

ECG FACTSHEET LGBTI DIVERSITY



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THE ETHICAL CONSULTING GROUP

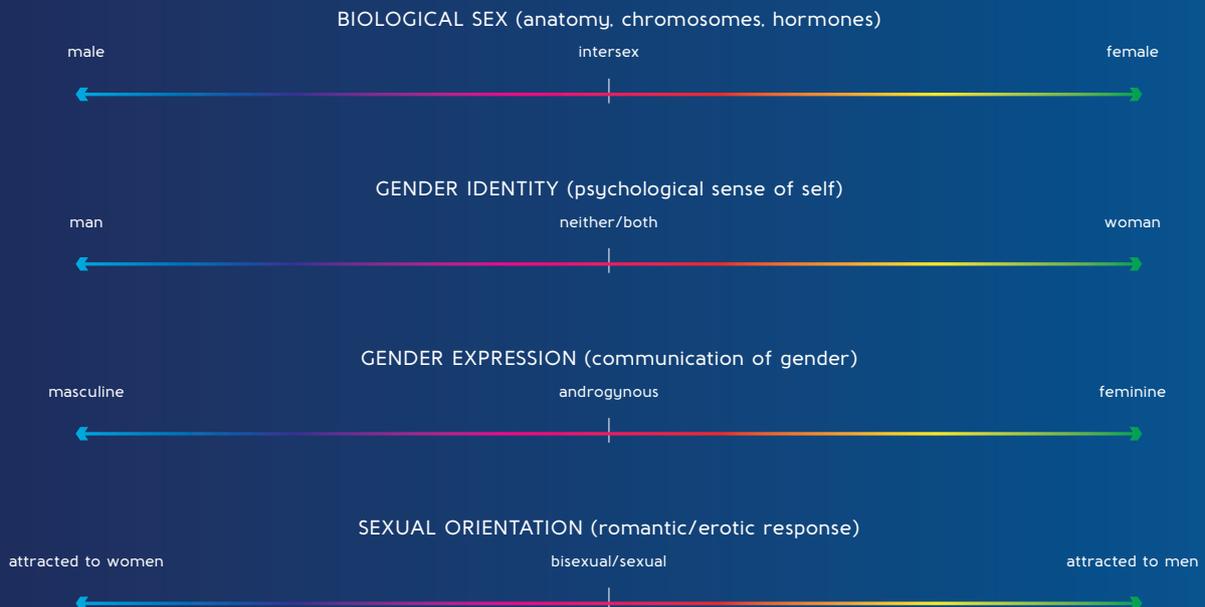
INTRODUCTION

Under the ECG Respect, Equity and Diversity (RED) Framework, the principle of Diversity involves recognising the value of individual differences and integrating these into the workplace, including characteristics such as sex, gender, language, ethnicity, cultural background, age, religious belief, sexual orientation and family responsibilities, and other ways in which people are different from each other.

LGBTI is an acronym usually used to refer to people with diverse sex, sexualities, and gender identities; that is, the

Lesbian, Gay, Bisexual, Transgender or Intersex community. A person's sex and gender identity is simply another way in which people are different from each other and another aspect of diversity in the workplace. A person's sex, gender identity and expression, and sexuality may be fluid and may change over time. Rather than viewing sex and gender identity as 'one or the other', or categorising people into rigid definitions, it can be useful to think of sex, sexuality and gender identity as a spectrum with a range of possibilities. Some of these possibilities (not all!) are reflected in the diagram below

The sex sexuality and gender spectrum



WHY IS LGBTI INCLUSION GOOD FOR THE ECG?

LGBTI Inclusion aligns with the ECG commitment to the principles of Respect, Equity and Diversity, and is a natural progression in our journey towards inclusivity of all employees from diverse backgrounds, cultures and experiences. LGBTI Inclusion also aligns with the ECG's commitment to building a flexible, agile and responsive workforce. Creating positive work cultures where diversity is the means by which we generate new ideas and improve upon previous efforts is essential in meeting this goal.

In addition, LGBTI Inclusion simply makes good business sense. In the case of the ECG, building a workforce that is truly reflective of the diverse community in which we serve will enable us to deliver an improved service to the diverse client, partner and community that we serve. Furthermore, with an increasing number of organisations committing to LGBTI inclusion, there's less and less need for people to work for organisations that are *not* inclusive. Promoting the ECG as a diverse and inclusive workforce is one way in which the ECG can improve its ability to attract and retain people from a wider pool of talent.

Studies have also shown that staff who can be open about their sexuality, gender identity or intersex status are far more likely to enjoy going to work, feel free to be themselves, form honest relationships with their colleagues, be more confident and ultimately, *more engaged and more productive*¹. Numerous studies show that a diverse workforce is also a more productive and innovative one. For example, a recent study found that diversity practices within organisations have a direct positive impact on levels engagement for all employees, not just those employees that belong to a minority group². This highlights the benefits of an inclusive culture for all ECG employees, not just those that are LGBTI.

Please refer to the LGBTI Glossary to further inform your understanding of sex and gender diversity.

¹ A Manager's Guide to LGBTI Workplace Inclusion. Pride in Diversity. P.14

² Downey, S., van der Werff, L., Thomas, K. and Plaut, V. (2015). The role of diversity practices and inclusion in promoting trust and employee engagement. *Journal of Applied Social Psychology* 45, pp.35-44.