EM[!]DIS

Impulsamos el conocimiento de la diversidad LGTB en el lugar de trabajo.

EXECUTIVE REPORT EMIDIS 2016,

STRATEGIES AND GOOD PRACTICES OF COMPANIES IN SPAIN IN THE MANAGEMENT OF SEXUAL AND GENDER DIVERSITY (SGD).

Introduction

The EMIDIS 2016 report developed by FELGTB and financed through ILGA-Europe have involved 25 companies and organizations in Spain. We were looking for a good practices and strategies of sexual and gender diversity, establishing the top ten initiatives in diversity and inclusion at the LGTB field in Spain.

The report points out the current trends in the management of sexual and gender diversity by companies and reflects good practices and recommendations, thus contributing to the business case of diversity.

Methodology

After the use of qualitative techniques and a desk review a questionnaire of 26 questions was elaborated grouped in 5 areas to which the scores were assigned:

1. Equality policies

2. Training, seminar and workshop

3. Business culture

4. LGTB employee networks

5. External communication

Surveys was completed by 25 companies which included a process of verification, receipt of documentation and interviews. It was possible to participate anonymously (40%) or visible (60%). The visible ones were invited to be part of the ranking if they obtained enough score
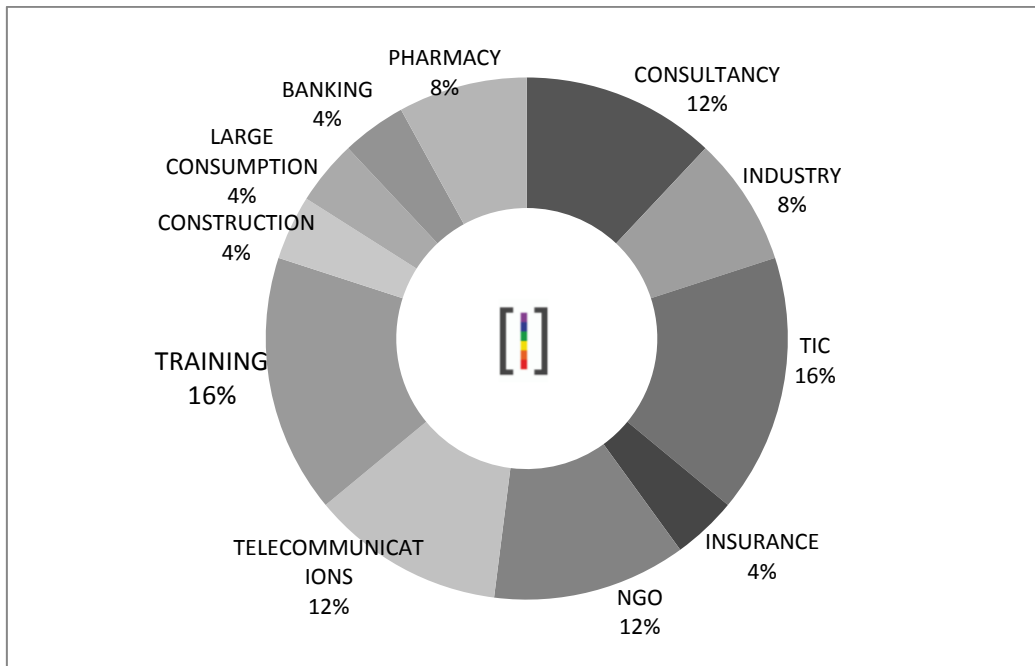
Figure 1, ACTIVITY SECTORS. Source EMIDIS 2016, Strategies and Good practices of companies in Spain, in the management of the SGD
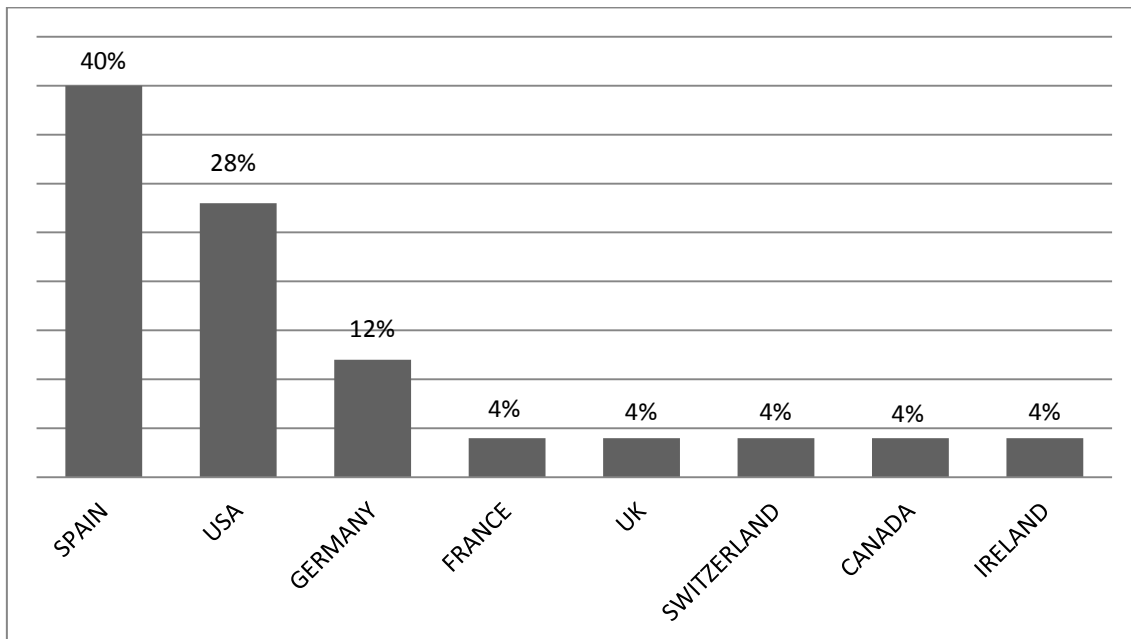

Figure 2, COUNTRY OF ORIGIN, Source EMIDIS 2016, Strategies and Good Practices of Companies in Spain, in the management of the SGD

Figures 1 and 2 shows the sectors of activity and size by employee number of the participants. 40% of companies and institutions are of Spanish origin.

Results

1) Equality policies:

Most companies and organizations have gender equality plans at the workplace and have people responsible for managing diversity. Sexual orientation is specifically included just in 60% of the companies while and 52% incorporate gender identity. However, the use of inclusive terminology with DSG is extended to 80% to internal documents.

Internal policy about harassment take account sexual orientation (68%) and gender identity (48%). Those issues appear as a causes , although only 40% have channels for anonymous reporting of these situations.

2) Training and capacity building in sexual and gender diversity.

There are diversity training plans for employees in two thirds of the companies, being mandatory in only one third of them. Sixty percent of managers' diversity management training includes aspects related to sexual orientation and gender identity.

The most relevant topics in training are the use of inclusive language, challenge stereotypes and prejudices.

3) Business culture.

Almost all of the participants have made some signs of commitment to LGTB equality in the last year, although LGTB visibility through positions of responsibility is reduced to 52%.

While 56% of the companies were aware that LGTB employees had received paid leave in the last 5 years related to marriage or upbringing; 48% corroborate that LGBT employees had applied for family benefits for their same-sex partners and / or descendants.

4) LGTB Employee networks

Half of the companies have a network of LGTB employees as well as identify allied people. Those networks propose spaces for the community to socialize and also give and support ; they promote and advocate for inclusive policies for sexual and gender diversity. Although it is a increasing practice, still low areas primarily run for men.

5) External communication

16% have specific products or services for LGTB consumers and 40% have introduced inclusive changes to the needs of the LGTB population in their products and services.

64% have done some communicative action directed to LGTB population and a smaller percentage have promoted corporate volunteering in LGTB projects or organizations (20%) or have financed (16%).
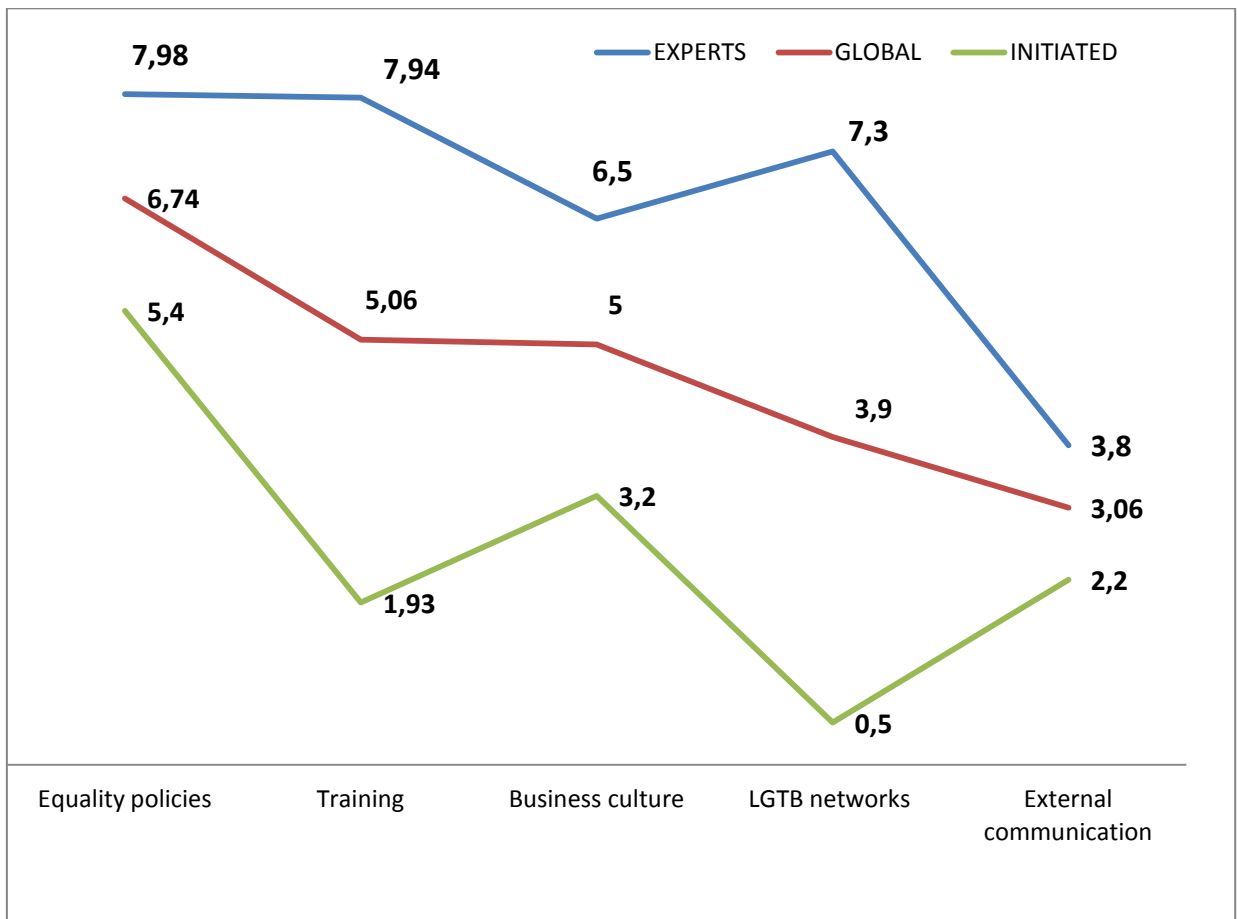
Trends summary (Figure 3)

Figure 3 shows a summary of the trends of the participating companies. We divided them in two categories: experts (obtaining at least 50% of the total score) and initiated (Below 50% of the total score). The data that show a smaller dispersion correspond to the sections of policies of equality and external communication. That is to say that both experts and initiates have a close average score. On the other hand, we can appreciate dispersion in training and employee networks in companies with the longest management trajectory of the DSG, they make a difference.

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Recommendations

• Make an specific/unique diagnosis of the degree of development of diversity management for adapting and developing plans and actions.

• Improve the evaluation system to clarify the impact of the actions of training and awareness raising.

• Promote compulsory gender and sexual diversity training for managers as an integrated subject into their instruction

• Develop and include training on situations that involve LGBT population and are likely to affect the labor environment

•Apply policies to the daily practices to remove the use of jokes and offensive expressions for LGBT people.

• Promote LGTB male and female employees networks and allied figures, paying attention to gender biases in the participation.

• Visualize in the tools of communication diversity actions that promote, acknowledgments and gestures to celebrate diversity.

• Incorporate the perspective of gender and sexual diversity in the communicative strategy of products and services

Companies and Organizations that have participated in a visible way

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RANKING EMIDIS 2016

[i] RANKING EMIDIS 2016 DE LAS 10 MEJORES EMPRESAS EN INICIATIVAS DE DIVERSIDAD E INCLUSIÓN EN EL ÁMBITO LGTB EN ESPAÑA

#	Empresa	Puntuación
1	P&G	87,88
2*	IBM	85,38
2*	SAP	85,38
3	ACCENTURE	84,04
4	IE	83,85
5	UCM	77,31
6	VODAFONE	75,58
7	AXA	67,69
8	BT	67,12
9	TELEFÓNICA	59,81