



RELEVANT UN STANDARDS OF CONDUCT

Standard 3 – Provide support to LGBTI People in the workplace.

COMPANY

Deloitte.

POLICY TITLE

Inclusion Councils

ABSTRACT

Deloitte US launched Inclusion Councils to foster opportunities to bring people from different parts of our business, backgrounds, and experiences to learn from and celebrate one another.

POLICY DETAIL

Inclusion Councils engage in activities and events related to inclusion, well-being, development, and community involvement. By encouraging our people to connect across communities and around shared interests, Inclusion Councils help our people discover common ground and strengthen support for one another.

Increased Engagement – Inclusion Councils help our LGBTI people better connect with other groups in their office or elsewhere in the organization, such as all business resource groups, athletic teams, etc. Examples include:

- **Chicago Inclusion Council:** In the Deloitte Chicago office, an Inclusion Council invitation to participate in the Chicago Pride Parade led to a 3x increase in participation, and a 10% increase over that the following year.
- **LA Inclusion Council:** The 2019 LA Inclusion Leadership Summit was a day of impactful, interactive workshops focused on building knowledge and practical applications of inclusive leadership skills. Workshops included leadership development and business tools on topics such as culture, personal branding, working styles, and authenticity.
- **New York Inclusion Council:** Deloitte professionals and guests were able to network while viewing the incredibly impactful art at the Art After Stonewall exhibit. With this year marking the 50th anniversary of the historic Stonewall Riots of 1969, Deloitte is proud to serve as principal sponsor of Art after Stonewall 1969-1989, a major exhibition that aims to present the breadth of the LGBTQIA+ civil rights movement and its effect on art.

Embraces Intersectionality – All Inclusion Council events are open to everyone. One goal of Inclusion Councils is to host opportunities where everyone feels welcome, invited, and embraced for the multiple identities that they may bring to the table.



**PARTNERSHIP FOR
GLOBAL LGBTI EQUALITY**

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DATE

December 17, 2019

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