-binary staff are supported wherever they work in the world. The firm also used their people survey to roll out data collection questions which are inclusive of trans and non-binary identities, and were sure to assess the territories in which it would be legal and safe to collect the data beforehand. Ultimately, they were able to collect this information in over 80 office locations worldwide.

The firm also demonstrated an impressive and nuanced approach to trans inclusion at a country-specific level. In Brazil, for example, they offer trans-specific employee healthcare benefits. They have also partnered with a trans-specific Non-Governmental Organisation to drive inclusive recruitment practice, and a similar partnership in the Philippines has also been initiated. In both Venezuela and the Philippines, Baker McKenzie have organised trans inclusion events to engage employees and build understanding of trans identities, and recently they provided trans inclusion training in Russia. We are thrilled to recognise Baker McKenzie with Stonewall's Global Trans Inclusion Award 2020.

**Baker  
McKenzie.**

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# STONEWALL'S PARTNERSHIP IN INDIA

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KESHAV SURI FOUNDATION



This year, Stonewall has announced a ground-breaking partnership with the Keshav Suri Foundation and Pride Circle to launch the India Workplace Equality Index (IWEI), India's first ever comprehensive index for LGBT equality in the workplace.

The IWEI follows in the footsteps of Stonewall's UK WEI, the benchmarking tool used by UK employers for over 15 years to assess their achievements and progress on LGBT equality in the workplace. Keshav Suri Foundation and Pride Circle have been working closely with us to adapt the WEI and bring it to life in the Indian context.

It was only in 2018 that the Supreme Court of India decriminalised consensual same-sex sexual conduct, and the LGBT+ community in India still face social stigma and restricted access to economic rights. Very few people are 'out' at work, meaning that employers receive limited feedback on the needs of LGBT people. The IWEI has been created to enable organisations to navigate these challenges and make progress towards LGBT equality in the workplace.

Launched on 3 September 2020, the online portal is open for submissions until 15 October. Results will be announced in December 2020.

Like Stonewall's UK WEI and Global WEI, participation in the IWEI is free, so if your organisation has any locations in India and isn't already participating, enquire today to make a submission.

For more information, visit the partnership website: <http://www.workplaceequalityindex.in> or contact the IWEI team on [contact@workplaceequalityindex.in](mailto:contact@workplaceequalityindex.in)

*'KSF is proud to partner with Pride Circle and Stonewall UK for India's first Workplace Equality Index (IWEI), which will set a new benchmark for Indian companies to promote inclusion and diversity at the workplace. We believe inclusion leads to better individual, business and organisational outcomes.'* Keshav Suri, Executive Director, The Lalit Suri Hospitality Group and Founder, Keshav Suri Foundation

*'IWEI is a transformational tool for LGBT+ inclusion in India Inc. Not only does it provide a framework for corporate India to base their initiatives on, it also enables friendly competition to collectively raise the bar higher.'* Ramkrishna Sinha, Co-Founder, Pride Circle

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# ABOUT STONEWALL'S GLOBAL DIVERSITY CHAMPIONS PROGRAMME

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Since Stonewall started its international programme in 2012, we've achieved a great deal. We've established ourselves as a leading voice on international LGBT+ issues with the UK government, empowered LGBT+ human rights defenders to campaign for change in their countries, and built an exceptional network with campaigners in over 80 countries.

Our work with employers has been a key part of this. From supporting local LGBT organisations to advocating for LGBT+ equality, employers have a vital role to play in advancing the rights of LGBT+ people throughout the world. We now support over 220 global organisations in advancing their LGBT+ workplace inclusion initiatives in an ever-changing global landscape.

Some common areas of work that we support global employers with are:

- Developing clear anti-discrimination policies that protect LGBT+ people in workplaces in every country, even when there are no protections for LGBT+ people in a legislative framework
- Launching and growing a global LGBT+ employee network that is sensitive to the local contexts of the countries in which the business operates
- Advising employers on how to enable LGBT+ staff to safely travel for work in any corner of the globe
- Empowering senior leaders and allies to champion LGBT+ equality in a safe, legal and meaningful way
- Introducing multinational organisations to Civil Society groups that operate within their markets
- Creating global cultures that enable LGBT+ people to flourish in the workplace
- Stonewall's Global Diversity Champions programme provides organisations with the context and support needed to advance LGBT+ equality globally. Read more about the features of the programme, and enquire about further support [here](#).







**Stonewall**

Acceptance without exception

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