

Pride Under Pressure: Charting a Course for Global LGBTQ+ Workplace Inclusion

At my first job ever... the managers would call me 'he-she,' 'boy-girl.' People would just be like, 'You're so confused.' 'God will save you.' 'You need to understand that in corporate, you're either male or female or you're never going to make it.'" - **Lesbian professional in South Africa**

"The place where I work was a strong influence on me being able to open up. If I was still in a homophobic environment, I would still be in the closet today. I wouldn't be able to discuss these issues and understand myself. I think it is one of the factors that makes me stay at the company. Having a safe environment is a super important thing." - **Pansexual professional in Brazil**

"I had a very great manager, but I still remember we were out for some office lunch, some 15 of us, and he randomly said, 'Hey, what's your problem? Why aren't you married yet?' I wasn't out at the workplace at that point. I should have just told him: why does it matter to you? But because he's your manager, and because he's a senior leader, and you obviously don't want to cause an issue, you tend to just make an excuse. You smile, and you have your lunch." - **Gay professional in India**

"I've been in sales for 15 years and have zero role models. I never really had someone to kind of look forward to and say, 'Okay, that gay person made it.' We really miss someone very senior out loud and trying to lead the way. I'm glad that people may consider me as a role model. But it's not enough for the whole company." - **Gay professional in the UK**

"As a trans person and a transfeminine person, seeing a gay man in a senior leadership position is great. However, it doesn't feel like a kind of representation for me or where I could go." - **Trans professional in the UK**

"The focus too often shifts to trans bodies. You don't have to understand another person's body to understand them. What's underneath someone's clothes will not help you to know that person, or help that person, or support that person." - **Suarav Verma, Former Program Manager, Nazariya QFRG, India**

"My sexuality has played a huge role in the decisions I make in my life...in where I choose to live and where I choose to work. Before I apply to any company, I always look at the type of policies they have, especially when it comes to equality in the workplace. I check the types of employees they have. I dive deep. Whenever companies tend to isolate themselves from celebrating or embracing Pride Month, then I know this is a company that I might not be so comfortable working for. I do take those strict measures, which I really wish I didn't have to, because there's some wonderful companies out there that I would also like to work with. But I'd always rather be safe." - **Lesbian professional in South Africa**

"Knowing my rights, knowing how much [my organization] is protecting and trying to safeguard rights for LGBTQ+ people, that has definitely instilled a sense of security. I'm not afraid of being who I am." - **Gay professional in India**

"I don't travel to too many places that are not LGBT-friendly. If I was ever offered an opportunity to go to a country where LGBT folks are not accepted, the answer is no, I would not move. I wouldn't care how good the job was." - **Gay professional in the UK**