



U T O
P I A

Beyond “Drag Race”

The harsh reality of what it’s like to
be queer in the workplace today

Dr Adrienne Milner

Research and Insight Director

Katya Veleva

LGBTQIA+ Speciality Director

Today's Utopia Team



Tolu Farinto (he/him)
*Partner, Ethnicity and Social
Mobility Speciality Director*



Dr Adrienne Milne (she/they)
Research and Insight Director



Katya Veleva (they/them)
LGBTQIA+ Speciality Director

Our services and specialisms

| <i>Insight and strategy</i> | <i>Capability building</i> | <i>Culture activation</i> | <i>Speakers and events</i> |
|---|---|--|---|
| Strategy development with senior leadership | Inclusive Cultures Inclusive Leadership Inclusive Marketing | DEI communities e.g. Employee Resource Groups | Inspirational global network of intersectional speakers |
| Quantitative research and survey analysis | Disability Gender and LGBTQIA+ | Policies and processes | Panel discussions |
| Qualitative research and thematic analysis | Mental Health and Wellbeing Race and Ethnicity | Recruitment and development | Bespoke events |

Perceptions and realities

What do people say they think and feel?

People don't mind

92% of people are totally or fairly comfortable with an LGB person, being their neighbour, manager, GP or PM.

82% of people are fairly or totally comfortable with a transgender person as a neighbour, manager, GP or PM.

However

63% of LGBT+ people feel discriminated in the workplace on the basis of sexuality

70% of LGBT+ people feel discriminated in the workplace on the basis of their gender identity

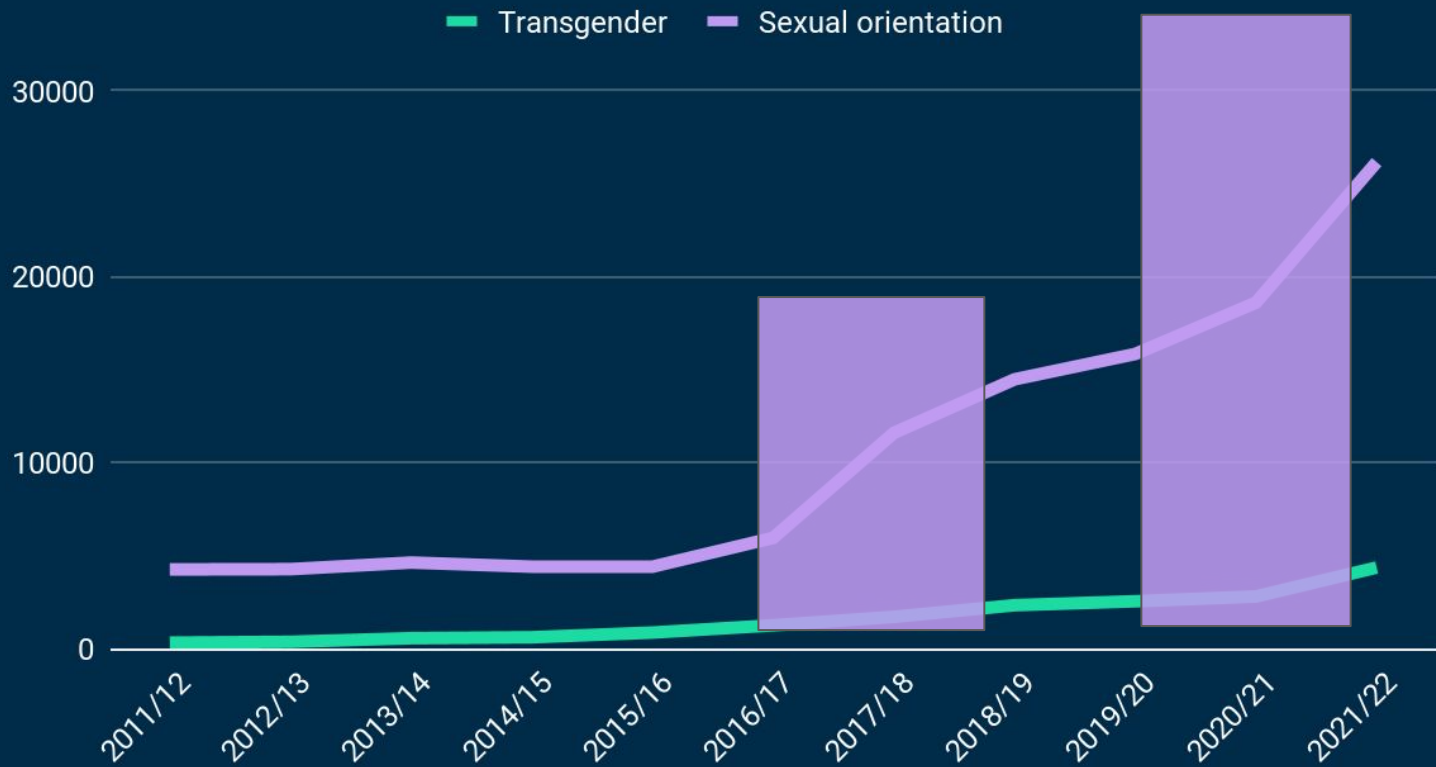


Timeline of recent events



Timeline of recent events

LGBT+ related hate crime UK



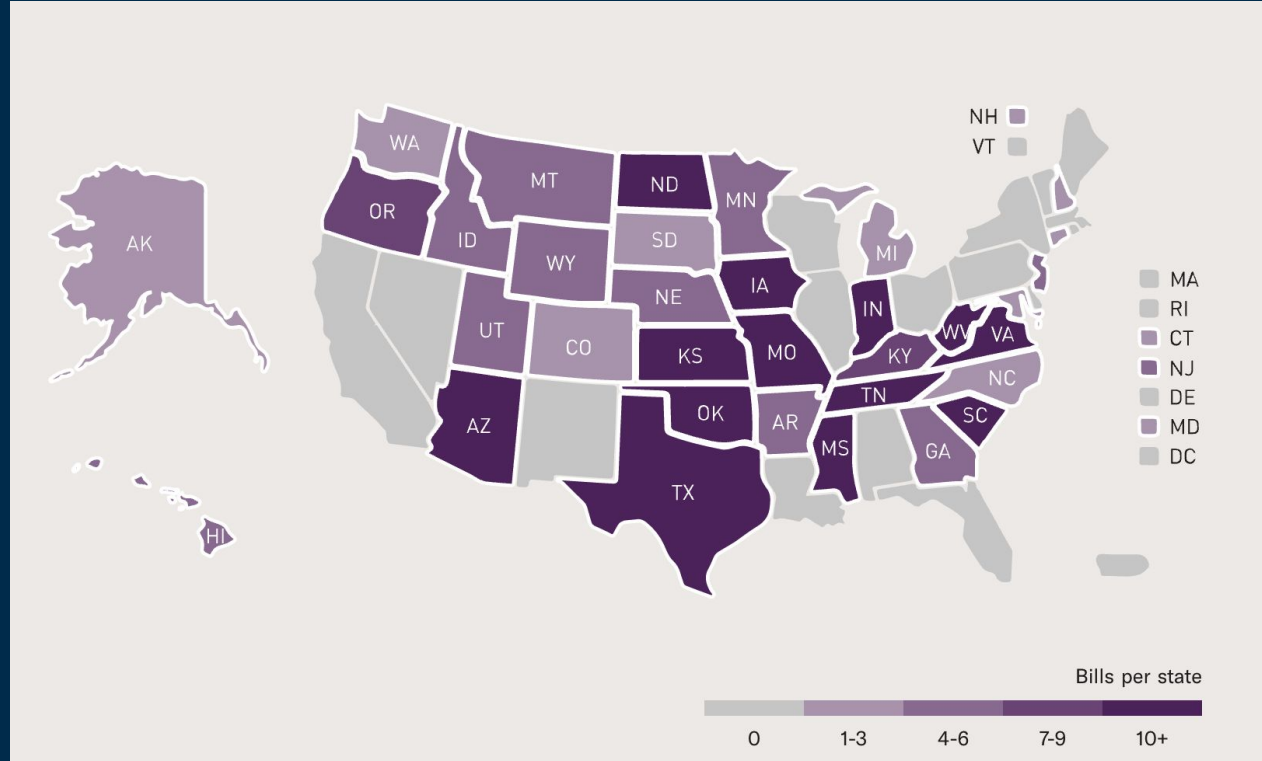
In the USA

452

Anti LGBTQ bills at present

Targeting -

- Healthcare
- Schools and education
- Public accommodations
- Civil rights



In Europe and Central Asia

The image is a screenshot of the ILGA Europe website. The top navigation bar includes links for 'ABOUT US', 'SUPPORTING THE MOVEMENT', 'ADVOCACY', 'RAINBOW EUROPE', and 'NEWS'. There is a 'DONATE' button with a heart icon and a hamburger menu icon. The main content area features a large headline: 'DEADLIEST RISE IN ANTI-LGBTI VIOLENCE IN OVER A DECADE, NEW REPORT SHOWS', dated '20.02.2023'. Below the headline are several topic tags: 'PRESS RELEASE', 'BODILY INTEGRITY', 'CIVIL RIGHTS AND FREEDOM', 'HEALTH', 'INCLUSION AND EQUALITY', 'LEGAL PROTECTION', 'SAFETY', and 'ANNUAL REVIEW'. On the right side, there is a graphic of colorful folders, with a blue folder in the foreground titled '2023 ANNUAL REVIEW' and a subtitle: 'OF THE HUMAN RIGHTS SITUATION OF LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX PEOPLE IN EUROPE AND CENTRAL ASIA'. A search icon is visible on the folder graphic. On the left side of the page, there is a vertical sidebar with the ILGA Europe logo and a vertical scale from A- to A+.

ILGA EUROPE

ABOUT US SUPPORTING THE MOVEMENT ADVOCACY RAINBOW EUROPE NEWS

DONATE

DEADLIEST RISE IN ANTI-LGBTI VIOLENCE IN OVER A DECADE, NEW REPORT SHOWS

20.02.2023

PRESS RELEASE BODILY INTEGRITY CIVIL RIGHTS AND FREEDOM HEALTH INCLUSION AND EQUALITY LEGAL PROTECTION SAFETY ANNUAL REVIEW

2023 ANNUAL REVIEW

OF THE HUMAN RIGHTS SITUATION OF LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX PEOPLE IN EUROPE AND CENTRAL ASIA

A- A A+

Why should you care?

If you're here, you're probably on board already, but what do the numbers say?

Follow the money

Profit

Higher profitability with LGBT+ friendly policy*

Market Value

Higher market value with LGBT+ friendly policy*

\$3.2 trillion

Buying power of the LGBTQ+ community
(\$137 in the UK alone)



The workplace is getting queerER

20%

of employees will identify outside the gender binary by 2027*

41%

went back to concealing their identity when they started work**

71%

of Gen Z identify as straight compared to 91% of baby boomers***

What can you do?

Queering the workplace the Utopia way

When our *social sphere*
starts feeling hostile, the
professional can be a
safe haven

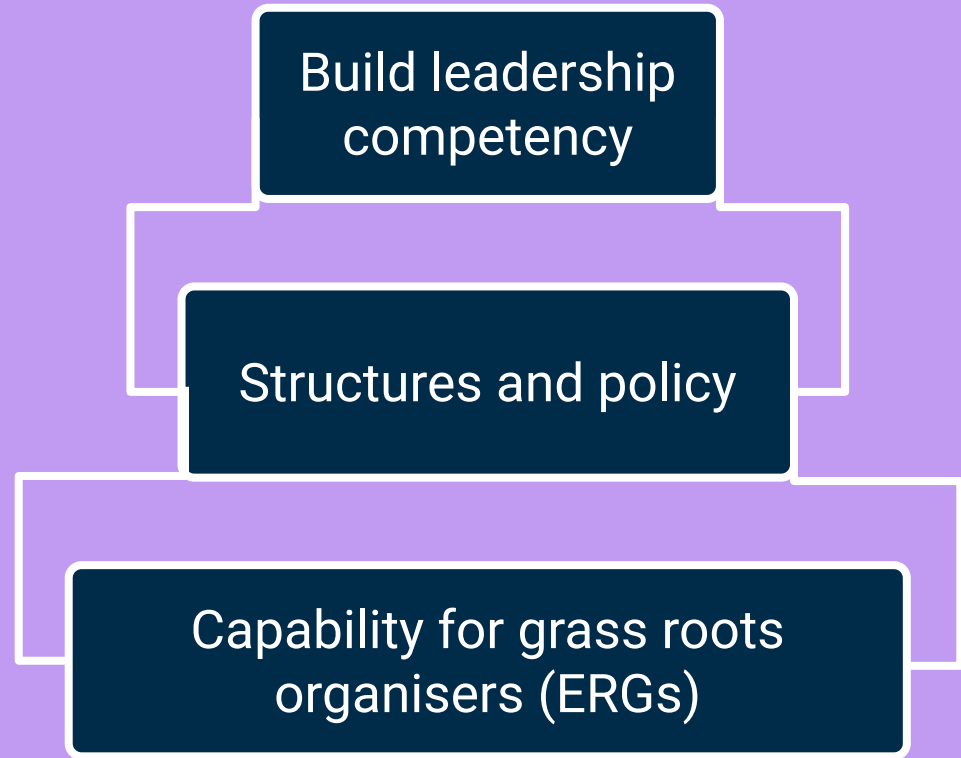
Our recommendation for best practice

A structural approach to inclusion

Divergence and **convergence** of thinking.

The education needs to start from the top.

Knowledge within your leadership team is the key to neutralising the other negative messages from the outside world.



Thank *you*

U T O
P I A



weareutopia.co



[weareutopia](https://www.linkedin.com/company/weareutopia)



[@weareutopians](https://www.instagram.com/weareutopians)

Sign up for
our newsletter



©2023 We Are Utopia Ltd