



**PARTNERSHIP FOR  
GLOBAL LGBTIQ+ EQUALITY**

November 23, 2021

### **Launch of the UN LGBTIQ+ Standards Gap Analysis Tool**

As the Chief Diversity, Equity, & Inclusion Officers of some of the world's leading companies, we recognize the responsibility of the private sector to create workplaces that respect the rights and dignity of all employees, including our LGBTIQ+ employees. Furthermore, we believe multinationals have an important role to play in pushing those within our spheres of influence to adopt similar inclusive practices – including our business partners, governments, and the communities in which we do business.

The Partnership for Global LGBTIQ+ Equality (PGLE) is a coalition of organizations committed to leveraging their individual and collective advocacy to accelerate LGBTIQ+ equality and inclusion globally and drive positive change. We are thrilled to have been part of the development of the new UN LGBTIQ+ Standards Gap Analysis Tool, developed in partnership with BSR, the Office of the United Nations High Commissioner for Human Rights (OHCHR), the United Nations Global Compact (UNGC), and the World Economic Forum (WEF), with the generous support of BCG.

This Tool can guide companies as they implement the *UN Standards of Conduct for Business in Tackling Discrimination against LGBTI People* (the Standards). Published by the UN Office of the High Commissioner for Human Rights in 2017, the Standards are guidelines on the corporate responsibility to respect the human rights of LGBTIQ+ people in the workplace and beyond. The Tool is a complimentary and strictly confidential online platform that helps companies assess current policies and programs, highlight areas for improvement, and identify opportunities to set future corporate goals and targets when implementing the Standards. Furthermore, the Tool can provide companies with a roadmap to further align their practices, policies, and procedures in line with the UN Standards of Conduct.

We believe the Standards and Tool are the authoritative frameworks for businesses to respect the human rights of LGBTIQ+ people across their value chains – including employees, those of their business partners, and LGBTIQ+ communities worldwide. We encourage our peers to support the Standards and use this Tool to guide them on this very important and worthwhile journey.

Signed,



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