



We have yet to create a culture where LGBTQ employees consistently feel safe being out at work.



Out Leadership estimates that there are fewer than 10 openly LGBT members of corporate boards in the entire Fortune 500—less than 0.3% of all board members.

20%

In the EU, 20% of LGB people felt they experienced discrimination at work or job hunting because of their sexual orientation.

57%

57 percent of LGBTQ Canadians are still not fully "out" at work.

NEXT STEPS...to coming out at work



You don't have to be an activist.

Come out if your workplace: promotes inclusivity, is a safe space, facilitates discussions around LGBTQ issues, or provides employee resource groups and social support.



It doesn't have to be a "big reveal."

Come out in indirect ways by giving colleagues cues. Put up a photo of yourself with your partner to initiate conversations. Start by dropping the term "partner" into a conversation and slipping in some pronouns.



Avoid the mental tax of being in the closet if you can.

It may feel less risky to come out when you are more senior, but there are advantages to being your authentic self from the start.

BENEFITS:



Benefits to Organizations

Maximum employee effectiveness and engagement

Higher retention rates

Culture of openness and acceptance for other LGBTQ workers.



Benefits to LGBTQ WORKERS

Personal authenticity

Sense of purpose and belonging at work

Higher job satisfaction

Better performance

