



# The **LGBTQ+** Transparency Tiles 2024

*The Most Transparent Organizations For LGBTQ+ Reporting*

*In partnership with*

OUT & EQUAL

THE BUSINESS OF BELONGING™

## Introducing The Windō & Out & Equal LGBTQ+ Transparency Tiles, 2024

In recent years, companies are increasingly recognising the importance of LGBTQ+ DEIB reporting as a strategic asset in attracting top talent. Among the pioneers in this arena were Clifford Chance, Meta, and KPMG, who led the way in 2017 by openly sharing their LGBTQ+ Self ID data. Today, this practice has expanded significantly, with 84 organisations across the UK and US committing to transparency in this vital aspect of diversity.

This shift is deeply rooted in the evolving expectations of the workforce itself. According to a comprehensive survey by Deloitte of 5,474 LGBTQ+ individuals across 13 countries, conducted in June 2023, over half of the respondents indicated that a company's external commitment to LGBTQ+ inclusion is crucial in their decision to apply for a job. That same survey revealed that more than half of the respondents cite the presence of leaders who are LGBTQ+ and 'out' as a deciding factor whether to apply.

At Windō, in partnership with Out & Equal, the premier non-profit organisation working exclusively to advance LGBTQ+ representation, equity, inclusion, and belonging in the workplace and beyond, we believe that the act of reporting on LGBTQ+ representation and broader LGBTQ+ initiatives is not just about tapping into a trend. It's about setting a benchmark for what great looks like in corporate social responsibility and belonging. This transparency allows every stakeholder, from employees to consumers, to see and understand the company's commitment to creating a workspace that honours diversity, equity, inclusion and belonging at every level.

Our mission is clear: to elevate organizations that are not only voicing their values but are boldly acting on them. We commend those who have led the way and encourage all organisations to consider not just the clarity but the impact of their transparency. As we continue to connect talent with companies that share their values, we remain committed to illuminating the importance of honest and comprehensive reporting. It's not just about attracting talent—it's about nurturing an environment where every individual, regardless of their background, can thrive.



*Oli Coles (He/Him) & Ken Janssens (He/Him), Co-Founders of Windō  
and Erin Uritus (She/Her), CEO of Out & Equal*

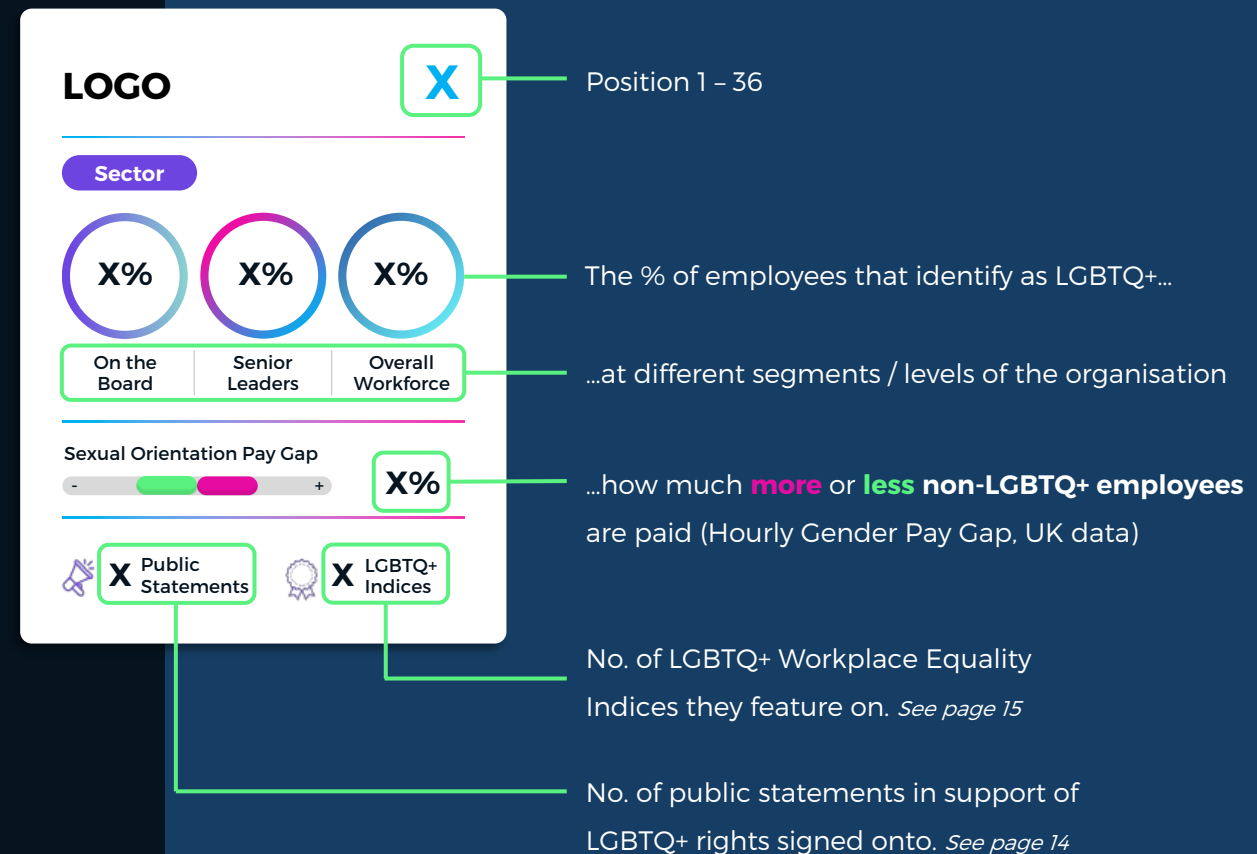
## Our Methodology

Windō is all about driving and celebrating transparency in Sustainability and DEI reporting. When it comes to Diversity, Equity and Inclusion, for each underrepresented group (women, ethnic minorities, LGBTQ+, people with a disability, veterans and people from a lower socio-economic background) we track and display the following:

- Overall Workforce Representation
- Senior Leadership Representation
- Board Representation
- Pay Gap Data
- Public Statements
- Awards & Recognition
- + Targets, Achievements, Video Content, Quotes from Senior Leaders

For our Transparency Tiles we rank organisations by the **6 criteria in Green**. Interestingly, there is no single company that reports on all of those elements when it comes to LGBTQ+.

To make the top of our Transparency Tiles organisations must be reporting on 5 of these criteria and then are ordered by those that have the greatest % of employees in their overall workforce that identify as LGBTQ+.



## The LGBTQ+ Transparency Tiles Highlights

CLIFFORD  
CHANCE

Law

Clifford Chance are the most transparent organisation for LGBTQ+ reporting (overall and in the legal sector).

KPMG

Consulting

KPMG are the most transparent organisation in the consulting sector for LGBTQ+ reporting.

STARBUCKS

Retail

Starbucks are the most transparent organisation in the retail sector for LGBTQ+ reporting.

Google

Technology

Google are the most transparent organisation in the technology sector for LGBTQ+ reporting.

BARCLAYS

Finance

Barclays are the most transparent organisation in the finance sector for LGBTQ+ reporting.

Cigna

Insurance

Cigna are the most transparent organisation in the insurance sector for LGBTQ+ reporting.

Bristol Myers Squibb

Pharma

Bristol Myers Squibb are the most transparent organisation in the pharma sector for LGBTQ+ reporting.

gm general motors

Manufacturing

General Motors are the most transparent organisation in the manufacturing sector for LGBTQ+ reporting.

Google

Technology

At 10%, Google report to have the highest % of LGBTQ+ people on the Board.

Baker  
McKenzie.

Law

At 8.8%, Baker McKenzie report to have the highest % of LGBTQ+ Senior Leaders.

STARBUCKS

Retail

At 37%, Starbucks report to have the highest % of employees that identify as LGBTQ+.




BCLP

Law


At -1.1%, BCLP has the closest average hourly earnings between LGBTQ+ employees and their heterosexual counterparts.



**CLIFFORD CHANCE** 1

**Law**

 On the Board	 <b>3.8%</b> Senior Leaders	 <b>9.5%</b> Overall Workforce
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Sexual Orientation Pay Gap

 **18.3%**

 **3** Public Statements     **3** LGBTQ+ Indices

  
**AWARDS & RECOGNITION**

**TOP GLOBAL EMPLOYER (GOLD)**  
Stonewall, 2023

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**WORKPLACE EQUALITY INDEX (PRIDE IN DIVERSITY)**  
Australia, 2022

  
**PUBLIC SUPPORTER / SIGNATORY**

**TRANS RIGHTS ARE HUMAN RIGHTS**  
United Kingdom

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**EQUAL TREATMENT OF SAME-SEX RELATIONSHIPS**  
Hong Kong

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**STANDARD OF CONDUCT FOR BUSINESS TACKLING LGBTI DISCRIMINATION**  
United Nations

LGBTQ+ TARGET

**5%**

**UK LGBTQ+ PARTNERS**

By 2025

  
**AWARDS & RECOGNITION**

**TOP 100 LGBTQ+ FUTURE LEADERS (OUTSTANDING) 2023**  
Damian Bacher, Associate

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**TOP 100 LGBTQ+ FUTURE LEADERS (OUTSTANDING) 2023**  
Deon Fang, Lawyer

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**#1 DIVERSITY FOR #LGBTQ+ PEOPLE 2024**  
American Vault Law Associate Survey

LGBTQ+ TARGET

**3%**

**GLOBAL LGBTQ+ PARTNERS**

By 2025

LGBTQ+ ACHIEVEMENT

**5%**

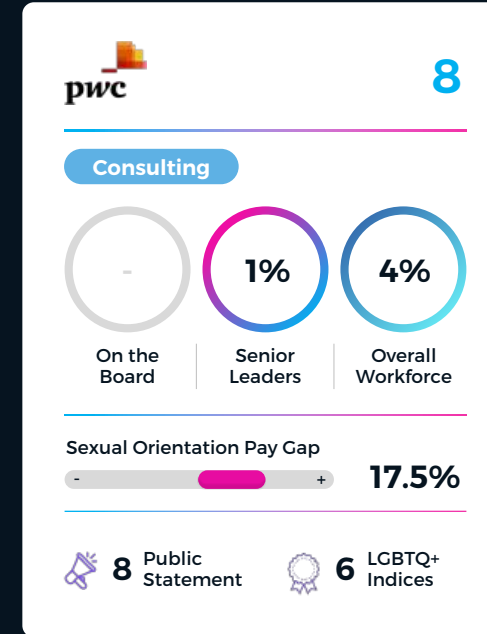
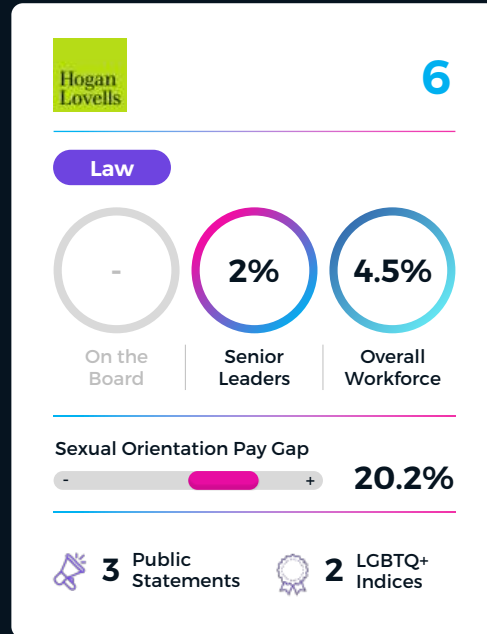
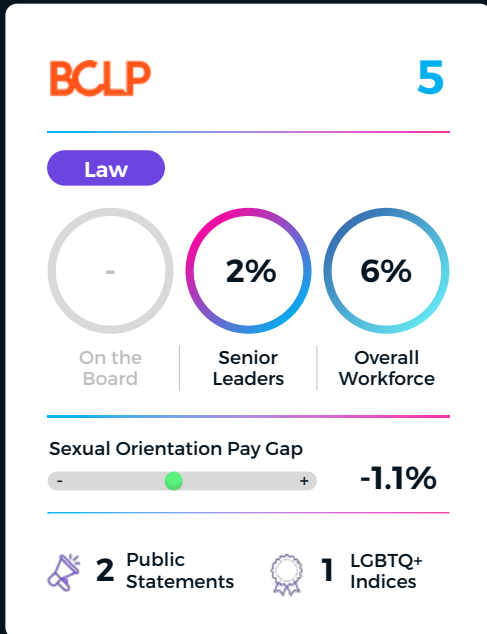
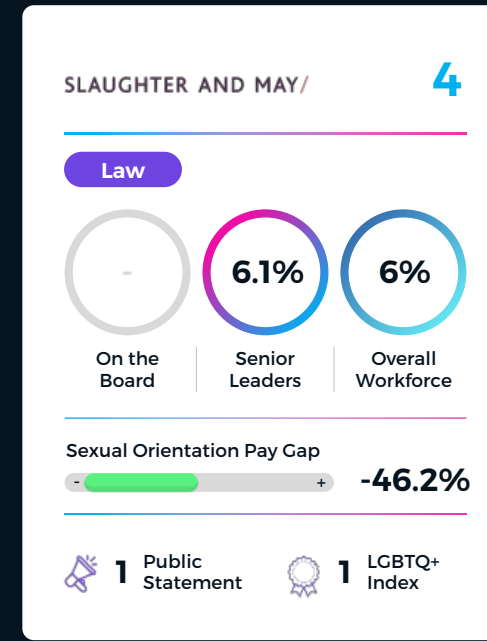
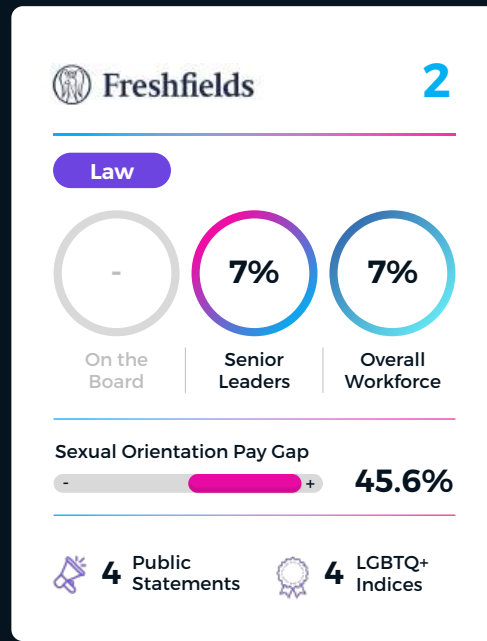
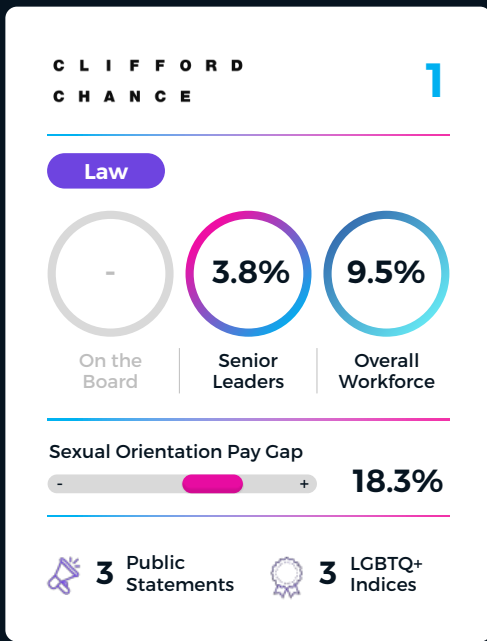
**LGBTQ+ PARTNERS**

In the UK target achieved four years ahead of schedule, with 5.16% of partners identifying as LGBTQ+ in 2022.



*Company Illuminate*





**STARBUCKS** 9

**Retail**

9%	-	37%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

2 Public Statements | 2 LGBTQ+ Indices

**Google** 10

**Technology**

10%	-	7%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

12 Public Statements | 3 LGBTQ+ Indices

**HERBERT SMITH FREEHILLS** 11

**Law**

-	3%	7%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

1 Public Statement | 1 LGBTQ+ Index

**LATHAM & WATKINS LLP** 12

**Law**

-	4.3%	6.4%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

1 Public Statement | 1 LGBTQ+ Index

**EY** 13

**Consulting**

-	-	6%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: 5.5%

8 Public Statements | 7 LGBTQ+ Indices

**McKinsey & Company** 14

**Consulting**

-	4%	6%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

5 Public Statements | 6 LGBTQ+ Indices

**Linklaters** 15

**Law**

-	5%	5%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

2 Public Statement | 4 LGBTQ+ Indices

**BARCLAYS** 16

**Finance**

-	4%	5%
On the Board	Senior Leaders	Overall Workforce

Sexual Orientation Pay Gap: -

4 Public Statements | 3 LGBTQ+ Indices



Company Illuminate

Google

10

Technology



10%

On the Board



Senior Leaders



7%

Overall Workforce

Sexual Orientation Pay Gap



12 Public Statements

3 LGBTQ+ Indices

LGBTQ+ ACHIEVEMENT

\$12 Million+  
IN CASH AND AD GRANTS TO 90+ ORGANISATIONS WORKING TO SUPPORT LGBTQ+ COMMUNITIES GLOBALLY

From 2019 to 2021



"Supporting LGBTQ+ communities has been a priority from the earliest days of Google, from our pioneering healthcare policies to our early Pride celebrations. We continue to build on that legacy everyday by prioritizing intersectional LGBTQ+ advocacy across all our platforms."

JUAN RAJLIN (HE/HIM) TREASURER, GOOGLE

OUT & EQUAL  
PARTNER

LGBTQ+ ACHIEVEMENT

40 Million  
LGBTQ+ YOUTH WORLDWIDE

In 2021 Google provided \$2.7 million and a team of Google Fellows to scale The Trevor Project's suicide prevention work through AI and machine learning. In 2022, we granted an additional \$2 million to help it scale its digital crisis services to more countries, starting with Mexico. With our support, The Trevor Project hopes to reach more than 40 million LGBTQ+ youth worldwide.

LGBTQ+ ACHIEVEMENT

LGBTQ+ Inclusive  
PRODUCT DESIGN

Added "LGBTQ friendly" and "Gender-neutral restroom" attributes options for business profiles in Google Maps



**Deloitte.** 17

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**Consulting**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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7 Public Statements 7 LGBTQ+ Indices

**Baker McKenzie.** 18

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**Law**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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5 Public Statements 3 LGBTQ+ Indices

**BAIN & COMPANY** 19

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**Consulting**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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4 Public Statements 4 LGBTQ+ Indices

**J.P.Morgan** 20

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**Finance**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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10 Public Statement 10 LGBTQ+ Indices

**Uber** 21

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**Technology**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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8 Public Statements 7 LGBTQ+ Indices

**IBM** 22

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**Technology**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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10 Public Statements 3 LGBTQ+ Indices

**Meta** 23

---

**Technology**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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7 Public Statements 2 LGBTQ+ Indices

**HSBC** 24

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**Finance**

On the Board	Senior Leaders	Overall Workforce

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Sexual Orientation Pay Gap

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4 Public Statement 7 LGBTQ+ Indices

Deloitte.

17

Consulting



On the Board



Senior Leaders



Overall Workforce

Sexual Orientation Pay Gap



7 Public Statements

7 LGBTQ+ Indices

OUT & EQUAL PARTNER

LGBTQ+ ACHIEVEMENT

# WORLD PRIDE

SPONSOR IN 2023

The world's largest LGBTQ+ event, including a multi-year arrangement that extends beyond WorldPride 2023 to include the Sydney Gay and Lesbian Mardi Gras through to 2024.

LGBTQ+ ACHIEVEMENT

# LGBTQ+ Talent

NOW RESPOND FAVOURABLY IN THE ANNUAL TALENT SURVEY TO THE "I AM ABLE TO BRING MY AUTHENTIC SELF TO WORK" QUESTION IN THE U.S. AT THE SAME RATE AS THE OVERALL WORKFORCE AT 84%

In 2022 this stood at 81% and in 2021 at 78%. Target achieved two years ahead of schedule.

LGBTQ+ ACHIEVEMENT

# Published

THE DELOITTE GLOBAL 2023 LGBTQ+ INCLUSION @ WORK: A GLOBAL OUTLOOK REPORT

Explores the experiences of 5,474 LGBTQ+ people in in work across 13 countries through the lens of both sexual orientation and gender identity.

# Deloitte.

Company Illuminate

**Cigna** 25

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**Insurance**

On the Board	Senior Leaders	Overall Workforce
-	-	8%

Sexual Orientation Pay Gap: -

2 Public Statements | 1 LGBTQ+ Index

**Bristol Myers Squibb** 26

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**Pharma**

On the Board	Senior Leaders	Overall Workforce
-	-	6.9%

Sexual Orientation Pay Gap: -

3 Public Statements | 4 LGBTQ+ Indices

**AVIVA** 27

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**Insurance**

On the Board	Senior Leaders	Overall Workforce
-	-	6.4%

Sexual Orientation Pay Gap: -

1 Public Statement | 1 LGBTQ+ Index

**BCG** 28

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**Consulting**

On the Board	Senior Leaders	Overall Workforce
-	-	6%

Sexual Orientation Pay Gap: -

6 Public Statement | 7 LGBTQ+ Indices

**BlackRock** 29

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**Finance**

On the Board	Senior Leaders	Overall Workforce
-	-	5.6%

Sexual Orientation Pay Gap: -

3 Public Statements | 6 LGBTQ+ Indices

**intel.** 30

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**Technology**

On the Board	Senior Leaders	Overall Workforce
-	-	5.1%

Sexual Orientation Pay Gap: -

4 Public Statements | 4 LGBTQ+ Indices

**gm general motors** 31

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**Manufacturing**

On the Board	Senior Leaders	Overall Workforce
-	-	4.2%

Sexual Orientation Pay Gap: -

4 Public Statements | 2 LGBTQ+ Indices

**CapitalOne** 32

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**Finance**

On the Board	Senior Leaders	Overall Workforce
-	-	3%

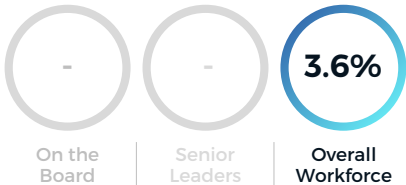
Sexual Orientation Pay Gap: -

3 Public Statement | 3 LGBTQ+ Indices



33

Technology



Sexual Orientation Pay Gap

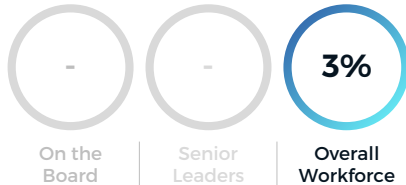


7 Public Statements 5 LGBTQ+ Index



34

Finance



Sexual Orientation Pay Gap



3 Public Statements 4 LGBTQ+ Indices



35

Finance



Sexual Orientation Pay Gap

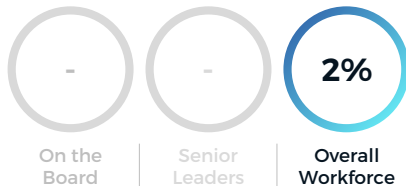


3 Public Statements 2 LGBTQ+ Indices



36

Consulting



Sexual Orientation Pay Gap



8 Public Statements 9 LGBTQ+ Indices

Companies Reporting the Greatest LGBTQ+ Workforce Representation

	Starbucks	37% (2023)
	Kubrick	28% (2022)
	Frontline	18% (2022)
	Xerox	16% (2022)
	Uber	13.6% (2021)
	Channel 4	12% (2023)
	Penguin Random House	11.2% (2023)
	BBC	10.3% (2023)
	Unlocked Graduates	10% (2022)
	IBM	10% (2023)

Access Windō's LGBTQ+ Leaderboards



## Out & Equal's Global Toolkit for Change

Around the world, we have seen instances of the business community leading the momentum for LGBTQI+ inclusion, well ahead of legal and societal changes. However, the business community continues to need support in how they effectively navigate broad challenges to LGBTQI+ equality.

In an effort to move beyond checklists and evolve to flexible tools of individual empowerment and organizational change, which support employers to identify gaps between policy and culture, Out & Equal has created, "Global Toolkit for Change," a self-evaluation guide on LGBTQI+ workplace inclusion.

The toolkit is divided into three components:

1. Equality as a Matter of Policy: The "What" and the essentials of non-discrimination policies and benefits to ensure equality among LGBTQI+ and non-LGBTQI+ workers.
2. Building and Sustaining an Inclusive Culture: The internal and external practices that the business needs to build and sustain cultures of inclusion and belonging.
3. Everyday Experiences of Inclusion Efforts: A mini-survey to share with your employees to identify possible gaps between policies, programs, and inclusive culture practices versus the day-to-day realities for employees.

To learn more about Out & Equal, its tools and resources, and "The Business of Belonging™" visit [www.outandequal.org](http://www.outandequal.org).

# Global Toolkit for Change:

## Assessing LGBTQI+ Inclusion in Your Workplace



OUT & EQUAL  
WORKPLACE ADVOCATES

[Download the Toolkit](#)

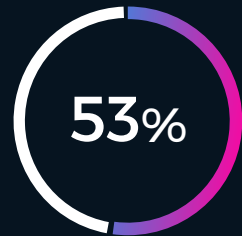
## Public Statements

Windō tracks 12 Public Statements in support of LGBTQ+ rights from around the globe.

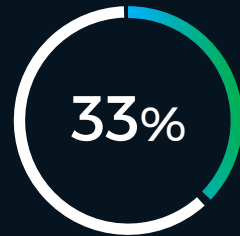
Coming out on top as the most vocal corporate advocates in support of LGBTQ+ equality are Google (12 statements signed), and IBM, JPMorgan and Citi (each having signed 10 statements).



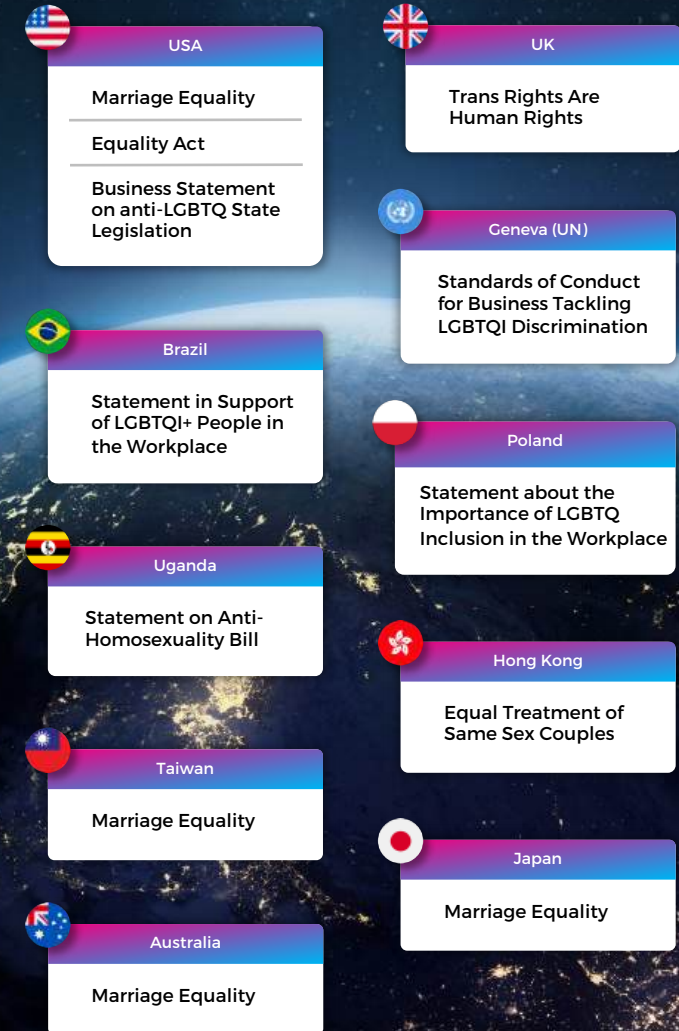
Public statements are an important aspect for young talent when it comes to them researching potential employers with 53% believing that companies should publicly advocate for LGBTQ+ equality.



53% of Young Talent believe companies should publicly advocate for LGBTQ+ Equality.



Before the end of the decade, Gen Z will make up 1/3<sup>rd</sup> of the global workforce.



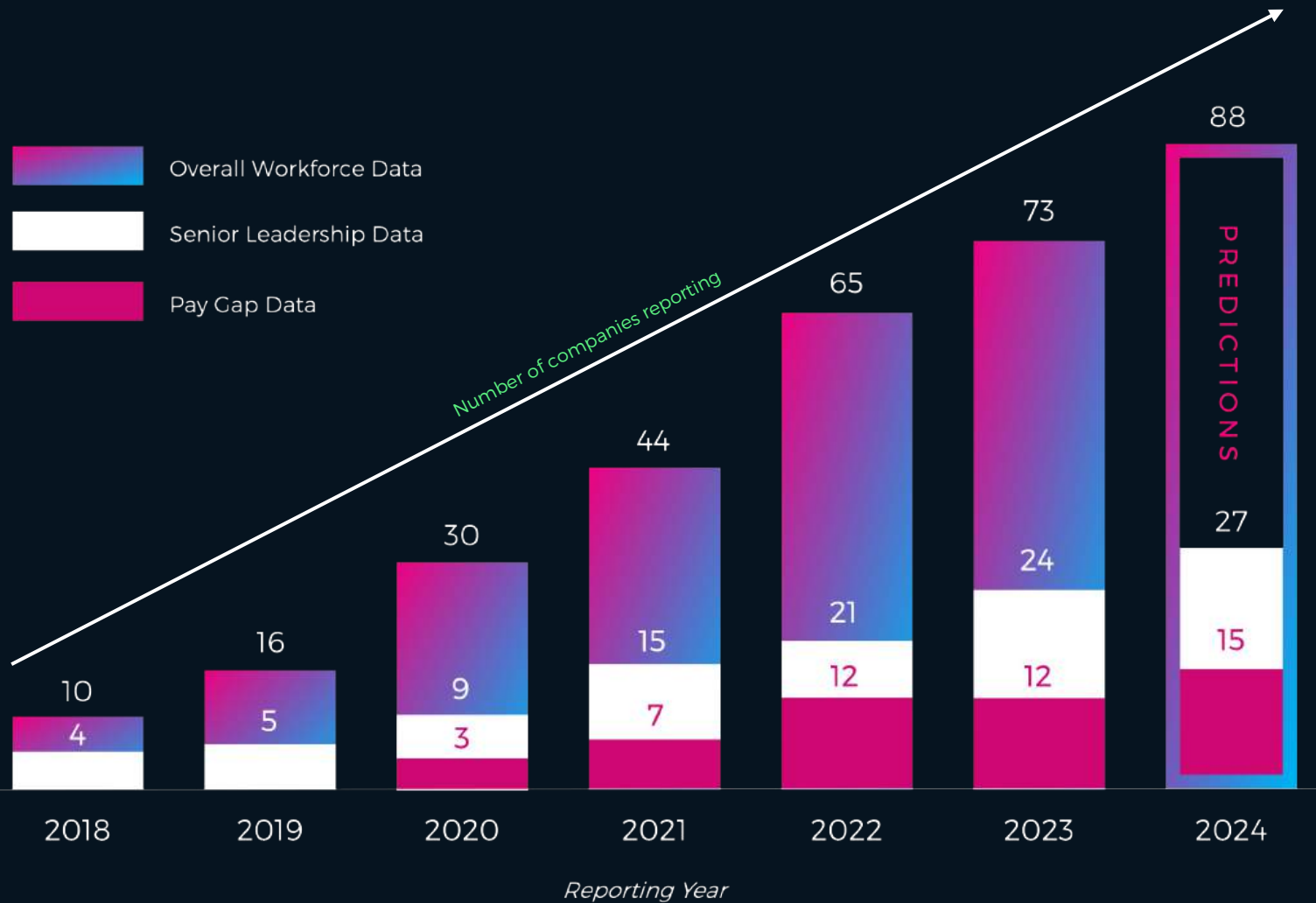
## Awards & Recognition

Windō tracks 13 LGBTQ+ awards from around the globe.

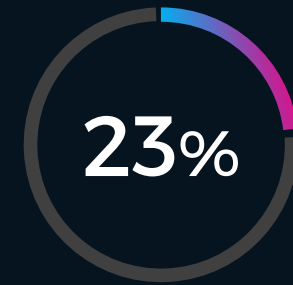
Coming out on top as the most awarded and recognised organisations for their efforts to drive LGBTQ+ inclusion are JPMorgan (10 awards), IBM and SAP (8 awards each).



## LGBTQ+ Reporting Trends



## Windō 2024 Prediction



Of the 400 companies in Windō that share their workforce representation data 23% will report on their LGBTQ+ workforce representation data in 2024, up from 19% in 2023.

## The Pioneers



CLIFFORD  
CHANCE





windō

Thank You.

*In partnership with*

OUT & EQUAL  
THE BUSINESS OF BELONGING™