

NEWS/BUSINESS/FINANCE/LIFESTYLE EDITORS

[For Immediate Release]

## **Community Business Announces 2023 LGBT+ Inclusion Index Expansion: Indices in Two Markets and a Regional Survey**

**Hong Kong, [date]** - Community Business, a leading not-for-profit organisation advancing responsible and inclusive business practices in Asia, today announced the expansion of its flagship LGBT+ Inclusion Index to cover both Hong Kong and Singapore and added the opportunity to elevate the conversation in other markets of the region with the introduction of an Index-aligned LGBT+ Inclusion Survey. Community Business has been running the Hong Kong LGBT+ Inclusion Index since 2015, providing 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, Community Business is pleased to announce this expansion.

Following the repeal of 377A in Singapore, the fifth iteration of the Index will allow 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. Online submissions will be opening shortly for any organisation interested in participating in the Index if they are based in Hong Kong and/or Singapore or partake in the Survey if they are based in other markets. More details about the application process and information sessions will be released on [Community Business' website](#).

*"The work that we do at Community Business in helping companies monitor and measure progress has been at the heart of our LGBT+ programme for many years, so we're delighted to bring this work to a wider audience and provide greater coverage and support to organisations across Asia.*

*Designed to drive meaningful and sustainable change for LGBT+ employees across Asia and throughout industries, the Index work that we do is firmly supported by our LGBT+ Consulting and Training interventions, our regional Community Business Awards and our LGBT+ Mentoring Programme, together with our broader body of work on every aspect of Diversity and Inclusion across Asia. We know there is still much to do in each of the Asian markets before we achieve true equality and without measurement it's impossible to evidence what progress is being made and so, we invite companies across Asia from all industries and regardless of size to show their support for LGBT+ inclusion and participate in the 2023 iteration of the Community Business LGBT+ Index and Survey.*

*We sincerely hope this new evolved offering provides increased access and opportunity for companies across Asia, regardless of size and industry, to participate and evolve how they support and include LGBT+ employees." - said **Peter Sargent, CEO of Community Business.***

The Index has historically been released in conjunction with the Hong Kong LGBT+ Inclusion Awards, which Community Business has also been running since 2015. Although Community Business had previously facilitated regional Employee Wellbeing Awards and India Diversity & Inclusion Awards, the LGBT+ Inclusion Gala and Awards had only been open to applicants based in Hong Kong. This year, to satisfy the increasing demand to recognise and celebrate inclusion efforts across the region, Community Business' Awards Programme expanded Asia-wide, with applications from over 20 markets, featuring four Regional Awards and one India specific Award that specifically recognised LGBT+ Inclusion. Find out more about the finalists and winners [here](#).

## **2023 LGBT+ Inclusion Index | Hong Kong and Singapore**

The 2023 LGBT+ Inclusion Indices will continue the same format as past iterations and will assess organisations in Hong Kong and Singapore. The expanded Indices will provide companies in Hong Kong and Singapore with a detailed assessment and ranking of their LGBT+ Inclusion between January 2021 and December 2022. The assessment process will remain consistent with previous years and any noteworthy changes will be covered in the [Index Information Sessions](#) which potential applicants are encouraged to attend.

## **2023 LGBT+ Inclusion Survey | Regional (except Hong Kong and Singapore)**

The 2023 Regional LGBT+ Workplace Inclusion Survey will allow organisations to self-report on their LGBT+ Inclusion efforts over the same assessment period. This will aid in Community Business' understanding of the LGBT+ Inclusion landscape across the region, whilst assessing the right approach to additional indices. Community Business recognises the different cultural and legal contexts across the region and the impact these have on LGBT+ Workplace Inclusion. With this in mind, the Survey will be designed to give organisations outside of Hong Kong and Singapore an opportunity to self-report on their LGBT+ Inclusion journey and provide important insights into these other markets. Participating organisations will not be ranked or graded as they would in the Index, but consolidated findings from the data will be made available in 2023.

### **Information Sessions**

Community Business will run virtual information sessions between October and December 2022, which will provide a more detailed look at the application and assessment process for the Index and Survey. Organisations that want to participate are strongly encouraged to attend at least one session before submitting their application. There will also be an opportunity for those new to the process, as well as for companies that want to improve the quality of their submissions, to learn from the 2021 Index's Gold Standard companies at a virtual event that Community Business will facilitate. Representatives of these organisations will share best practices, discuss the policies that earned them this recognition and provide advice on the application process.

**Assessment Period:** 1 Jan 2021 to 31 Dec 2022

**Online Submission Period:** Nov 2022 - Feb 2023

More details about the 2023 Index and Survey can be found on the [Community Business website](#).

### **About Community Business**

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia, Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides training and consulting. Our focus on responsible business is aligned to four mission-led themes:

- Building responsible leadership
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Falling underneath the tackling workplace inequality theme, Community Business' 'Creating Inclusive Workplace for LGBT+ Employees' Campaign, launched in 2008, has been a long-term and sustained effort designed to encourage and support companies to put LGBT+ inclusion firmly on their corporate agenda. The campaign aims to:

- Raise awareness of LGBT+ inclusion as a business issue
- 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

Founded in 2003 and headquartered in Hong Kong with a presence in India and working with dedicated partners and consultants across Asia, Europe and the Americas, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change.

For more information, please visit [www.communitybusiness.org](http://www.communitybusiness.org).

#### **Media Contacts – Community Business**

Eliana Lam

Events Manager

Email: [eliana.lam@communitybusiness.org](mailto:eliana.lam@communitybusiness.org)

Tash Sutcliffe

Marketing & Communications Associate

Email: [natasha.sutcliffe@communitybusiness.org](mailto:natasha.sutcliffe@communitybusiness.org)