

## GLOBAL BUSINESS ENGAGEMENT

Our Global Workplace Equality Programs were established to grow and promote LGBTQ+ inclusion among companies and U.S. multinationals in Latin America and recognize businesses with the HRC Foundation's designation of "Best Places to Work for LGBTQ+ Equality" for their efforts to become inclusive workplaces.

Through HRC Equidad MX, CL, AR, and Equidade BR, the HRC Foundation promotes the adoption of critical practices and policies that reflect the employer's commitment to LGBTQ+ equality.

### SURVEY PILLARS

#### Non-Discrimination Policies

Adoption and company-wide communication of non-discrimination policies and reporting procedures.

#### Employee Resource Groups (ERG)

Creation and open access to ERGs and/or Diversity and Inclusion Councils.

#### LGBTQ+ Training

Internal training where LGBTQ+ content is shared to educate employees.

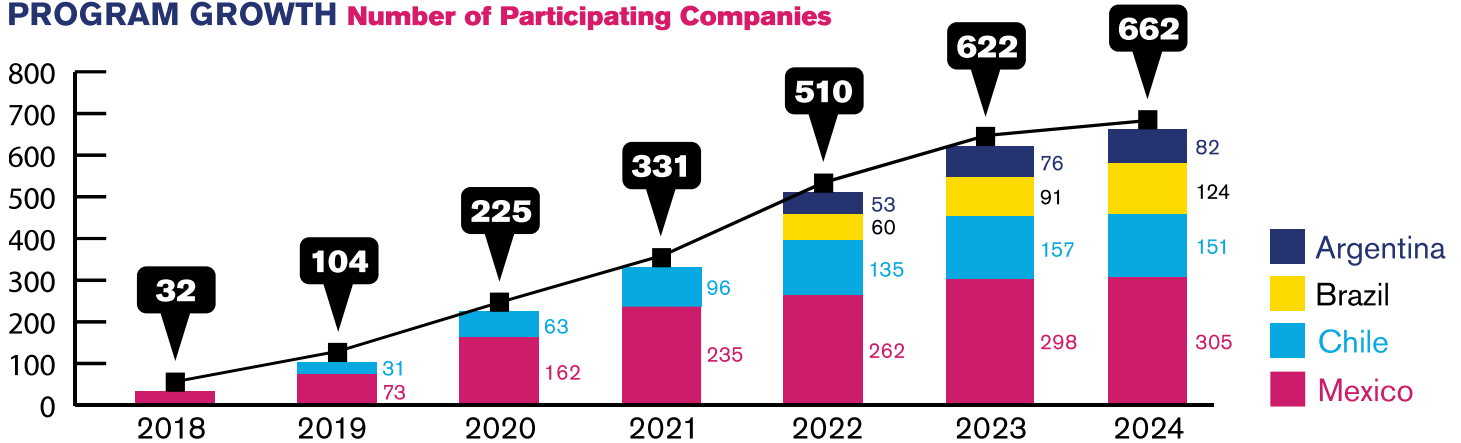
#### Public Commitment

Outreach and engagement in public activities to support LGBTQ+ safety and inclusion.

### PROGRAM COUNTRIES & IMPLEMENTING PARTNERS



### PROGRAM GROWTH Number of Participating Companies



### PROGRAM IMPACT

- Over **3 million** employees impacted
- 452** Global Top Scorers
- 662** participating companies across LATAM covering **40+** industries
- Over 2/3** of participating companies achieved a score of **100** on the survey.
- In 2024, **160** new companies participated in Equidad/e to measure inclusive policies and practices in their workplaces.

### LEARN MORE

by emailing [workplace@hrc.org](mailto:workplace@hrc.org) or scanning this QR code for more information.

