



myGwork Research:

Experiences of LGBTQ+ Women & Non-Binary Professionals at Work

Lesbian Visibility Week

2023

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Forward

This year, to celebrate Lesbian Visibility Week, we wanted to delve deeper into the experiences of LGBTQ+ women and non-binary professionals. Our research, which highlights the experiences of over 2,000 LGBTQ+ women and non-binary professionals from around the world, reveals that a shocking three-quarters still fear being completely out and proud both at work and socially.

Our findings confirm that LGBTQ+ women and non-binary professionals are statistically less likely than their gay male colleagues to be out at work and face much higher rates of discrimination. Rife discrimination rates toward this group are preventing many from coming out at work and in society at large. In fact, more than that, 7 out of 10 experience discrimination at work, and the figure is much higher for those with intersectional experiences from marginalized communities and ethnic minority groups. This is despite the increasing rates of allyship from both men and cis-gender straight women, as well as more visible LGBTQ+ role models at work. They are also not getting the adequate support they need from management and HR to progress, despite corporate efforts to make workplaces more inclusive.

Additionally, many LGBTQ+ women and non-binary professionals believe that their sexual orientation/gender identity hinders career progression and influences whether they are offered training and development opportunities to get ahead. In fact, 8 out of 10 say that it's tougher to shatter the glass ceiling than straight cis-gender women, and the figure is much higher for those with intersectional experiences.

The following pages also shed light on other areas such as whether the community feels their voices are valued at work, views on whether they think salaries are transparent and equitable, levels of job satisfaction, and if organizations provide adequate LGBTQ+ training to prevent micro-aggression, bias, harassment and discrimination at work. We also uncover insights such as how the community perceives the term 'lesbian', data on their mental and physical wellbeing, and views on menstrual leave.

Our research also found that the majority of LGBTQ+ women and non-binary professionals are not prepared to work for employers that fail to provide an inclusive work environment or fail to prioritize equality. Around 7 out of 10 said they have left an employer for failing to provide inclusive and equitable workplaces which highlights the importance of creating inclusive and fair workplaces to retain this highly valuable talent.

So what can organizations do to become more inclusive and stamp out discrimination? Our report contains some great insights thanks to LGBTQ+ women and non-binary professionals worldwide who shared their thoughts and recommendations with us, to provide timely advice on what steps organizations can take to make the workplace more inclusive and stamp out discrimination, so they feel safe enough to come out, stay out and work with pride.

Finally, a huge thank you to our growing network of corporate and community partners, as well as our extensive global LGBTQ+ professional network for taking part in, as well as sharing, our survey. We hope you find the insights useful.

Co-founders of myGwork

Pierre & Adrien Gaubert



Introduction

myGwork has carried out research to investigate the experiences and challenges that LGBTQ+ women and non-binary professionals face at work. The study coincides with Lesbian Visibility Week (24-30 April 2023), when we celebrate and honor the contributions of LGBTQ+ women and non-binary people around the world.

The results from myGwork's research aim to provide insights on the challenges that LGBTQ+ women and non-binary professionals face at work, such as discrimination and its impact on career progression, along with recommendations on how to better support them.

The report also sheds light on which industries most value the voices of the LGBTQ+ women and non-binary professionals, which ones struggle the most with issues such as diversity, and which ones are providing adequate LGBTQ+ education and training to combat some of the main struggles that the community continues to face.



Headline Findings



Our research revealed that the glass ceiling is much harder to shatter for lesbian women and non-binary professionals. According to the data, more than three-quarters of LGBTQ+ women and non-binary people say there are still too many barriers and challenges preventing them from getting ahead at work. It's already hard for women to progress up the career ladder, but the odds are stacked even higher if you are from the LGBTQ+ community with additional hurdles for those with more intersectional experiences, such as those from other ethnic minorities or marginalized groups, such as the trans and non-binary communities.

These challenges range from experiencing bias and discrimination at work, to limited access to training and development opportunities, which are also impacted by caring responsibilities. Here are just a few of our headline findings:

7/10



LGBTQ+ women and non-binary professionals have experienced discrimination at work, and the figure is higher for those with intersectional experiences. Of those, gender nonconforming and gender queer people experienced the highest rate of discrimination at work (81%), followed by cis-gender women (76%), gender fluid (75%), intersex (68%), trans women (66%) and non-binary people (65%).

7/10 LGBTQ+ women and non-binary professionals would leave their employer for failing to provide an inclusive workplace.

3/4

of LGBTQ+ women and non-binary professionals fear being completely out and proud.

3/4

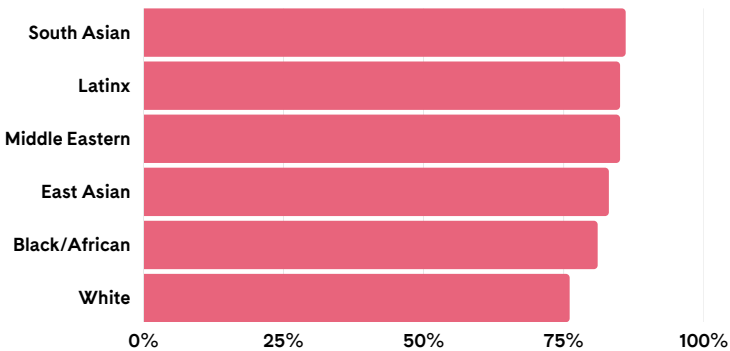
of LGBTQ+ women celebrate Lesbian Visibility Week

61%

are happy to be called 'lesbian', but 20% do not feel comfortable with this label.

8 OUT OF 10

respondents across all age groups say that it's tougher for LGBTQ+ women and non-binary professionals to shatter the glass ceiling than straight cis-gender women. Those belonging to ethnic minority groups reported that they find it much harder to progress higher up the career ladder than their White colleagues.



7 out of 10 respondents across all working age groups and genders confirmed that they have many active and visible allies at work (men and women).



Less than 1/4 of LGBTQ+ women and non-binary professionals are 'completely' out and proud.



6 out of 10 LGBTQ+ women and non-binary people believe that sexual orientation and/or gender identity has slowed down their career progression.



8 out of 10 LGBTQ+ women and non-binary people believe their voices are valued in their organizations, and 8 out of 10 have visible LGBTQ+ role models at work, but only 9% are in senior C-suite leadership positions and 3% are CEOs/founders.

OVER

60%

of survey respondents have taken leave for mental health and/or menstrual reasons but pretended it was for something else,

AND

78%

would like employers to offer menstrual health leave.

52%

of LGBTQ+ women and non-binary people have a disability (physical/mental health).

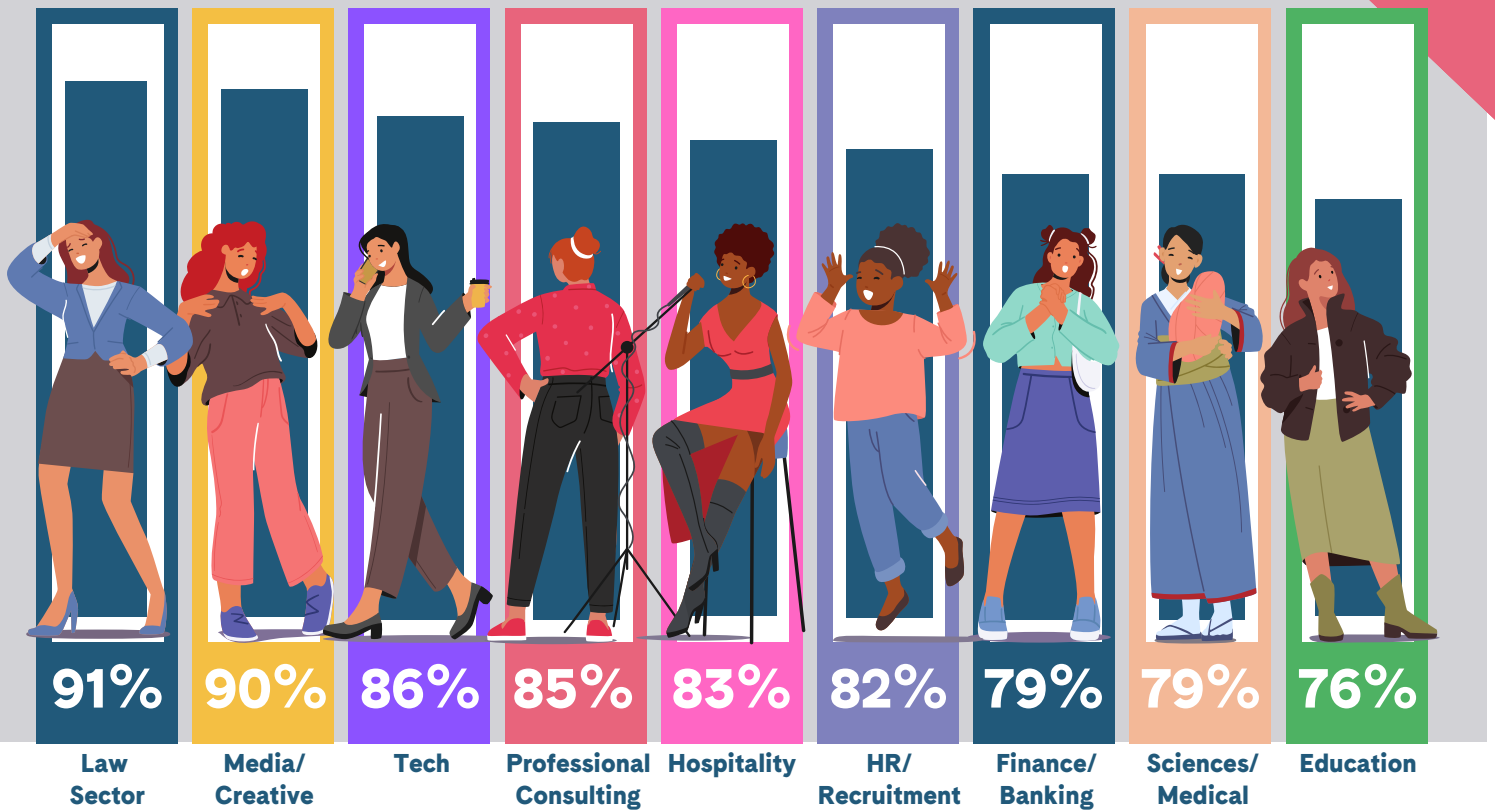
Celebrating Lesbian Visibility Day and Week

International Lesbian Visibility Day is celebrated worldwide, and Lesbian Visibility Week, launched in 2020, is fast gaining momentum globally, particularly in countries such as the US, Canada and the UK. Many LGBTQ+ women and non-binary people see it as opportunity to highlight and celebrate contributions of lesbians to society, culture, and the economy.

Organizations are also realising the benefits of celebrating the week, to honor the history of lesbians and their fight for equality, as well as generating awareness of the unique challenges faced by lesbians, such as discrimination, harassment, and violence, as well as challenging stereotypes and misconceptions to help promote greater understanding and acceptance. In fact, our study revealed that around 70% of organizations now recognize and celebrate Lesbian Visibility Week, but 30% still don't.

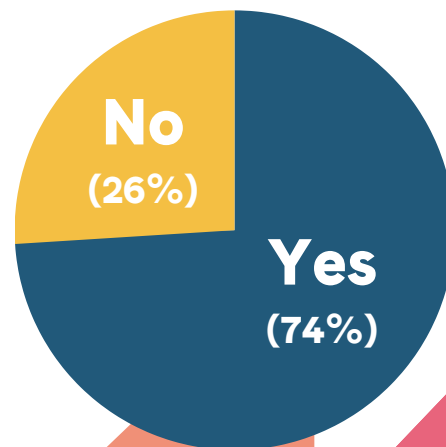


According to LGBTQ+ women and non-binary professionals, their voices are valued across industries, with the law sector scoring the highest (91%), followed by media/creative (90%), tech (86%), professional services/consulting (85%), hospitality (83%), HR/recruitment (82%), finance/banking (79%), sciences/medical (79%) and education (76%).



Lesbian Visibility Week provides lesbian women and non-binary people an opportunity to share their stories and advocate for their rights and needs. Our research revealed that 74% of respondents celebrate Lesbian Visibility Week, through activities such as taking part in events during the week, sharing and engaging social media posts, and more. However, around a quarter (26%) said they do not take part.

Do you celebrate Lesbian Visibility Week?

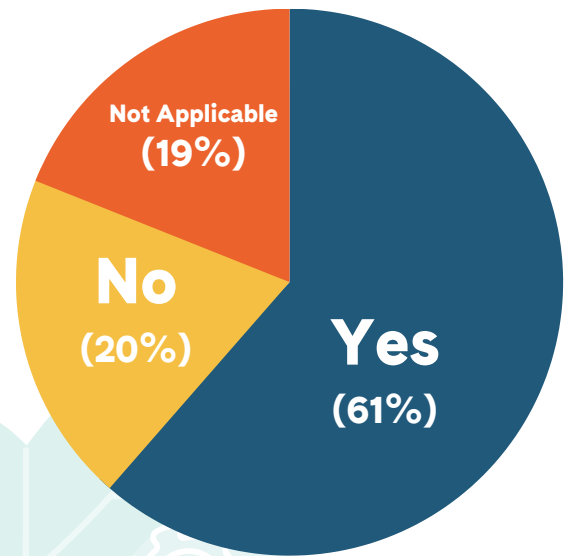


Perceptions Around the Term 'Lesbian'

Around 6 out of 10 of our research respondents (61%) who identify as lesbian are comfortable describing themselves with this label. However, 20% are still struggling with this label. How well the term lesbian is embraced depends on how positively it's perceived in social circles, family, and community, according to the respondents.

Although the word lesbian appears to be embraced more commonly, many respondents said they still prefer to use the word gay or queer, especially if they have grown up in a community or household where the term lesbian has been used in a negative or stereotypical way.

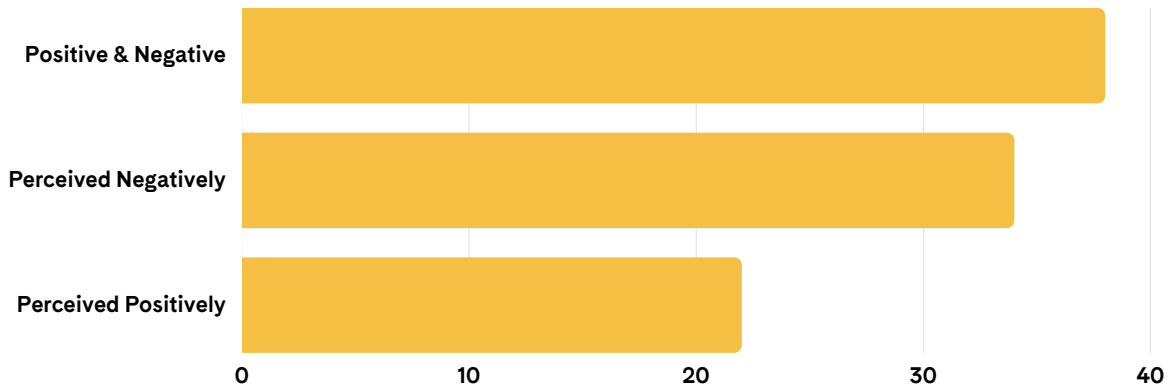
If you identify as lesbian, do you feel comfortable openly describing yourself as a lesbian?



The 'Lesbian' Label

According to our study, around 40% said that the word lesbian is perceived both positively and negatively. However, more than a third (36%) believe that the term lesbian is still perceived negatively by society, compared to just 25% of respondents who say that the label lesbian is perceived positively. Many lesbians also feel they are viewed much more negatively than gay men, especially if their gender expression is butch or non-binary.

Perceptions of the Lesbian Label



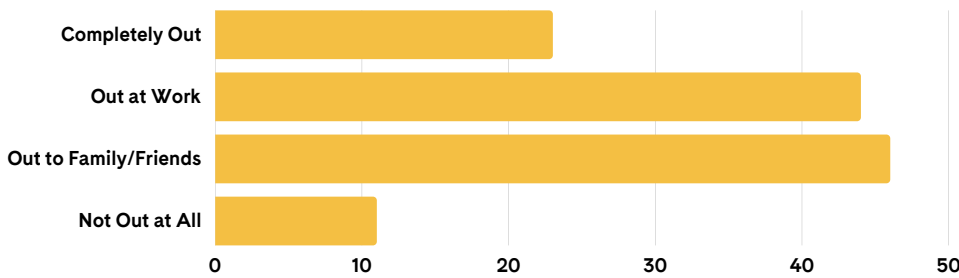
Our research further showed that those aged 55+ (85%) are actually more comfortable with the lesbian label, compared to the younger age groups of 18-24 year olds (49%) and 25-34 year olds (55%). This shows we still have work to do to create positive perceptions around the word lesbian, particularly for the younger generation, and we must challenge the stigma still associated with the term.



Out & Proud?

LGBTQ+ acceptance especially at work and in society is one of the major issues for the community. Sadly, many LGBTQ+ professionals fear coming out at work, especially women and non-binary people. Our study shows that only 44% of LGBTQ+ women and non-binary professionals are out at work. This includes around a quarter (23%) of the community who are completely out and proud and around 21% of professionals who are only out at work.

Are you completely out and proud?



The survey also revealed that:

- 11% of respondents are not out to anyone at all yet.
- 46% of respondents are only out to their family members.

LESS THAN

1/4

are completely out and proud.

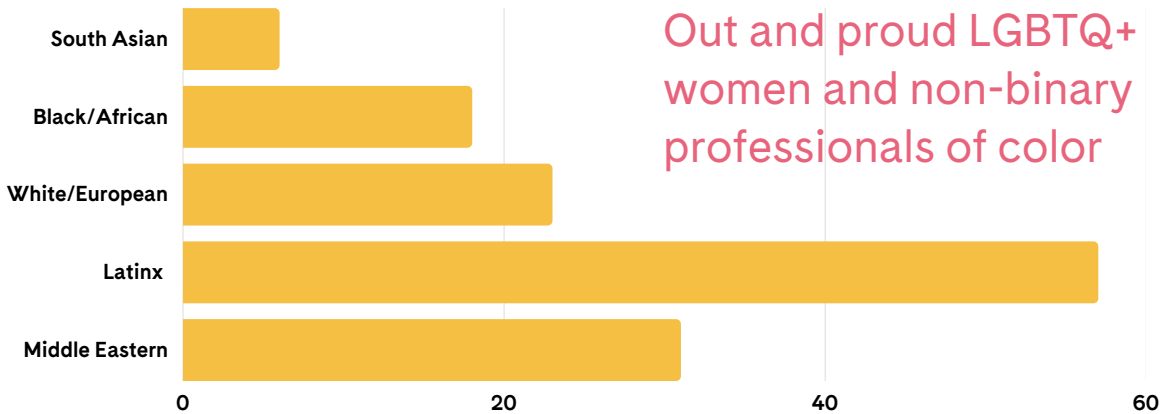
46%

of LGBTQ+ women and non-binary people are only out to family members.



Intersectional Experiences

Our research reveals that even fewer LGBTQ+ women and non-binary professionals of color are completely out and proud. For example, only 6% of South Asians are completely out and proud to everyone, compared to 18% of those from Black/African and 23% of White/European heritage. However, Latinx LGBTQ+ women and non-binary people are the most open and proud (57%), followed by those of Middle Eastern heritage (31%).



Significance of Being Out at Work

Being out at work and not having to hide aspects of themselves is of huge importance to LGBTQ+ women and non-binary professionals. For many, it simply allows them to be authentic and focus on the job without having to worry about being 'outed' or discriminated against because of their sexual orientation. However, negative perceptions around terms such as lesbian make life more challenging. So do high rates of discrimination, harassment and bias, as our research reveals.

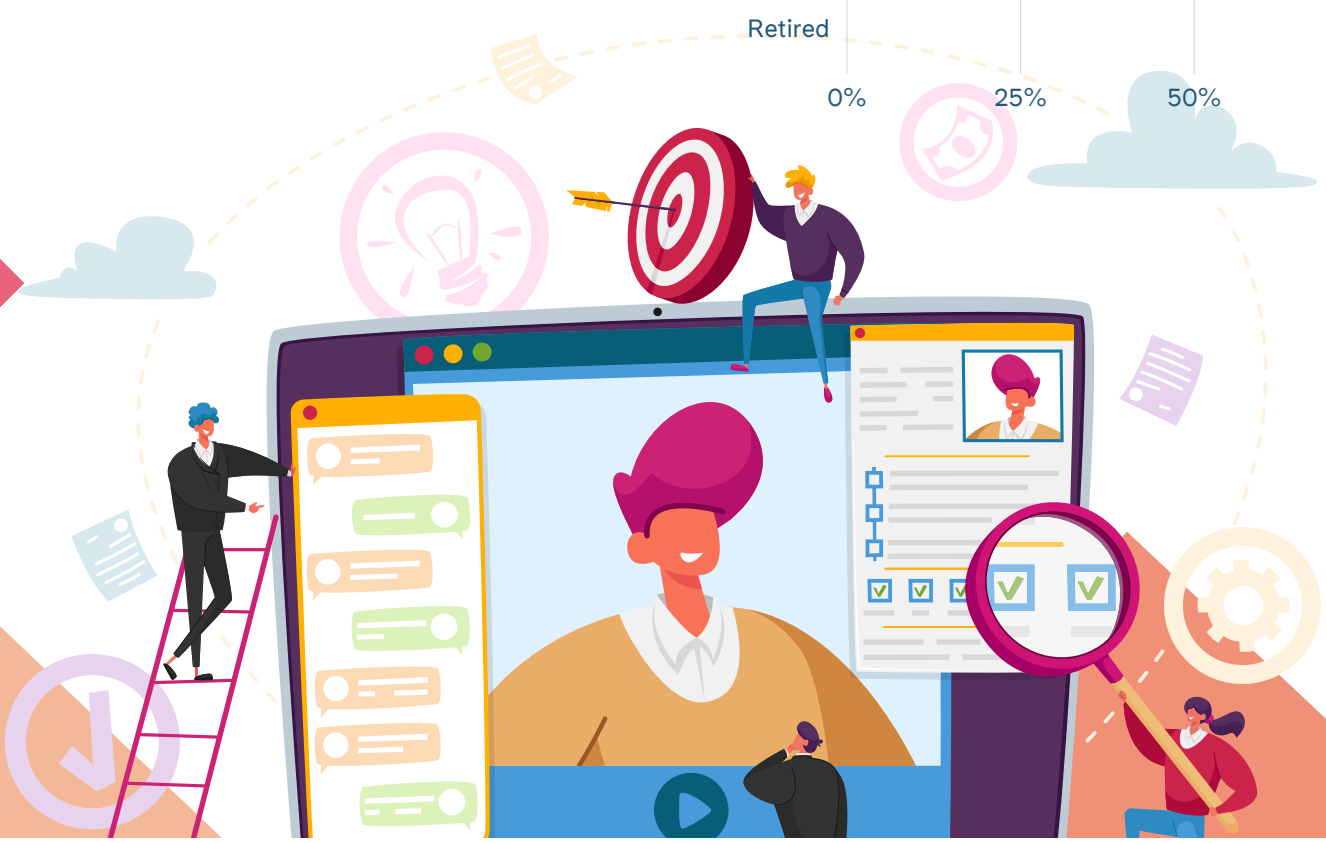
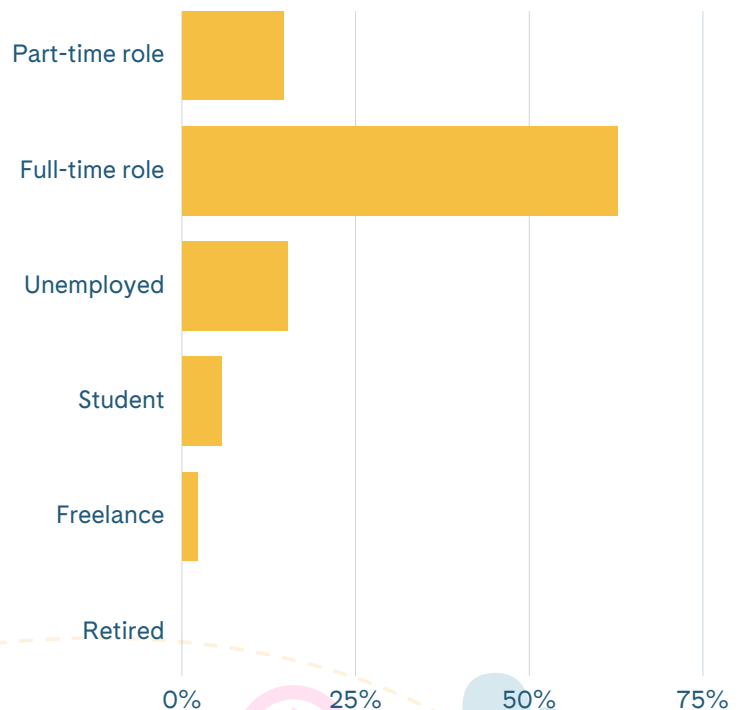


LGBTQ+ In The Workplace: Lesbian Women and Non-Binary Professionals

Employment Status and Roles

Our study found that two-thirds of LGBTQ+ respondents (67%) are employed full-time in practically every industry sector. Just 13% are employed on a part-time basis, and 3% are freelancers.

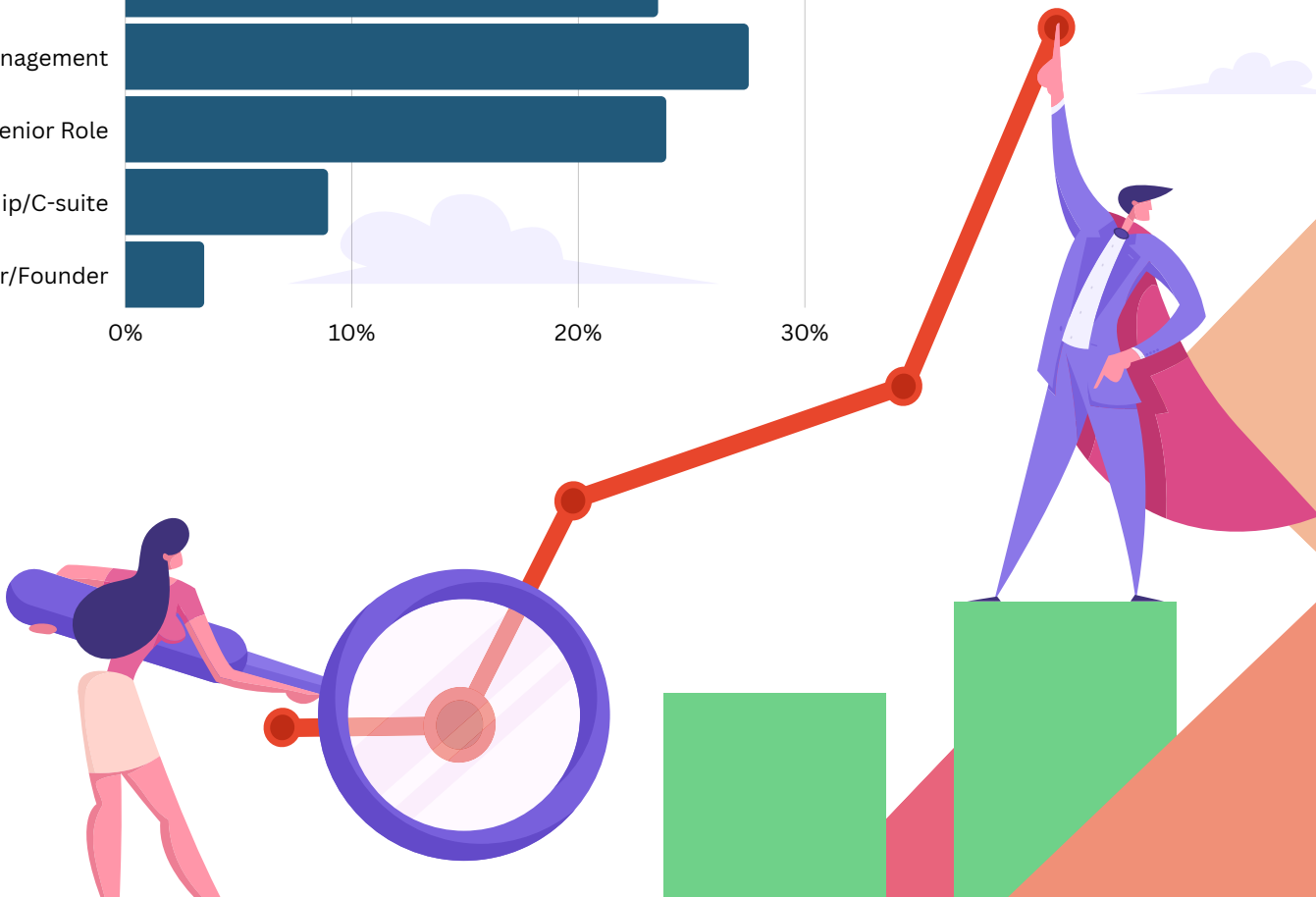
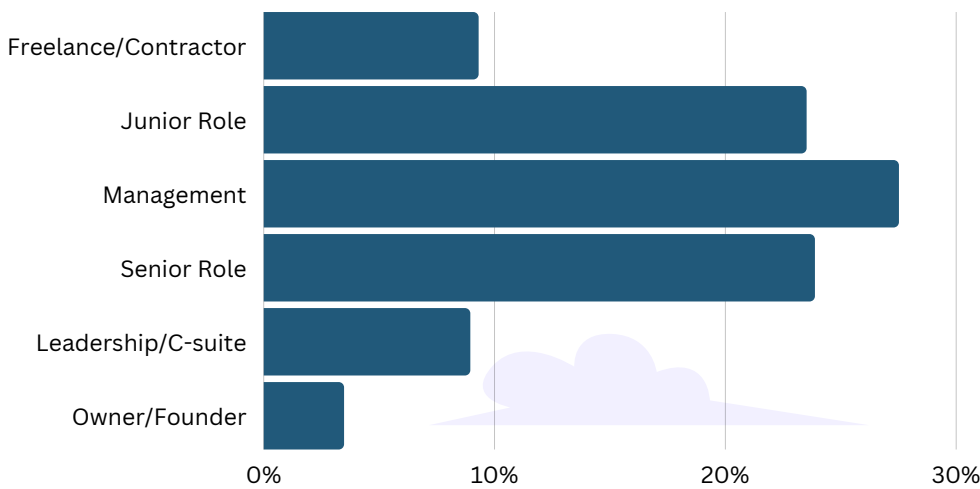
Additionally, 11% respondents are unemployed, 6% are students, and a small number (0.4%) are fully retired.



Although lesbian women and non-binary professionals are represented in the most senior management levels within organizations, very few hold senior C-suite leadership roles. Our study revealed that:

- Just 9% of LGBTQ+ women and non-binary professionals hold senior leadership C-suite positions at their company. Around 3% are CEOs or founders.
- 22% of LGBTQ+ women and non-binary professionals hold senior positions just below the C-level in organizations.
- 26% of LGBTQ+ women and non-binary professionals hold middle-management level positions at work.
- 25% of LGBTQ+ women and non-binary people hold junior roles in their organizations.

Level of seniority at work



Belonging, Inclusion and Satisfaction at Work

8/10



Around 8 out of 10 (80%) of respondents revealed that their employer values the voices of queer women and non-binary professionals, yet around 2 in 10 (20%) believe their organization doesn't. Other key findings show that:

- Around 8 out of 10 LGBTQ+ professionals (80%) say that there are visible LGBTQ+ women and non-binary role models in the workplace, compared to 20% who still don't have visible role models at work.
- Overall, LGBTQ+ women and non-binary professionals said they feel moderately included at work within the workplace, rating inclusion at work a 6 (on a scale of 1-10, where 1 is low and 10 is high). Using the same criteria, many gave their workplace a score of 6, for creating a workspace that allows them to feel safe and out at work.
- 69% of participants said that they are working in a diverse workplace, compared to 31% of those that are not.
- The survey shows that LGBTQ+ women and non-binary professionals are moderately happy in their jobs, scoring their job satisfaction a 6 out of 10. That said more than 5 out of 10 (53%) are seeking new job opportunities.
- 73% of participants confirmed that they left an employer for failing to provide an inclusive workplace and not working hard enough to achieve gender equality.



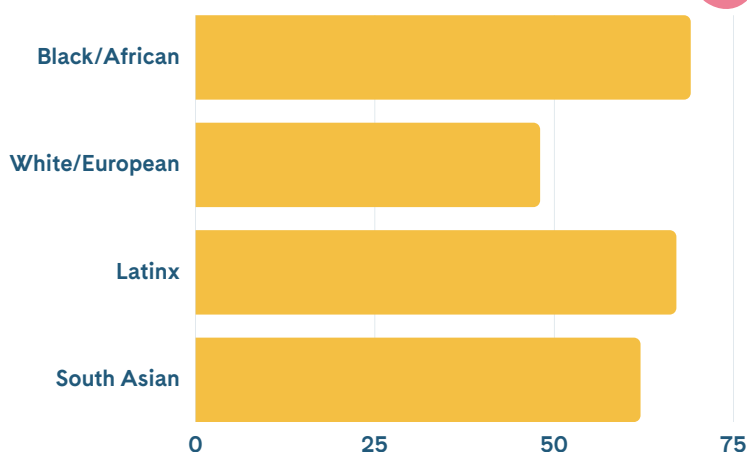
Career Development and Progression

There are various factors that affect an individual's career growth, starting from personal responsibility, opportunities, education, and training. One of the biggest factors affecting career progression for LGBTQ+ women and non-binary professionals is caring responsibilities. More than three quarters have caring responsibilities for a child, relative (most often their partner, parent or even sibling), or both. Only 2 out of 10 said they don't have care responsibilities at all. Our key findings are:

- **Around 38% of LGBTQ+ women and non-binary professionals have childcare responsibilities, 29% are caring for a relative, and 14% are caring for both a child and a relative.**
- **Around half (49%) of study participants said that caring responsibilities have impacted their career progress.**
- **58% of participants think that sexual orientation or gender identity has slowed down their career progression.**
- **38% of participants said that workplace parental/family-related benefits are vital for recruitment and retention.**

Impact of Intersectionality on Career Progression

Our research also found that LGBTQ+ women and non-binary professionals with intersectional experiences have more challenges getting ahead in the workplace. For example, around 7 out of 10 (69%) of LGBTQ+ women and non-binary professionals of Black/African heritage said that their career was negatively impacted or cut short because of caring responsibilities, compared to 48% of those from White/European backgrounds. Those from the Latinx (67%) and South Asian (62%) community were also impacted more.



Career progression for LGBTQ+ women and non-binary professionals of color

Workplace Discrimination and Allyship

Most of the LGBTQ+ community agree that allyship is key to tackling discrimination both at work and in society at large. Our research revealed high rates of active allyship from both straight cis-gender women, as well as men, towards LGBTQ+ women and non-binary professionals. For example:

- 76% of respondents across all working age groups and genders confirmed that they have many active and visible, straight cis-gender women allies at work.
- 63% of respondents said they have active allyship from men in the workplace.

**MORE THAN
7 OUT
OF 10**

respondents across all working age groups and genders confirmed that they have many active and visible, straight cis-gender women allies at work.

**6 OUT
OF 10**

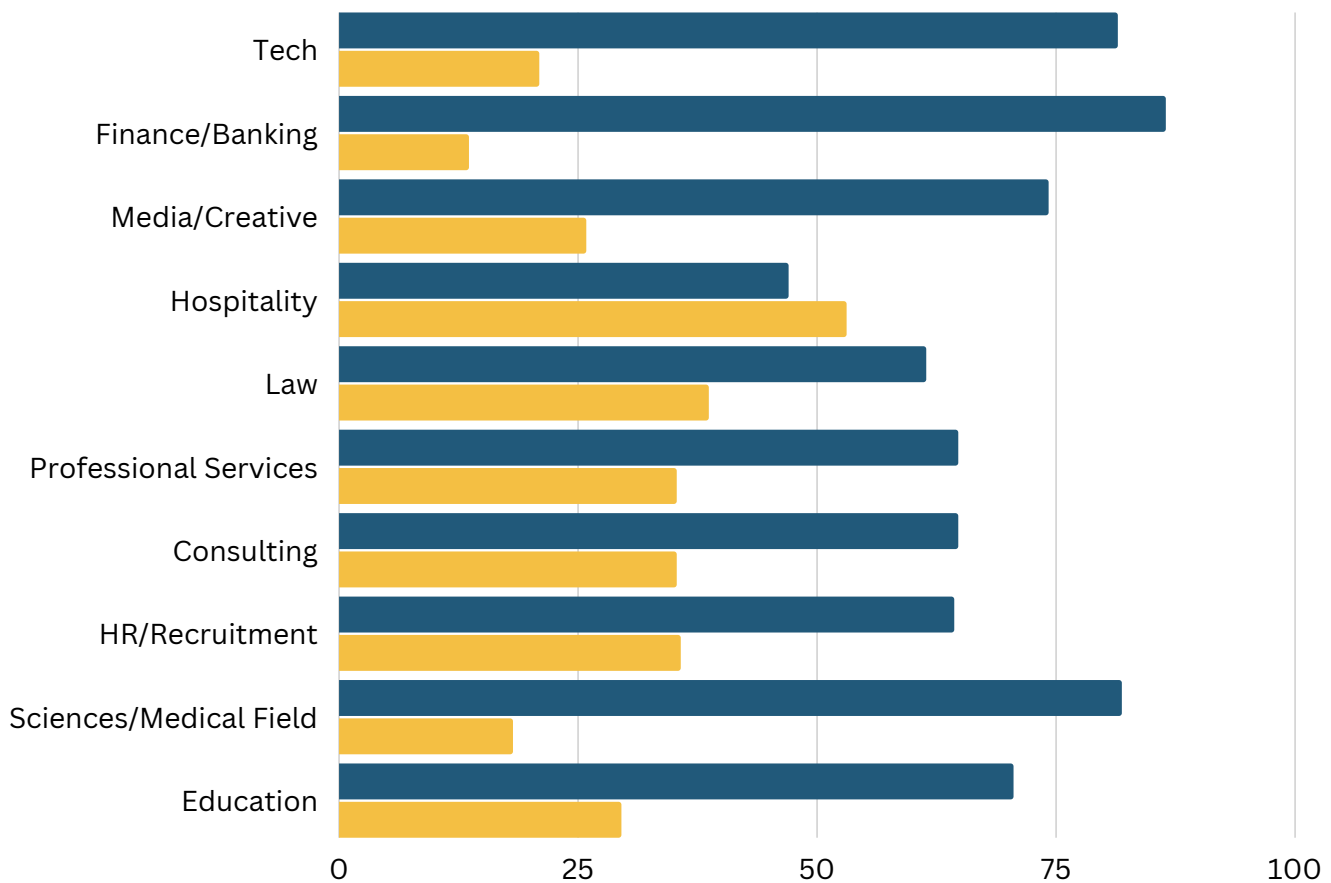
said they have active allyship from men in the workplace.



Discrimination and Inequality at Work

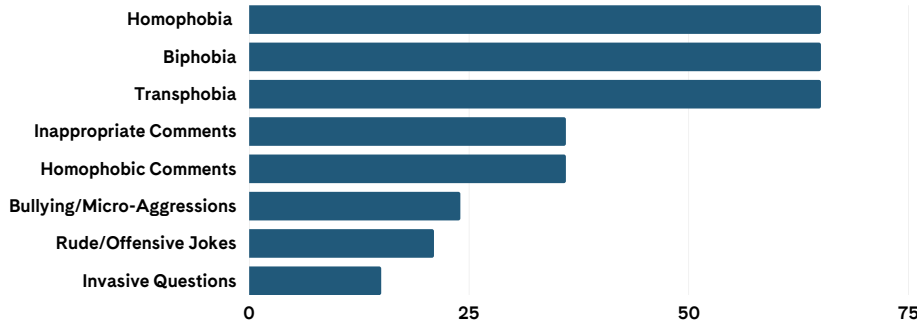
Despite the high rates of allyship from both men and women, discrimination remains high and LGBTQ+ women and non-binary professionals feel they did not get enough support from their managers and/or allies when they have experienced unfair treatment or harassment. According to our survey respondents, discrimination is worst in finance and banking, science and medicine, and tech. Those working in hospitality reported fewer cases of discrimination.

■ Yes ■ No Discrimination rates by sector



Our findings on discrimination reveal that:

- **65% of participants have experienced homophobia, biphobia, or transphobia in the workplace, through inappropriate/homophobic comments (36%), bullying/micro-aggressions (24%), rude/offensive jokes (21%) and invasive questions (15%).**



- **7 out of 10 participants (70%) are discriminated against in the workplace across all gender identities.**
- **62% of respondents also witnessed other LGBTQ+ women or non-binary people being discriminated against in the form of verbal abuse/harassment, misogyny/sexism and overall disrespectful behaviors.**
- **Less than half (48%) of participants were supported by their managers when they have been discriminated against because of their gender.**
- **The support against discrimination from allies was also extremely low (rated 6 out of 10), which creates a significant level of challenges for LGBTQ+ women and non-binary people at work.**

7 OUT OF 10

PARTICIPANTS ARE DISCRIMINATED AGAINST IN THE WORKPLACE, ACROSS ALL AGES AND GENDERS.

62%

OF RESPONDENTS ALSO WITNESSED OTHER LGBTQ+ WOMEN OR NON-BINARY PROFESSIONALS BEING DISCRIMINATED AGAINST.

LESS THAN HALF

48%

OF PARTICIPANTS WERE SUPPORTED BY THEIR MANAGERS WHEN THEY HAVE BEEN DISCRIMINATED AGAINST BECAUSE OF THEIR GENDER IDENTITY OR SEXUAL ORIENTATION.

65%

HAVE EXPERIENCED HOMOPHOBIA, BIPHOBIA OR TRANSPHOBIA AT WORK.

Intersectionality and Discrimination

The rates of discrimination were much higher for LGBTQ+ women and non-binary professionals of color and those belonging to marginalized communities, ethnic groups and age groups.

Gender nonconforming and gender queer people experienced the highest rate of discrimination at work (81%), followed by cis-gender women (76%), gender fluid (75%), intersex (68%), trans women (66%) and non-binary people (65%). They also experienced high rates of homophobia, biphobia, and transphobia, with gender nonconforming and gender queer people suffering the highest levels (at 83%).

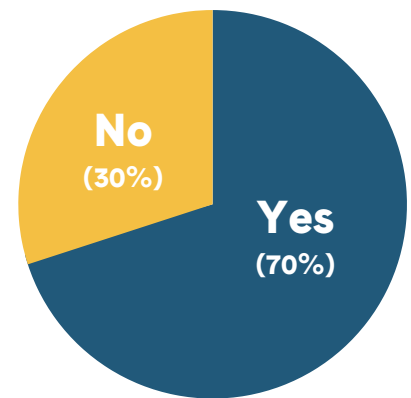
LGBTQ+ women and non-binary professionals of South Asian (83%), Black/African (80%), Latinx (71%) and East Asian (70%) heritage reported higher rates of discrimination than their White/European colleagues (67%).

While all LGBTQ+ women and non-binary professionals experienced high levels of homophobia, biphobia, and transphobia, those from South Asian backgrounds suffered the highest rates (97%), followed by the Black/African (87%), East Asian (78%), White/European (60%), Middle Eastern (52%) and Latinx (43%) communities.

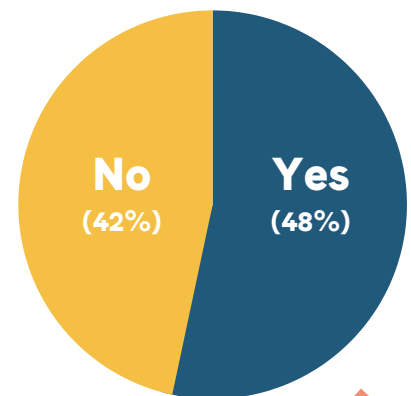
Around 6 out of 10 LGBTQ+ women and non-binary professionals aged between 23-54 say they have been discriminated against, with those in the 55-64 age group experiencing the most (71%). More than 70% of 45-64 year olds also experienced significantly higher rates of homophobia, biphobia and transphobia, compared to around 55% for those aged under 44 years.

Although most groups said they received some support from their managers to deal with the discrimination, around half did not feel the support they got was adequate, highlighting the need for better policies, education and training.

Have you ever been discriminated against in the workplace?



If you have been discriminated against because of your gender identity/sexual orientation, were you supported by your manager?



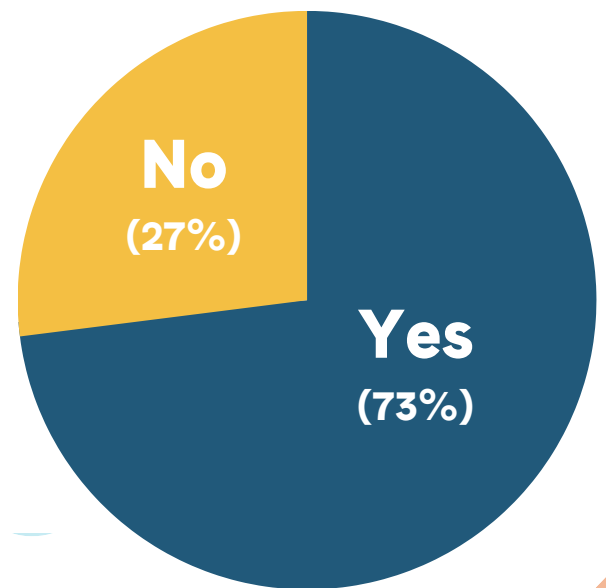
Equitable Opportunities and Pay Transparency

Issues such as equal pay and equality of opportunity are hugely important to our respondents, and heavily influence whether LGBTQ+ women and non-binary professionals will stay working at a company.

Key findings show that:

- More than a quarter of respondents (27%) said they do not believe they are paid the same as their male colleagues with the same qualifications and job responsibilities.
- 68% of participants said that salaries are transparent and equal at their workplace, compared to 32% who believe they aren't.
- Those in finance, tech, professional services and consulting were more likely to say they are paid the same as their male colleagues with the same qualifications and job responsibilities.
- Although organizations are working hard to close pay gaps, respondents highlighted that pay gaps are larger for non-binary, trans, disabled, neurodivergent, and people of color.
- Employed LGBTQ+ women and non-binary professionals up to the age of 44 are more likely to believe that salaries are transparent and equal at their workplace, but this declines with age.

Do you think you are paid the same as your male colleagues with the same qualifications and job responsibilities?

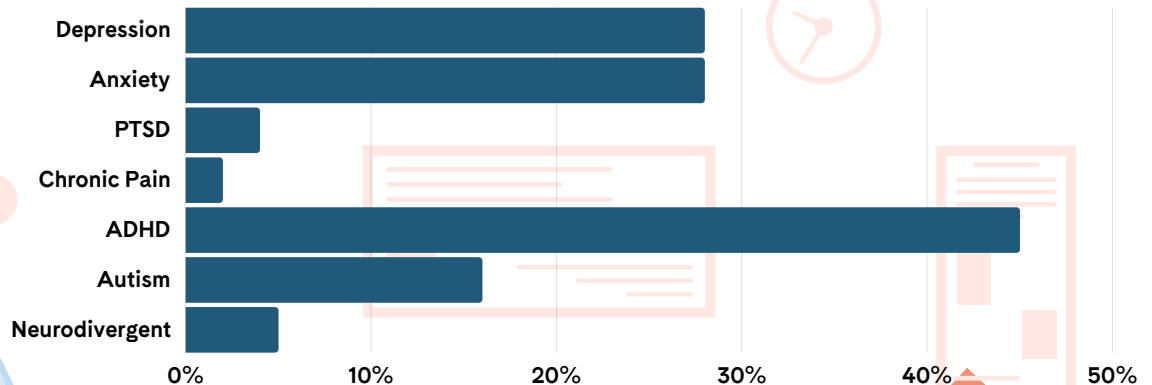


Mental Health, Wellbeing and Disability at Work

Our survey highlighted that over half of LGBTQ+ women and non-binary professionals have a disability and/or suffer from mental health issues or challenges at work. Our key findings include:

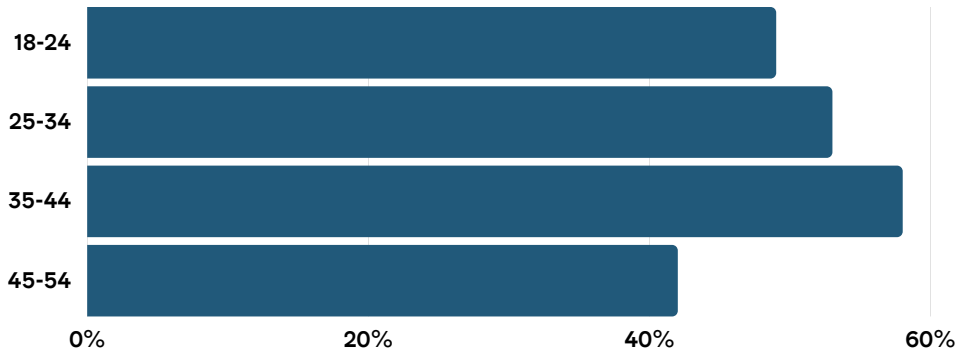
- 52% of respondents said they have a disability (mental or physical) as defined by the Equality Act.
- 69% of respondents said they had taken time off for mental health but pretended it was for something else, compared to 31% who have not done this.
- More than half (59%) of respondents who menstruate said they had taken time off for menstrual leave but pretended it was for something else. Interestingly, an overwhelming 78% across all age groups believe companies should offer menstrual leave.
- 68% of participants reported that they had been offered wellbeing benefits by their employer.

Of those who shared that they had a disability, most were related to mental health issues, such as depression and anxiety (28%). Around 4% shared that they were suffering post-traumatic stress disorder (PTSD), and 2% from chronic pain. Interestingly half (45%) confirmed that they had ADHD, with 16% sharing that they are on the autism spectrum, and 5% identified as neurodivergent.

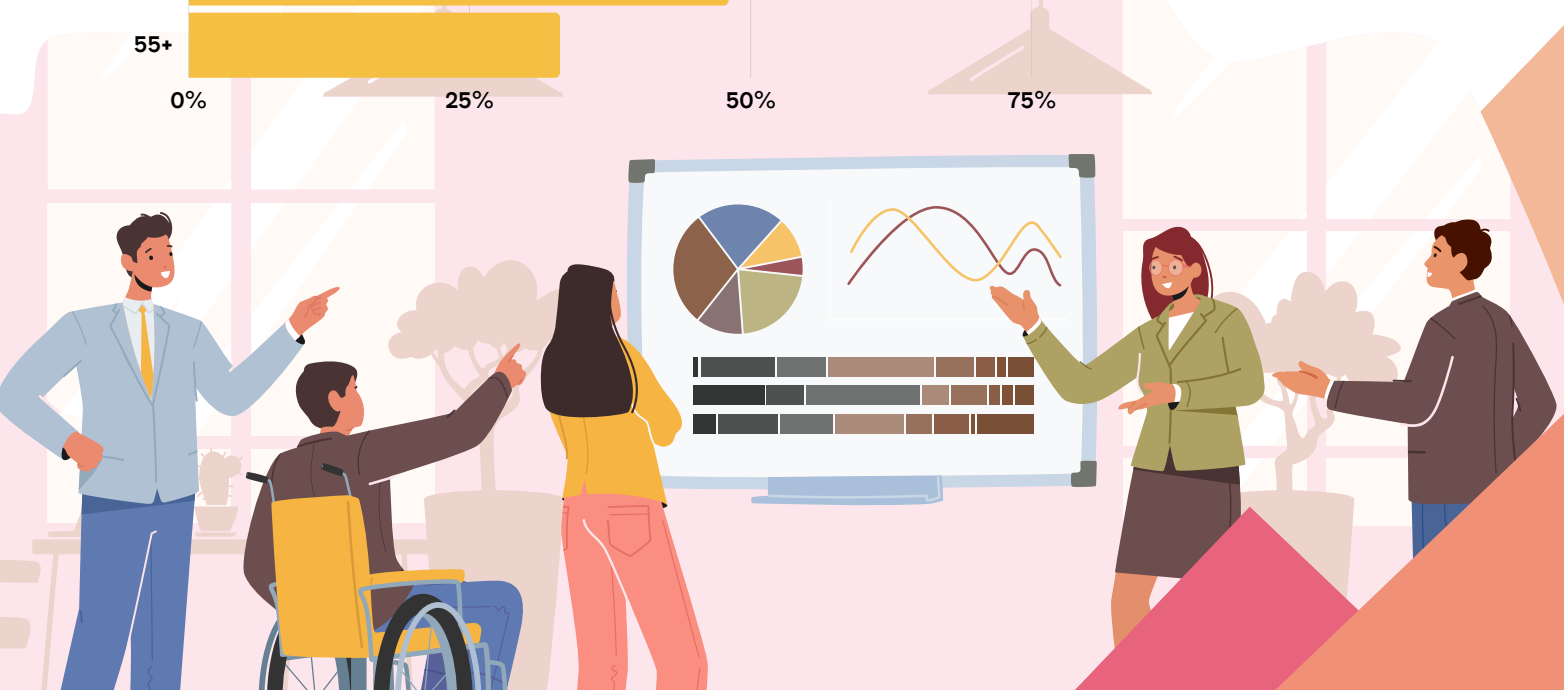
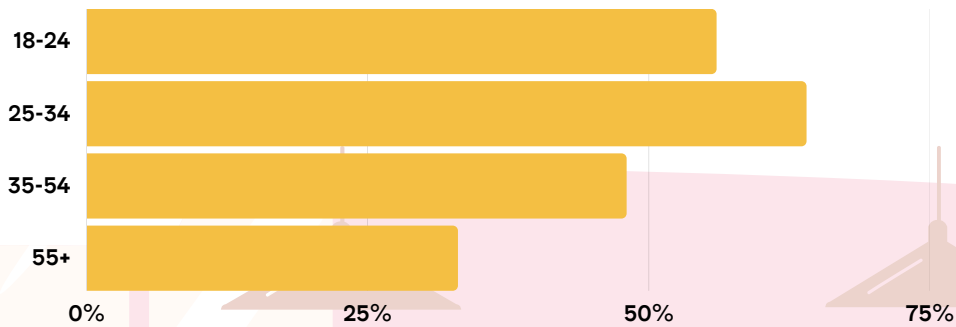


Age and Wellbeing Matters

Around 58% of those in the 35-44 age group confirmed they had a disability, followed by 25-34 year olds (53%), 18-24 year olds (49%) and 45-54 year olds (42%).



More LGBTQ+ women and non-binary professionals in the 25-34 age bracket have taken time off for mental health and pretended it was for something else (64%), followed by 18-24 year olds (56%). The figures were lower for those aged 35-54 (48%) and 55+ (33%).



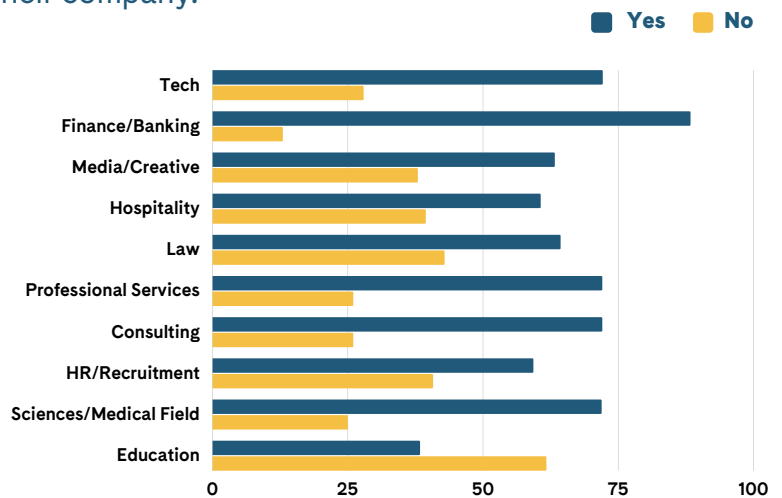
Training and Development

Many organizations are providing training and development to help managers combat discrimination and create more inclusive work environments; however many are still not. The majority of respondents in the finance and banking industry (88%) said their employer offered LGBTQ+ inclusion training, followed by professional services and consulting (72%), and tech (72%).

Our research also found that:

- 55% of respondents confirmed that their employer provides LGBTQ+ inclusion education training to help prevent micro-aggression, bias and discrimination at work. But 45% said their organization does not provide this.
- 52% of research respondents think that gender identity strongly influences whether or not you are offered training and development within their company.

Does your employer provide LGBTQ+ inclusion education and training to prevent micro-aggression, bias, and discrimination?

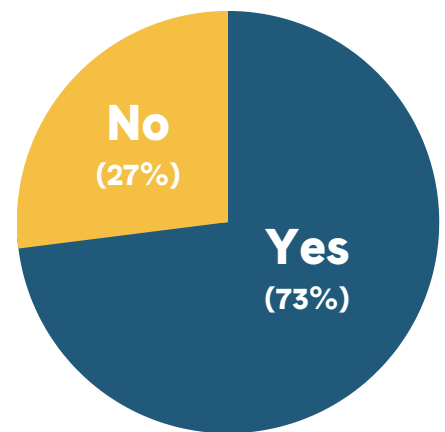


LGBTQ+ Recruitment and Retention at Work

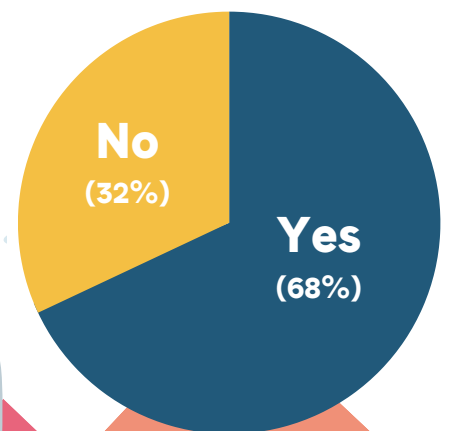
Although many are satisfied at work, our survey highlighted that more than 5 out of 10 respondents are currently job hunting. Our survey also revealed that:

- More than 7 out of 10 (73%) would leave an employer for failing to provide an inclusive workplace, or not working hard enough to achieve gender equality.
- Around 7 out of 10 (68%) of respondents are researching a company's diversity and inclusion credentials, such as their gender pay gap and any diversity and inclusion award, as well as whether they offer flexible working arrangements, before applying for, or accepting a job offer. Many will also go the extra mile to read reviews on platforms such as Glassdoor, and DEI/CSR reports on a prospective company's website. Some will also research to find out whether a potential employer has had any discrimination cases brought against them.
- 50% of LGBTQ+ women and non-binary professionals use diversity and inclusion platforms, followed by LinkedIn (45%), and industry-specific platforms (36%) to search for job opportunities. In fact, around a quarter said they are specifically using myGwork to find and apply for jobs.

Would you leave an employer for failing to provide an inclusive workplace?



Do you research a company's diversity and inclusion credentials before applying for a job?



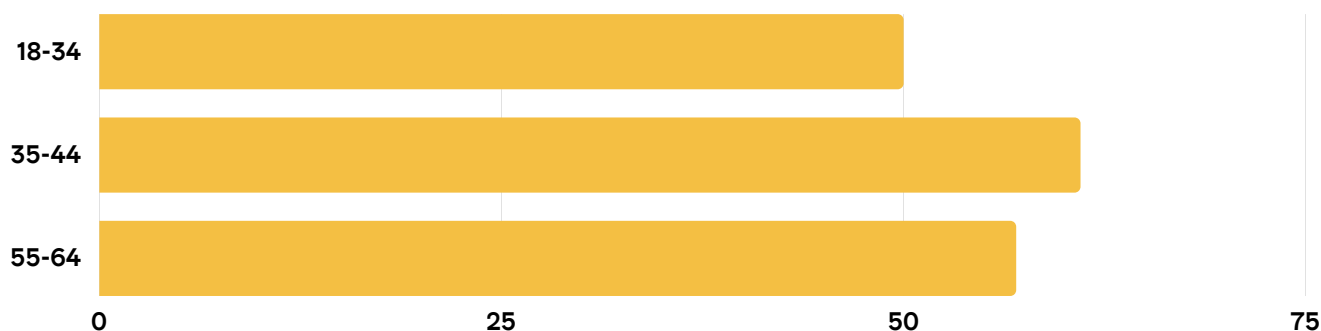
Employee Resource Groups

Our survey found that LGBTQ+ networks and employee resource groups (ERG) are important when attracting and retaining LGBTQ+ women and non-binary professionals.

Around 7 out of 10 (71%) respondents said that their company has an LGBTQ+ network or ERG, and around 62% said they belong to it. In fact, 61% of those in the 35-44 year age group belong to their organization's LGBTQ+ ERG, followed by 57% of those aged between 55-64 (57%) and 50% of 18-34 year olds.

Those respondents who do belong to an LGBTQ+ ERG are more likely to also belong to other ERG groups, such as race-related, neurodiversity and disability, or wellbeing focused networks.

Do you belong to your organization's LGBTQ+ ERG?



Conclusion & Recommendations

Our research confirms continuing high workplace discrimination rates for LGBTQ+ women and non-binary professionals. At least 7 out of 10 respondents have experienced workplace discrimination, which is even higher for marginalized communities and ethnic groups. This is despite the higher rates of allyship at work from both cis-gender women and men. It's no wonder that only a quarter of LGBTQ+ women and non-binary professionals are completely out and proud.

While many companies are working hard to create a safe and inclusive workplace, our research reveals that every industry sector struggles to achieve inclusion and discrimination-free environments. Organizations also need to work harder at stamping out micro-aggressions, discrimination, homophobia, transphobia and biphobia at work, as well as providing adequate support. So, how can managers and leaders help to stamp out the high levels of discrimination and create safe, inclusive workplaces where employees feel comfortable enough to be their authentic selves, and are able to come out and stay out?

According to our research, the key is creating more awareness about the community and the challenges they face through LGBTQ+ education and training. More than two-thirds of respondents recommend training and education (67%), backed up by strong DE&I and zero-tolerance policies to tackle discrimination, as well as having an active and committed ERG or network where issues can be brought up and dealt with quickly. Some also cited the need for counselling or therapy to be included in workplace benefits.



Celebrating key awareness dates like Lesbian Visibility Week are also vital for around a third of respondents. More visible allies, improved policies and inclusion mean that organizations will hold on to their valuable staff and ensure that more LGBTQ+ women and non-binary leaders are not only rising up the corporate ladder, but also happy to be visible, out and proud, as much-needed role models.

Although visible allies are increasing, the consensus is that displaying authentic allyship means being more active. To not just be there for the good times or the occasional celebration, but to speak out and do more when witnessing unfair treatment.

Organizations are slowly moving toward pay equality and transparency, however, more work is needed in this area. Increasing legislation around pay transparency, as we are seeing in the US and Europe, will help to achieve this goal.

Although our results have shown that education is critical in progressing LGBTQ+ treatment in the workplace, our research shows that almost half (45%) of organizations do not offer LGBTQ+ training to help prevent micro-aggression, bias, and discrimination at work. This partly explains the ongoing high rates of discrimination and the failure of managers to adequately provide the support needed by LGBTQ+ women and non-binary professionals at work. Education is also vital in improving knowledge around intersectionality, and how it may create additional hurdles, especially for LGBTQ+ women and non-binary people of color.

A huge reason why myGwork launched the myGwork Academy earlier this year was to tackle the distinct lack of LGBTQ+ education in the workplace. myGwork's new e-learning hub offers innovative, practical and relevant DE&I and LGBTQ+-inclusion training that works to create inclusive environments for all. Unlike traditional and general corporate diversity training programmes that do little to challenge or stamp out ingrained prejudices, stereotypes and misconceptions, the e-learning modules developed by the myGwork Academy are different.

Our research shows that now more than ever, LGBTQ+ women and non-binary voices must be listened to and amplified. By creating a safe and educated space at work for LGBTQ+ women and non-binary people to flourish freely without the threat of discrimination, businesses can strive for greater success and a more harmonious professional environment.



Key Advice From LGBTQ+ Women



“Lesbian representation matters because it's not just about visibility. To create a workplace that is truly inclusive and supportive, businesses need to actively listen to and learn from their employees. By embracing diversity and championing inclusivity, we can create a work environment that not only accepts but celebrates all identities.”

– Michelle 'Michi' Raymond, Business Development Director, myGwork



“Lesbians are statistically less likely than their male colleagues to be out at work. To be out we need to feel safe, and allies have a big part to play in us having that psychological safety needed to feel vulnerable and to be our true selves. Collectively, lesbians have a big voice, but it can and should be amplified with the help of our allies. I am personally super grateful to my friends, my allies, on whose shoulders I stand to shout louder!”

– Marie-Helene Tyack, Global Diversity & Inclusion Business Partner, Allianz Global Corporate & Speciality



“Employers can create an inclusive workplace by allowing individuals to be their authentic selves and welcoming the differences in who their employees are. For me, it is important to ‘belong’ because then I am a contributor to the business regardless of how I identify. Belonging is part of the fabric of the business, including is by invitation or making accommodations for comfort. Have the conversations, teach others about the differences in who people are and be frank about expectations and boundaries.”

– Juanita Gomez, Associate Director, Customer Service Management, Organon



“myGwork's survey is an incredibly valuable piece of research because it highlights the reality of being an LGBTQ+ woman or non-binary person in the workplace. It shows that while progress has been made, there is still a long way to go before everyone in our community can feel safe to be their authentic selves at work. It is so important to have this kind of study focusing on our specific, and all too often overlooked, experiences.”

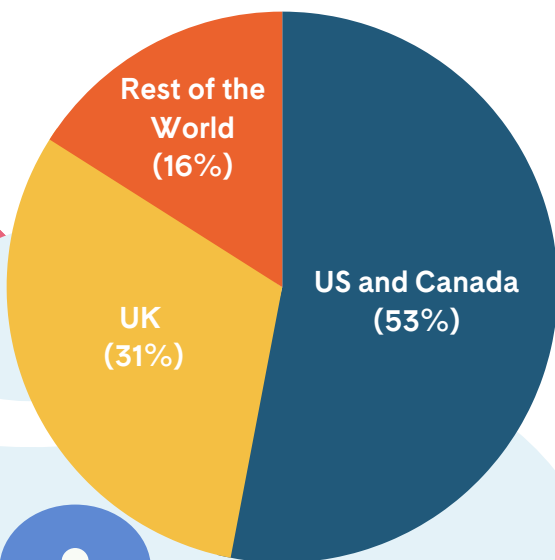
– Linda Riley, Founder of Lesbian Visibility Week and Publisher of DIVA magazine



Methodology

We interviewed over two thousand LGBTQ+ women and non-binary professionals of working age (2,364) from around the world across all age groups and industry sectors, with the help of our community and corporate partners, as well as myGwork’s extensive LGBTQ+ professional network. The questions covered various aspects, from workplace inclusion to the challenges they face climbing up the corporate ladder.

Most of the participants are based in the US and Canada (53%) and the UK (31%), with around 16% of responses from other parts of the world.



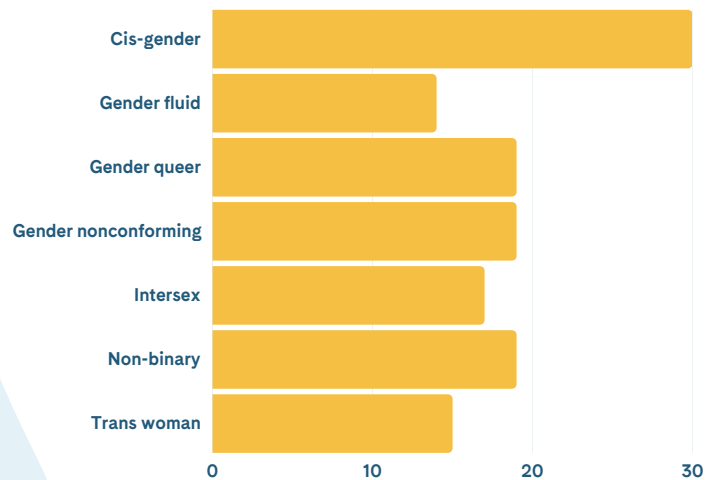
The Survey Respondents: Profile Breakdown

Age, Gender Identity and Sexual Orientation

Almost half of respondents (46%) are aged between 25 and 34 years old, followed by the 35-44 age bracket (26%) and around 7% are in the 45-54 year group.

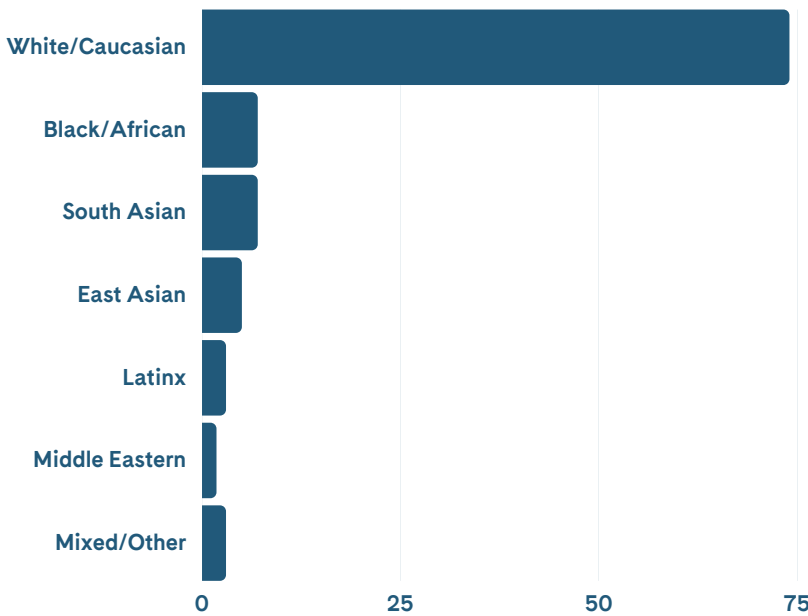
According to our findings, 59% of our respondents identified their sexual orientation as lesbian/gay, followed by bisexual (21%), queer (12%), pansexual (11%), questioning (7%), asexual (7%), and not-straight (4%). Across all age groups, more than half of the respondents identify as lesbian/gay.

We categorized participants’ experiences in terms of gender identity to further understand their work and life challenges. Around 30% of respondents identify as cis-gender, 19% identify as non-binary, 19% as gender nonconforming or gender queer, 17% as intersex, 15% as trans woman, and 14% as gender fluid. The largest group that identifies as non-binary is the 18-24 age group (28%), followed by 25-34 age bracket (20%).

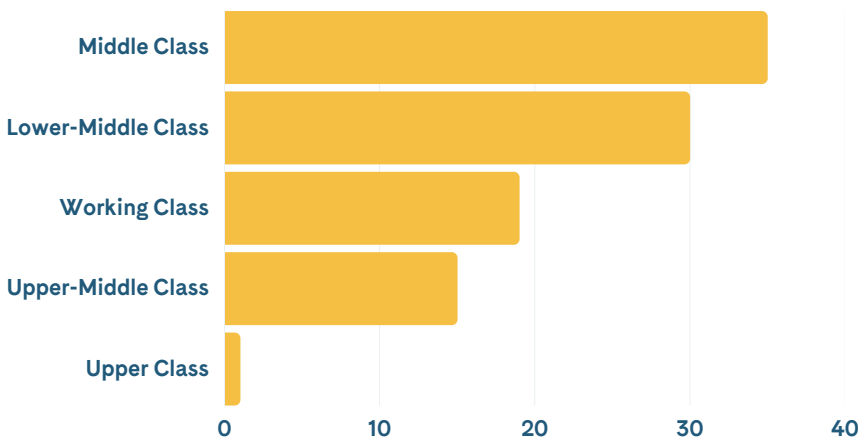


Ethnicity and Socio-Economic Backgrounds

Life and workplace challenges experienced by LGBTQ+ women and non-binary professionals differ across the world, and ethnicity plays a major role in the life challenges for LGBTQ+ people. Around three quarters of respondents in the research are from a White/Caucasian European background (74%), 7% are of Black/African heritage, 7% are South Asian and 5% are East Asian. Around 3% are from Latinx communities, 1.8% have Middle Eastern heritage and 3% are of mixed/other backgrounds.



Furthermore, around a third of the participants belong to the middle-class socio-economic group (35%) and the lower-middle class (30%). Around 19% identified as working class and 15% as upper-middle class. Just 1% belong to the upper classes of society.



Glossary of Terms

ADHD:

Attention Deficit Hyperactivity Disorder (ADHD) is a mental health disorder that affects behavior and hyperactivity. People with ADHD often have trouble concentrating, can act on impulse, and seem restless in their behavior.

Ally:

A person who actively supports the rights of a minority or marginalized group without being a member of it. Allies to the LGBTQ+ community are supportive of achieving fair treatment of the community within society.

Autism:

Autism Spectrum Disorder (ASD) is a developmental and neurological disorder, which primarily affects how people behave, communicate, learn and generally interact with others.

Bisexual:

A person who is sexually and/or romantically attracted to both men and women, or to more than one sex or gender. Bi is used as a shortened term.

Cis-gender:

A person who identifies with the sex/gender registered to them at birth. A person who was assigned male at birth and identifies as a boy/man, or someone who was assigned female at birth and identifies as a girl/woman.

Gay:

A person who is sexually and/or romantically attracted to people of the same gender exclusively. The term is mostly used in reference to men but can also be used as an umbrella term for all gender identities with attraction to the same gender.

Gender nonconforming:

People who do not conform to the gender expression, behaviours, roles, presentation or expectations that society deems as the norm for their gender. People of any gender identity can be gender nonconforming.

Intersex:

A person who has both male and female sex characteristics or biological traits. These characteristics can include genitalia, chromosomes, hormones, and reproductive organs.

Lesbian:

A term used to describe women or non-binary people who are sexually and/or romantically attracted exclusively to other women. The term can also be defined as people who are exclusively attracted to those who do not identify as male.

Neurodiversity:

An umbrella term used for people with cognitive variations caused by a range of conditions. These conditions include but are not limited to autistic spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, and Tourette syndrome.

Non-binary:

A person whose gender identity can't be described as exclusively male or female. A non-binary person can identify as neither male nor female, as both male and female, or anywhere in-between.

Pansexuality:

Sexual, romantic, or emotional attraction towards people regardless of their sex or gender identity. Separate from bisexuality, pansexual people assert that gender and sex are not determining factors in their experience of sexual or romantic attraction.

Queer:

Someone whose gender identity and sexual orientation are not a cis-gender heterosexual, or whose gender identity is not traditionally male or female. Often used as an umbrella term for those who identify within the LGBTQ+ community.

Questioning:

A person who is in the process of discovering their own sexual orientation, gender identity, and/or gender expression.

Straight:

Heterosexual people, more commonly referred to as straight, experience exclusive sexual and/or romantic attraction towards people of the opposite sex/gender to themselves.

Trans:

A person who does not identify with the sex/gender assigned to them at birth. This includes those whose gender identity or gender expression does not conform to that typically associated with the sex to which they were assigned at birth.

Lesbian Visibility Week

2023

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#workingwithpride

For more information
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The LGBTQ+ Business Community

