



Community Business Campaign

 **Championing  
LGBT+ Workplace  
Inclusion**




Since 2008, Community Business has run targeted initiatives designed to encourage and support companies to put LGBT+ inclusion firmly on their corporate agenda.

Aligned with ***SDG 5: Gender Equality & SDG 10: Reduced Inequalities***



## Campaign Objectives



**Raise** awareness for LGBT+ inclusion as a business imperative

**Increase** understanding of LGBT+ issues from an Asian perspective

**Encourage** and support companies to create inclusive workplaces for their LGBT+ employees in Asia

**Advocate** for positive change in wider society

## Key Initiatives

### **LGBT+ Inclusion Indices**

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Credible and robust assessments to benchmark and progress LGBT+ Inclusion

### **LGBT+ Mentoring Programme**

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Pairing early-career LGBT+ professionals with experienced LGBT+ or Ally mentors and coordinating a dynamic curriculum of professional development

### **CB Awards**

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Awards that celebrate the best of DE&I and Wellbeing across Asia, including dedicated awards that recognise LGBT+ inclusion efforts

### **Consulting & Training**

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Consulting with leadership to advise on DE&I and wellbeing, as well as training to raise awareness and upskill employees

### **LGBT+ Focused Research**

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Pioneering research on LGBT+ related issues with an Asian lens

# LGBT+ Inclusion Index




Advance and promote your LGBT+ inclusion efforts with Community Business' LGBT+ Inclusion Index for organisations in Hong Kong and Singapore. Since 2015 the LGBT+ Inclusion Index has provided organisations in Hong Kong with a credible and robust tool to assess, progress and promote their efforts towards LGBT+ Inclusion.

To meet the demand for LGBT+ Inclusion benchmarking exercises across the region, we have expanded the 2023 Index to include Singapore. Following the repeal of Section 377A in Singapore, the fifth iteration of the Index allowed organisations in this market that have already started their LGBT+ Inclusion journey to showcase their corporate policies and practices for creating inclusive workplaces for LGBT+ employees.

## **Purpose of the LGBT+ Inclusion Index**

- » Drive LGBT+ workplace inclusion in Hong Kong and Singapore
- » Provide organisations with a credible and robust assessment tool
- » Identify and rank the top performers

## **Why Organisations Should Take Part**

- » Provides organisations a framework to assess, progress and drive best practice
  - » Enables engagement with key stakeholders
  - » Benchmarks performance against other key players
  - » Raises the profile of commitment to LGBT+ inclusion
  - » Promotes the brand as LGBT+ friendly and establish your position as an employer of choice
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# LGBT+ Mentoring Programme

The programme provides a safe, supportive space for early career LGBT+ professionals to be their authentic selves and gain confidence, expand their network and develop their skills to become the next generation of inclusive leaders in Asia.

## What to expect from the programme?



**Regular 1:1 mentoring meetings**



**Monthly check-ins with participants**



**Networking**



**Monthly professional development curriculum**



**Group and peer mentoring**

Recent examples of Professional Development topics:

- » Decision Making
- » Initiating Allyship in the Workplace
- » Effective Communication & Presentation
- » Driving LGBT+ Inclusion in organisations
- » Authentic Storytelling





## Mentors



## Mentees

### Benefits

- » Have a meaningful impact
- » Serve as positive role models
- » Develop leadership, coaching and communication skills
- » Career and personal development

- » Receive guidance from seasoned Mentors
- » Build confidence, self-esteem and plan long-term career goals
- » Create a long-lasting bond with their Mentors and other Mentees
- » Develop vital professional skills
- » Experience both career and personal development

### Criteria

A member of the LGBT+ community, or a demonstrated LGBT+ Ally, with more than ten years of professional work experience

A member of the LGBT+ community, and have between 3-10 years of professional work experience (internships, work study, etc. included)

# Community Business Awards: LGBT+ Inclusion Category

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Community Business has been recognising and championing best practice in DE&I and Wellbeing across Asia for over 20 years, with our first formal awards ceremony in 2015. Our first awards ceremony recognised LGBT+ inclusion in Hong Kong and although we have now expanded the programme region-wide and champion a range of aspects in DE&I and Wellbeing, we still have specific awards dedicated to LGBT+ inclusion.



### **LGBT+ Ally** *in Asia Award*

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To recognise a non-LGBT+ employee who has demonstrated personal passion and commitment to promoting LGBT+ inclusion in the workplace and beyond in Asia and been an active ally

### **LGBT+ Advocacy** *in Asia Award*

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To recognise an organisation which has contributed to the advancement of LGBT+ equality and inclusion in Asia through advocating for legal and/or social change

### **Transgender Inclusion** *in Asia Award*

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To recognise an organisation that has adopted a strategic and proactive approach to advancing transgender inclusion in the workplace in Asia

### **LGBT+ Inclusion Champion** *in Asia Award*

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To recognise an LGBT+ employee who has taken proactive and effective steps to promote an LGBT+ inclusive culture in the workplace and beyond in Asia

### **LGBT+ Inclusive Organisation** *in Asia Award*

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To recognise a non-LGBT+ focused organisation that has built an LGBT+ friendly workplace culture with inclusive policies in Asia

### **LGBT+ Inclusion** *in India Award*

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To recognise a non-LGBT+ organisation that has demonstrated a strategic and proactive approach to creating an inclusive workplace for LGBT+ employees in India.





# Consulting & Training: LGBT+ Series

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We work with organisations to increase awareness, advise leaders and upskill employees on the topic of LGBT+ Inclusion. Any of the training programmes in our LGBT+ series can be tailored to your organisation's goals and needs.



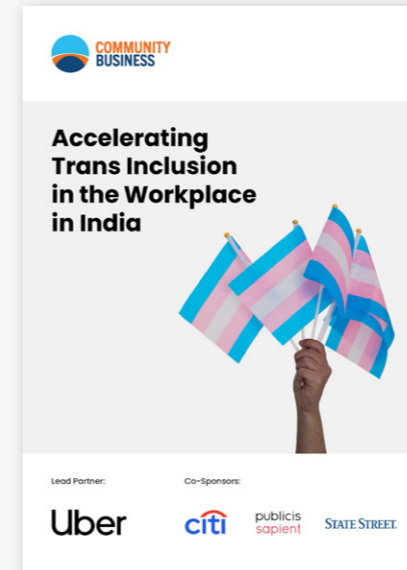
- » **LGBT+ 101**
  - » **LGBT+ 201**
  - » **LGBT+ & Allies Mental Wellbeing 101**
  - » **Marketing Pride in APAC**
  - » **LGBT+ Allyship**
  - » **Creating LGBT+ Inclusive Workplace**
  - » **Accelerating Trans-inclusion**
  - » **LGBT+ Mentorship Advisory**
  - » **LGBT+ ERG Advisory**
  - » **Panel discussion: Personal Branding for LGBT+**
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# LGBT+ Focused Research

Community Business conducts pioneering research, with the aim of illuminating new perspectives and producing innovative data to illustrate the current state of DE&I in Asia. We produce a range of resources from publications and guides, to case studies and toolkits, making informative content for dissemination to the wider business community.

Many of our publications have been centred around LGBT+ Inclusion, with recent titles including:

- » **Rainbow Families and How Organisations Can Better Support Them**
- » **Accelerating Trans Inclusion in India**
- » **LGBT+ Mental Health in Asia**





# Get In Touch

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