



navigating workplace identity and inclusion:
a glimpse into the
LGBTQIA+ experience.


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Background: In a world where the conversation around sexuality and gender identity is evolving, the workplace isn't left behind. The recent Workmonitor Pulse sheds light on the current landscape for LGBTQIA+ employees in the United States.

Here's a breakdown of the findings:

comfort and openness

comfort discussing identity

54%

of LGBTQIA+ workers feel comfortable discussing their sexuality or gender identity in their workplaces.

valuing employer support

57%

of the employees place a higher value on employer support and allyship, especially given the current political climate.

challenges and discrimination

encountering discrimination

51%

report facing discrimination or prejudice in their careers due to their sexuality or gender identity.

perception of progress

48%

observe a decrease in discrimination over the past five years

53%

are still concerned about its impact on their career progression.

workplace environment

leaving job due to unwelcoming environment

41%

have exited a job because the environment was not welcoming.

guidance in career path selection

47%

have been guided in their career path selection influenced by concerns over inclusion.

employer efforts and role of allies

employer engagement in pride

50%

commend their employer's involvement in Pride initiatives

51%

view these efforts as tokenistic.

active allies

60%

see their colleagues as allies actively contributing to fostering inclusiveness in the workplace.

presence of role models

55%

see their colleagues as allies actively contributing to fostering inclusiveness in the workplace.

calls to action

employer's responsibility

69%

believe in the critical role of employers in ensuring inclusivity.

suggested actions

68%

suggest implementing internal policies such as inclusive job advertisements and diversity training.

advocacy and awareness

employers taking a stand

66%

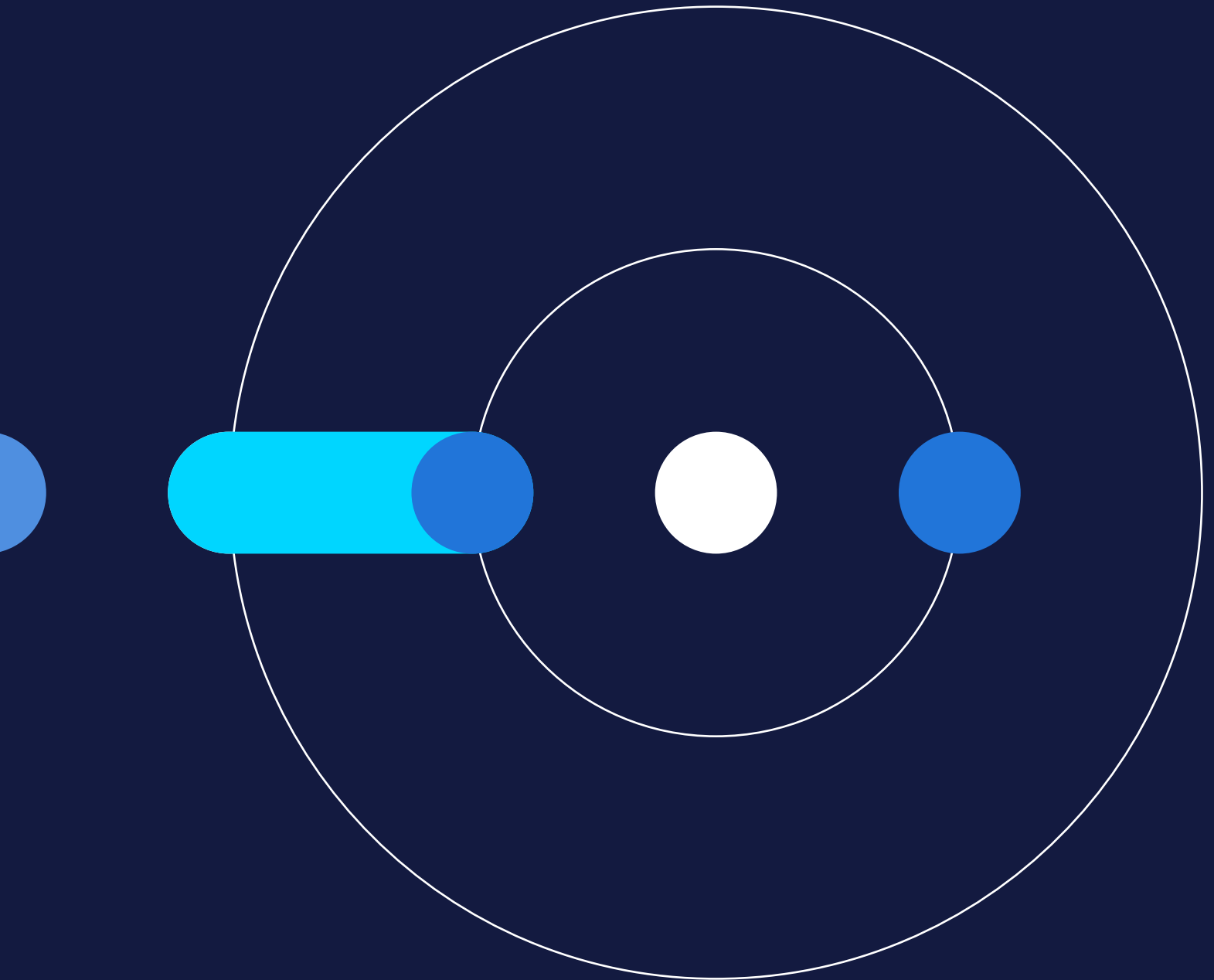
argue that employers should publicly advocate for LGBTQIA+ rights.

personal responsibility for advocacy

61%

feel a personal duty to promote LGBTQIA+ awareness at work.

This fact sheet highlights key insights into the experiences of LGBTQIA+ workers navigating their identities in professional environments across the United States. The data suggests both progress and ongoing challenges, emphasizing the need for authentic inclusion and equity efforts in the workplace.



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