



CALIFORNIA DIVERSITY COUNCIL

LOS ANGELES DIVERSITY COUNCIL

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Diversity in the Boardroom is Key for LGBT

In a study published by SAGE in the journal *Human Relations*, diversity in the boardroom is key for advancing lesbian, gay, bisexual, and transgender (LGBT) inclusive policies. While evidence around discrimination and workplace hostility limits career mobility for diversity, some firms are now implementing policies around a more inclusive workplace. Similar to gender equality being vital to advancing a company's commitments, the same can be said for other diverse groups such as the LGBT community when implementing policies that incorporate inclusion beginning at the board level. "By analyzing the policies for Fortune 500 firms over a 10-year period the researchers found that: while women CEOs are vital for advancing a company's commitment to domestic partnership benefits and gender identity non-discrimination policies, diverse boards are associated with the full range of LGBT-inclusive policies and practices."

The study also discovered an interlink between boards was a vital source of innovation that leadership can advance a company's likelihood of adopting inclusive policies. Furthermore, buying power with the LGBT community is estimated around \$884 billion showing loyalty to brands that show their support.

Gender diversity in the boardroom key for LGBT friendly firms. (2016, February). Retrieved from <http://phys.org/news/2016-02-gender-diversity-boardroom-key-lgbt.html>

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