

Opening the door

LGBT inclusion is good for business

THE RAINBOW WORKFORCE

LGBT workers by the numbers

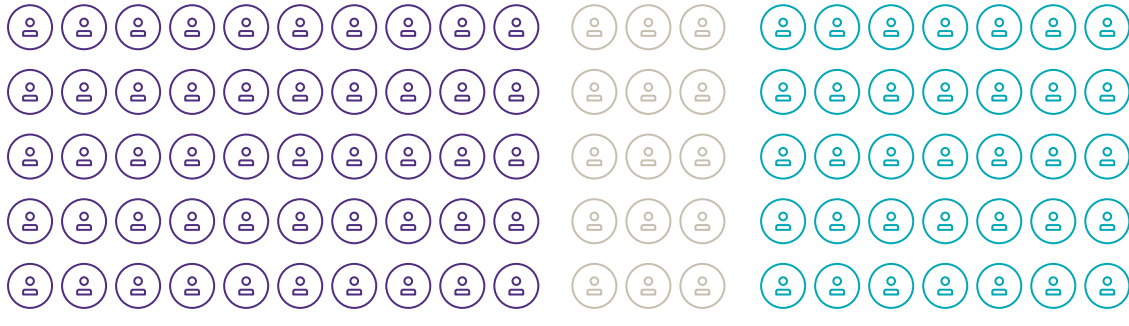


1 in 25 % of Americans who identify as LGBT

20%
of Millennials

12%
of Gen X

8%
of Baby boomers



50%
of LGBT workers are out in their professional lives

35%
of LGBT workers lie about their personal lives in the workplace

% of loss of LGBT employee engagement due to unwelcoming environments

OPEN FOR BUSINESS

Attract and retain top talent

% of job candidates who consider diversity before selecting a job:



% of allies likely to accept a job at a company supportive of LGBT employees



% of LGBT workers who stayed in a job due to welcoming environment



% of LGBT closeted employees who will leave their companies within the next three years

Stay competitive

\$1 Trillion
total LGBT buying power

% of consumers more likely to reward businesses supporting LGBT equality:



87% of LGBT adults who consider a brand providing equal workplace benefits



70% of LGBT adults willing to pay a premium for a product from a company supporting LGBT

OUR COMMITMENT TO LGBT INCLUSION



Perfect inclusivity rating

Grant Thornton has earned a perfect rating of 100% on the Human Rights Campaign Corporate Equality Index

Grant Thornton champions its LGBT workforce through:

- COMMUNITY**
 - Equality GT Business Resource Group
 - Culture conversations
- TRAINING**
 - Gender transition guidelines
 - Safe space peer-to-peer mentoring
- BENEFITS**
 - Gender transition health benefits
 - Same-sex spouse and domestic partner health benefits
 - Non-discrimination policy includes "sexual orientation" and "gender identity"

6 STEPS TO LGBT INCLUSION

- Create a safe workplace for employees
- Hire and develop leadership that reflects LGBT commitment
- Provide training on diversity and inclusion
- Develop business resource groups to support LGBT workers/allies
- Encourage and facilitate allyship
- Provide LGBT-friendly benefits and policies

Learn more about diversity and inclusion at gt.com/culture

• Gallup 2016 survey of 1.6M US adults
• Institute of Public Relations and Weber Shandwick
• 2012 Human Rights Campaign study

• GLAAD / NBC article
• (Center for Talent Innovation: Out in the World)
• Cost of the Closet

• Center for Talent Innovation: Out in the World
• Community Marketing Inc. & Harris Interactive
• Human Rights Campaign Corporate Equality Index