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Beyond “Drag Race”

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

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Today's Utopia Team



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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	DEI communities e.g. Employee Resource Groups	Inspirational global network of intersectional speakers
Quantitative research and survey analysis	Inclusive Leadership		
	Inclusive Marketing		
	Disability	Policies and processes	Panel discussions
	Gender and LGBTQIA+		
Qualitative research and thematic analysis	Mental Health and Wellbeing	Recruitment and development	Bespoke events
	Race and Ethnicity		

Some of our partners



NOMURA



Rakuten



Harrods

SCJohnson



Google



P&G



LITTLE
DOT
STUDIOS.



TW: Hate crime, homophobia, transphobia,
suiside

Positive/reclaimed use of the word
“queer”

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.



But we're still wary

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



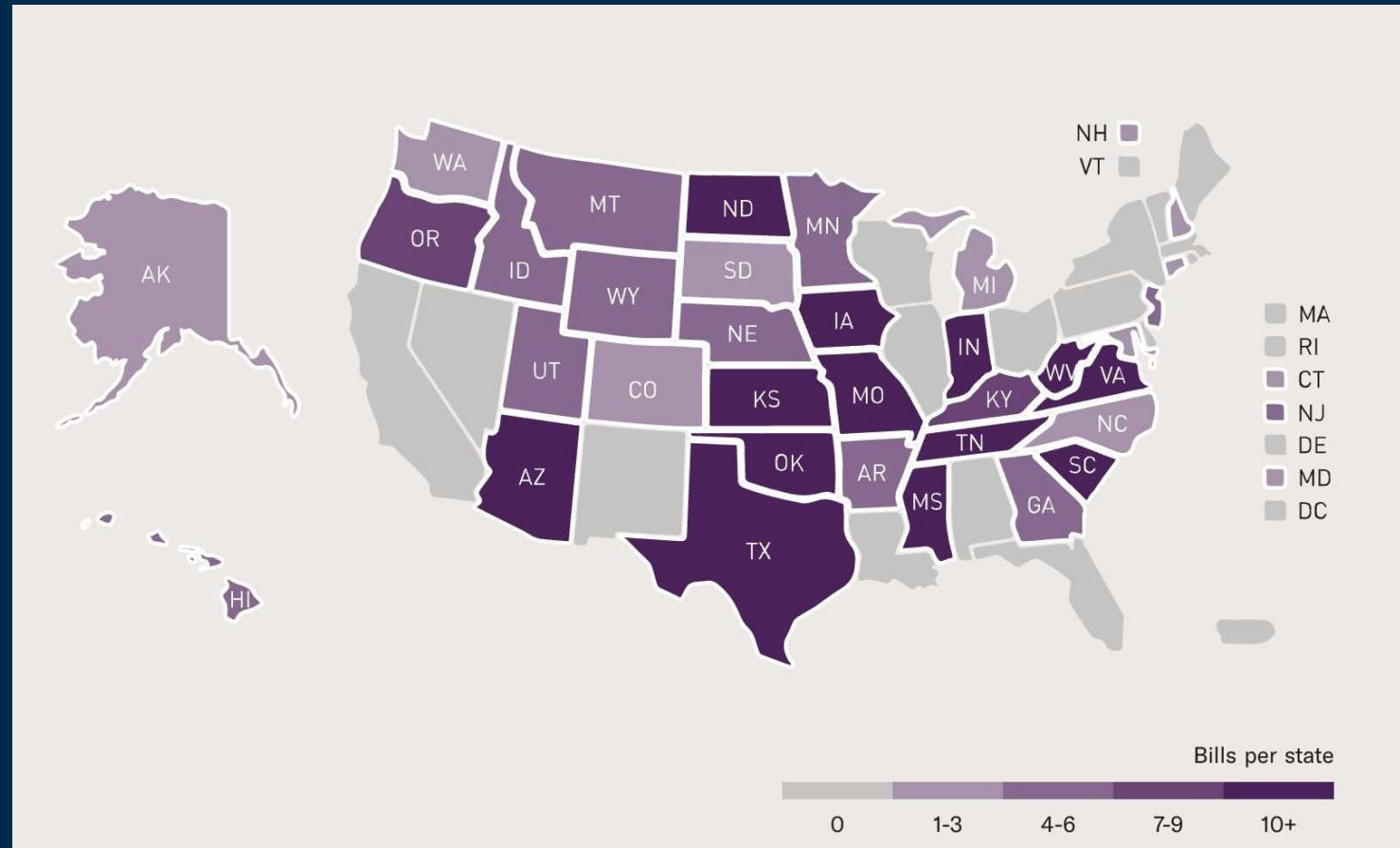
In the USA

452

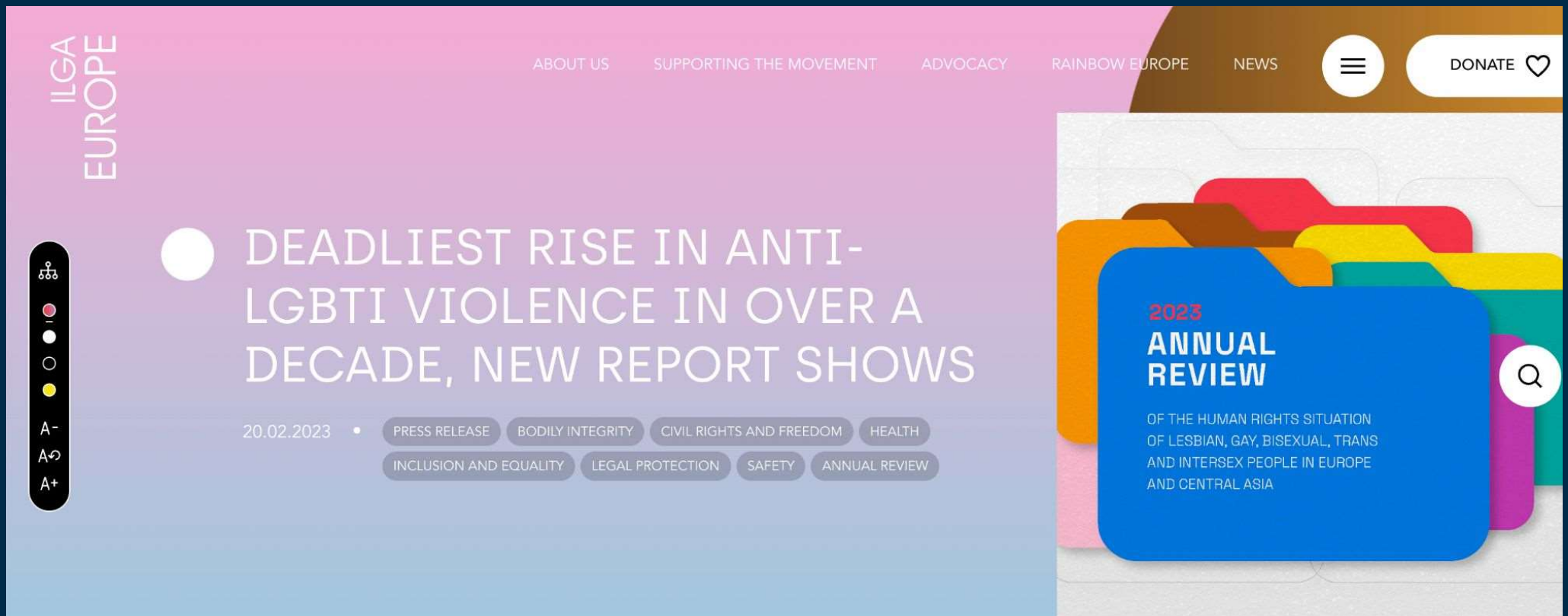
Anti LGBTQ bills at present

Targeting -

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



In Europe and Central Asia



Source: [ILGA Europe](https://ilga-europe.org/)

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

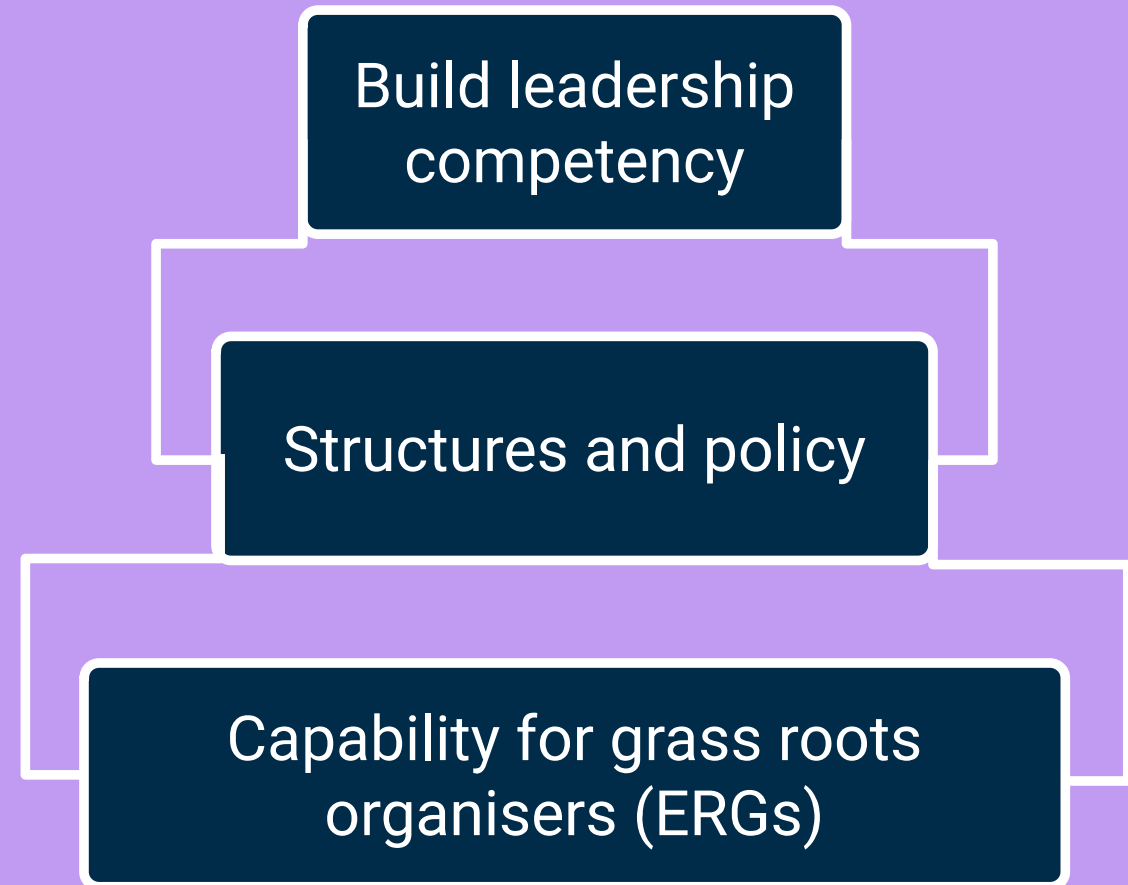
Our recommendation for best practice

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.



Some case studies

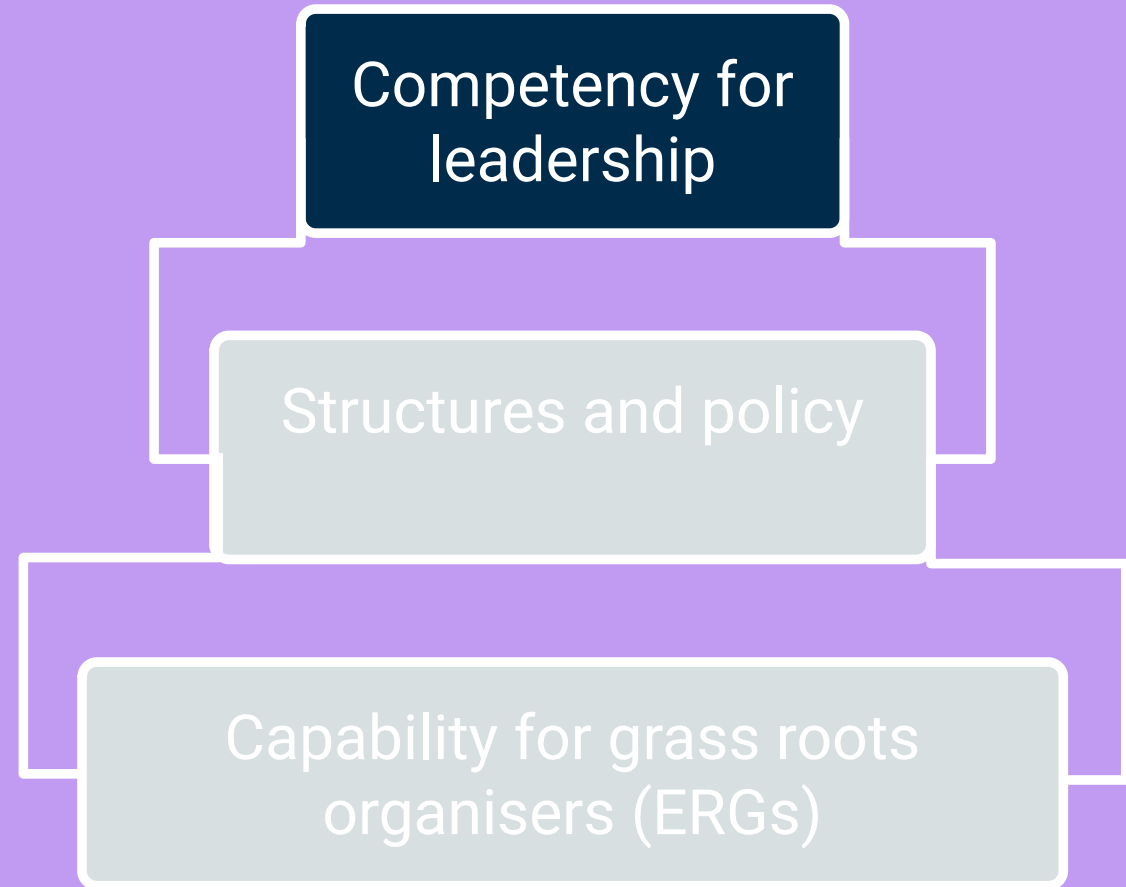
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Gender and sex characteristics
diversity training



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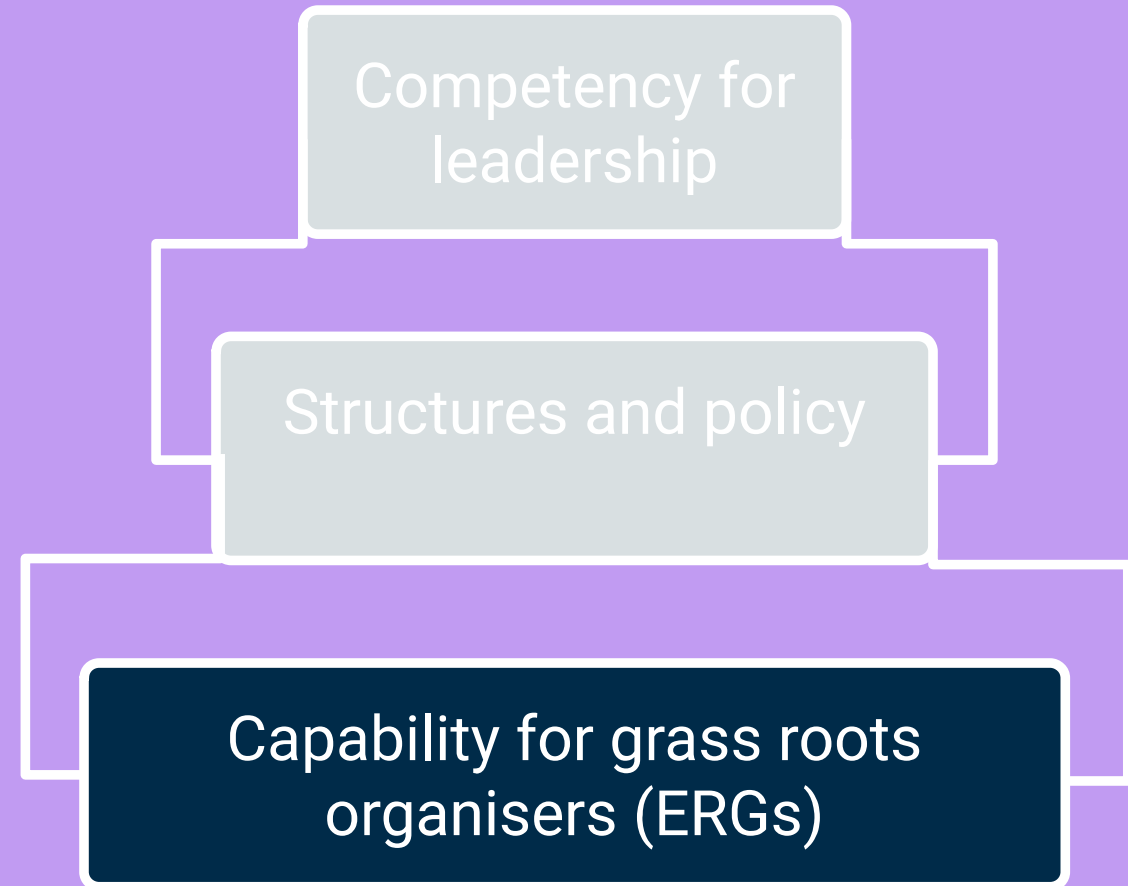
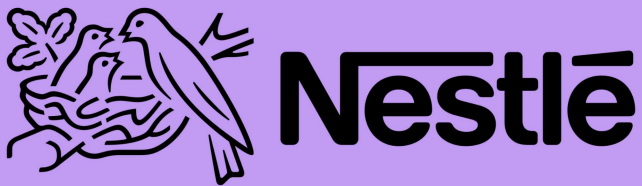
London
Philharmonic
Orchestra



Some case studies

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Employee resource group
re-energising programme



Some case studies

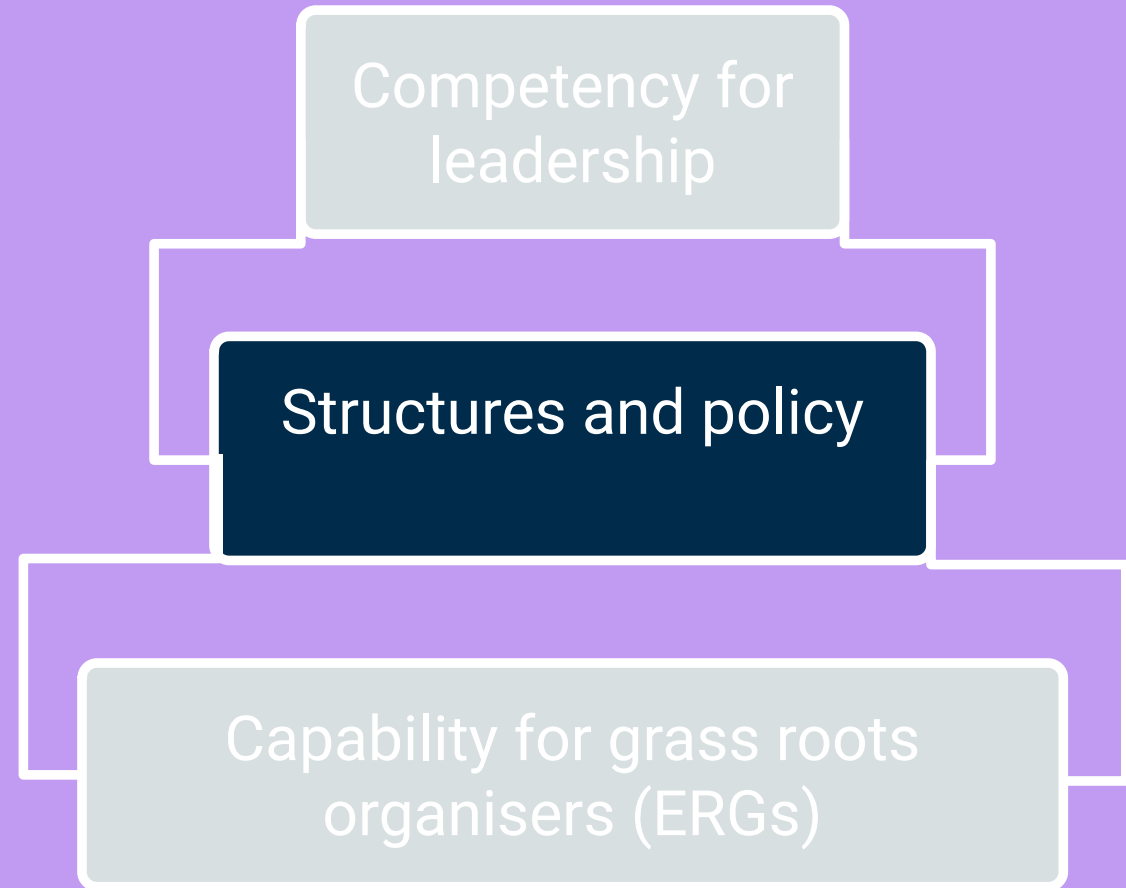
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A structural approach to inclusion for a global video game company




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What we learned today

1. The business case for queer inclusion is solid
2. The world feels threatening to many LGBTQIA+ people at the moment
3. The majority are supportive, work can be a safe haven - *be an ally, take action and remember -*



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

Thank *you*

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