



# Global LGBT+ Inclusion Strategy



**pwc**

# LGBT+ inclusion at PwC

## The next step in our journey

We support a workplace where lesbian, gay, bisexual, transgender and other (LGBT+) solvers can bring their best selves to work and feel the full support of their PwC family. To foster this environment, we are working to support LGBT+ equality and accelerate action, within PwC and in the wider world.

Acceptance and respect for the LGBT+ community varies greatly across the world. While we respect the laws of every country where we operate, we do not tolerate discrimination on any grounds - including sexual orientation and gender identity and expression. In fact, we believe in going further to actively value differences as illustrated through our Global Human Rights Statement and Global Code of Conduct.

We are pleased to share the next step on our global LGBT+ inclusion journey as we look to amplify our efforts with the formal release of our first global LGBT+ inclusion strategy to build on our focus and achievements thus far.



# LGBT+ inclusion at PwC

## Our journey

Launch of the Global LGBT+ Inclusion Strategy.



**2023**

**2022**



Shine networks present in 30 PwC member firms.

PwC is a founding member of the Partnership for Global LGBTI Equality, an official project of the World Economic Forum's Centre for New Economy and Society.



**2019**

Global LGBT+ networks are rebranded to Shine. First Global Shine Summit takes place in New York.

**2018**



PwC confirms support for the UN Human Rights Standards of Conduct for Business.

Sexual orientation & gender identity/expression added to the Global Code of Conduct.



**2017**

LGBT+ networks established in ten PwC member firms.

**2016**



PwC joins Out Leadership and Open for Business.

Global LGBT+/Ally Partner Board is introduced.



**2014**

**2013**



Global I&D introduced the 2+1 strategy, which includes LGBT+.



# LGBT+ inclusion at PwC

## Our vision and strategy



### Our vision

To foster an inclusive environment where our LGBT+ talents are able to bring their whole authentic selves to work and are fully supported by and engaged in the wider PwC family.

We want to be a strong voice for change in society and an LGBT+ inclusion role model to other organisations, seen as an employer of choice for LGBT+ inclusion, aligned with our purpose to build trust in society and solve important problems.



# LGBT+ inclusion at PwC

## Our vision and strategy



### Our strategy:

Our Global LGBT+ Inclusion Strategy aims to build awareness of LGBT+ inclusion and drive action for meaningful change both within PwC and in wider society, being an advocate for LGBT+ equality globally.

We will know we are successful when:

- Our people are comfortable being themselves at work and are free to express themselves in a way that reflects who they truly are.
- The majority of member firms have visible Shine networks and track and understand LGBT+ demographics through Global People Survey and Workday and as a result, implement actions.

- We have more visible LGBT+ leaders at the top and throughout the firm.
- Our people become active allies for this community.
- We have increased awareness of potential unconscious biases and how to avoid them.
- We are recognised externally as a leading destination of choice for LGBT+ talent.

**We recognise that not all territories have laws that support inclusion of the LGBT+ community. Thus, our Global LGBT+ Inclusion Strategy is to build advocacy around the world in a consistent, respectful manner. We leverage our four cultural landscape scenarios to support how we execute.**

# Our Shine inclusion networks

Shine is PwC's LGBT+ community and ally inclusion network. Our Shine inclusion networks celebrate the many ways our LGBT+ colleagues make our workplace culture stronger.

Shine fosters a welcoming atmosphere and demonstrates value and care for the LGBT+ community. With a focus on psychological safety and inclusive leadership and teamwork, Shine helps our people be their authentic selves and do their best work. Shine is about creating opportunities and fostering advocacy and allyship.

Through Shine, we create opportunities for our people and for our business by delivering against four global objectives: the attraction of LGBT+ talent, education and awareness, community impact and business development.

Shine is growing brighter each year. Currently there are 33 Shine networks around the world, up from nine in 2016.



# LGBT+ Inclusion at PwC

## Our five areas of focus

### Senior leadership commitment and support

Elevating LGBT+ Inclusion in line with our commitment to cultivating a more diverse and inclusive workplace, positioning it as a key driver for action in our Global Inclusion First strategy.

Making sure member firms across the network have access to the expertise and guidance they need to enable effective strategy development and planning as well as engagement of senior leadership. Where possible working with TSPs and I&D Leaders to set KPIs to demonstrate commitment.

### Amplification and growth of Shine inclusion networks

To cultivate spaces where our people can be their most authentic selves, we will continue to focus on the growth of our Shine inclusion networks across the globe, seeking opportunities to unify and amplify their efforts. We will also heighten awareness of our Shine initiatives around our network. We will aim to have an active Shine inclusion network in every territory where it is possible.

### Data and disclosure

Fostering an environment where people feel able to share their lived experience and bring their best self to work.

Setting up our global technology systems to successfully capture LGBT+ data, and engaging and encouraging member firms

to track and promote self disclosure, where appropriate and in line with local legislation.

Using these insights to shape the work we do and support and drive our strategy.

### Education and awareness

To give our people a better understanding of LGBT+ lived experiences, and foster a greater environment of inclusiveness, we will take steps to increase awareness of the LGBT+ community and their stories.

We will create comprehensive communications and educational materials to foster LGBT+ awareness and allyship and increase recognition of the LGBT+ community.

### Role modelling, visibility, and increasing representation

We want all of our people to see themselves represented in our leadership and supported on their path of career advancement. To encourage this, we will highlight LGBT+ leaders from across the network, promote visibility and help identify paths for our LGBT+ talent to grow and thrive.

We will also focus on the attraction and recruitment of LGBT+ talent. Fostering a culture where people feel comfortable talking openly about LGBT+ inclusion, asking for support and supporting others, whilst also recognising the implication of the specific legal and cultural nuances in each member firm.

# Network to territory execution framework

## Cultural Landscapes

We must be culturally sensitive as to how we approach LGBT+ issues and make sure that it is grounded in a strong business case and ethos of inclusion.

We recognise this is a challenging dimension of diversity globally, particularly in countries where the legal/social framework is not supportive of LGBT+ inclusion and we acknowledge that laws pertaining to LGBT+ people are vastly different around the world, ranging from marriage equality and benefits to criminalisation and punishment by death.

Based on the nuanced levels of legal and social acceptance in local territories, we have developed a tailored approach broken down into four cultural landscape scenarios. Our priority is to find ways to support all of our people across the network in a culturally-sensitive way, with the safety of our people a priority and based on each of the four scenarios we will work with our member firms to collaborate on an appropriate local approach.







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