

LGBT*IQ CORPORATE MATURITY LEVELS










1
LGBT*IQ BEGINNER
LEVEL At the beginning of the LGBT*IQ journey

2
LGBT*IQ PROMOTER
LEVEL Positioning of the topic among employees and in society

3
LGBT*IQ ADVANCED USER
LEVEL LGBT*IQ as part of the company's diversity strategy

4
LGBT*IQ EXPERT
LEVEL Driving social change around LGBT*IQ

5
LGBT*IQ PIONEER
LEVEL LGBT*IQ inclusion pioneer

 ANTI-DISCRIMINATION	Addressing LGBT*IQ and anti-discrimination in overarching company regulations				
 LGBT*IQ EMPLOYEE RESOURCE GROUP (ERG)	Existence of an LGBT*IQ ERG or employee initiative	Proactive support of ERG's activities	Existence of an Ally program	ERG as a business resource and advisory body	Systematic recognition of ERG engagement, e.g., as working hours or in development goals
 SUPPORT FOR LGBT*IQ EMPLOYEES		Internal events and activities on LGBT*IQ inclusion	Counseling and support for coming out in the workplace	Guideline for the transition process of trans* employees	Gender-neutral restrooms in all locations
 COMMUNICATION		Communication on LGBT*IQ awareness days such as IDAHOBIT, Coming Out Day, Trans Visibility Day ...	Encouraging the use of preferred pronouns, e.g., in the signature or on the intranet	Guideline on gender-inclusive language for employees	Gender-inclusive language in external communication
 TOP MANAGEMENT SUPPORT		LGBT*IQ as part of the diversity strategy	Executive sponsorship for the LGBT*IQ dimension	Out leaders showing active engagement for LGBT*IQ inclusion	Explicit LGBT*IQ diversity strategy
 "OUT IN THE WORLD" MODEL		LGBT*IQ implementation in Germany within the framework of local norms and laws	Internal pro-LGBT*IQ commitment at German location(s) and implementation of local standards and laws at sites outside of Germany	Internal and external pro-LGBT*IQ commitment at the German location(s) as well as internal commitment at the locations abroad	Internal and external pro-LGBT*IQ engagement at all company's locations
 EXTERNAL POSITIONING		Showing support for LGBT*IQ community Signing LGBT*IQ specific commitments such as „UN Free & Equal“	Participation in Pride events Targeted recruiting measures aimed at the LGBT*IQ community	Active sponsorship or pro bono support of LGBT*IQ non-profit organizations Corporate Advocacy: supporting political lobbying of NGOs on the topic of LGBT*IQ	Review of LGBT*IQ inclusion measures at suppliers' and business partners' side In-depth auditing of LGBT*IQ measures in the company incl. goals formulation
 TRAININGS			Addressing LGBT*IQ issues in workforce and leadership training	Reverse Mentoring Program for Executives on LGBT*IQ	LGBT*IQ Leadership Development Program
 LGBT*IQ DIVERSITY KPIs			Benchmarking your LGBT*IQ support through applying for LGBT*IQ-relevant awards	Set up own LGBT*IQ KPIs to measure success	LGBT*IQ self-identification as an option in the company's database