



**FORTIS**  
Recruitment

# Pride 2021

Celebration. Education. Inclusion.



As we celebrate inclusion, diversity, and our LGBTQ+ community this Pride month, it is also important to highlight the experiences of our LGBTQ+ employees and candidates. A greater understanding of the challenges they face daily can empower individuals and organisations to make real change and create a meaningful impact in the lives of their teams and their wider community.



**FORTIS**  
Recruitment





According to a 2017 study by Out & Equal:

- **One in Four** LGBTQ+ employees report experiencing discrimination in the last five years
- The transgender unemployment rate is **three times higher** than the national average
- More than **three-quarters** of transgender employees take steps to avoid mistreatment in the workplace.



Here in Ireland, the CSO published figures in 2019 which stated **33%** of people who identify as LGBTQ+ in Ireland have experienced discrimination, compared to **17%** of non-LGBTQ+ persons.

One Out Now survey for Vodafone found that **41%** of LGBTQ+ persons aged between 18-25 revealed they went back into the closet when they started their first job, while **three-quarters** of respondents have hidden their sexual orientation or gender identity at work.

For those who have come out in their workplace, **21%** said it was the hardest thing they have done.







As we are all aware, the effects of Covid-19 have been atrocious for many, but the impact is even more significant for marginalised members of the community.

As 51% of the population reported a decline in their mental health during lockdowns, this number increased to **62%** within LGBTQ+ people, with **28%** of respondents not feeling comfortable being 'out' in their own homes. It is so important for employers to offer workplaces without judgement so that any employee can bring their full selves to their job, and with that everything they have to offer an organisation.





**Karl, Learning & Development Manager**

Karl is sharing his career journey as a proud member of the LGBTQ+ community.

Prior to obtaining my current role, I was working for a company in which I had to diminish and remove a fundamental part of who I am - A proud member of the LGBTQI community.

Walking into that position, I genuinely thought it was a dream job and that I had reached a pinnacle point in my career. However as time went on, I found myself forming two separate persona's, work Karl and proud Karl. The company and leadership alluded to, and in some cases provided 'friendly' advice, that I needed to "man up" in order to progress and keep my job. The breaking point came when I delivered a presentation to the executive team and was provided feedback to deepen my voice. It was then I knew it was time to walk away. Although it meant uncertainty of what was to come, I knew that for my own sanity and self-worth it was the right thing. Within the job search and recruitment process, my main criteria for the company was that they aligned to my personal values and would celebrate, as well as support diversity.

I am now with a company that has a strong and consistent LGBTQI representation, which is championed by its leadership all year round. I know I will be here for the long term and will give my all to this role, simply by being allowed to be my true self.



## Take Action

Diversity and Inclusion should be a part of every company's culture, and this should be reinforced with positive action. **83%** of more than 3,000 LGBTQ+ people surveyed by Out Now would prefer to work for an employer that has visible LGBTQ+ leaders.

Organisations must develop a clear mission for supporting LGBTQ+ in the workplace, and ensuring this is implemented through inclusion policies, diversity training and strategies to support LGBTQ+ employees.

This also includes taking discrimination seriously. As showcased by the statistics above, this is an important issue in Ireland, and in many workplaces.







## Education

LGBT Ireland are a brilliant organisation that not only provides support to those in need 7 days a week, they also provide important education and training for businesses and organisations looking to gain a greater understanding of the issues experienced by LGBTQ+ people, and offer advice and strategies on creating positive and inclusive cultures.

A donation has been made to LGBT Ireland on behalf of the team at Fortis Recruitment, as we believe these are important services, that are hugely beneficial to both communities and to organisations.



As we celebrate inclusion and diversity this Pride month, plan to bring the same inclusion and support consistently throughout the year.

