



#EmpoweringProudWork

iiBT – Programme Overview

A Benchmark for LGBTQ+ DE&I Excellence

2024-2025 Cycle



Discover LGBT Great

Proprietary Data & Market Research

Multi-market research, trend reporting, best practice

DE&I Transformation

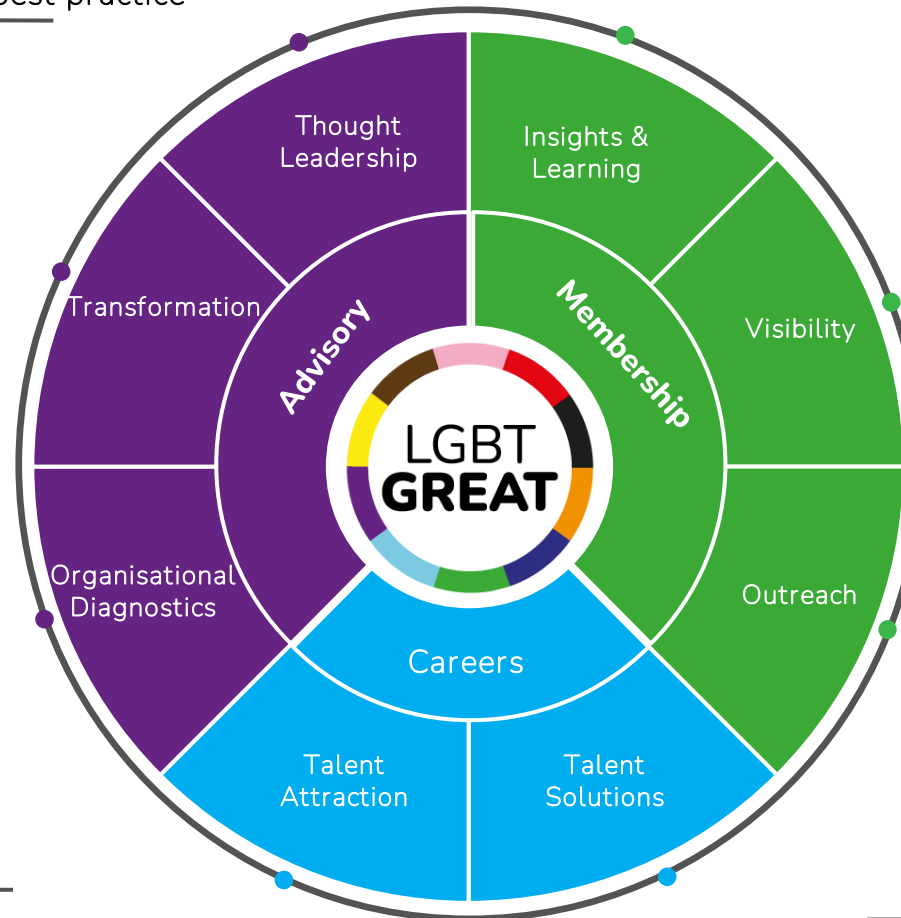
Consultancy and bespoke training for teams, leaders and networks

DE&I Health Checks

Policy review, baseline data gathering, action planning

Job Board

LGBTQ+ focused job board advertising



Awareness Building

Insights, benchmarking, training, news

Role Modelling

Role Models and Allies, talent empowerment and social media

Community, Events & Webinar

Careers, forums, mentoring, events, webinar and advocacy

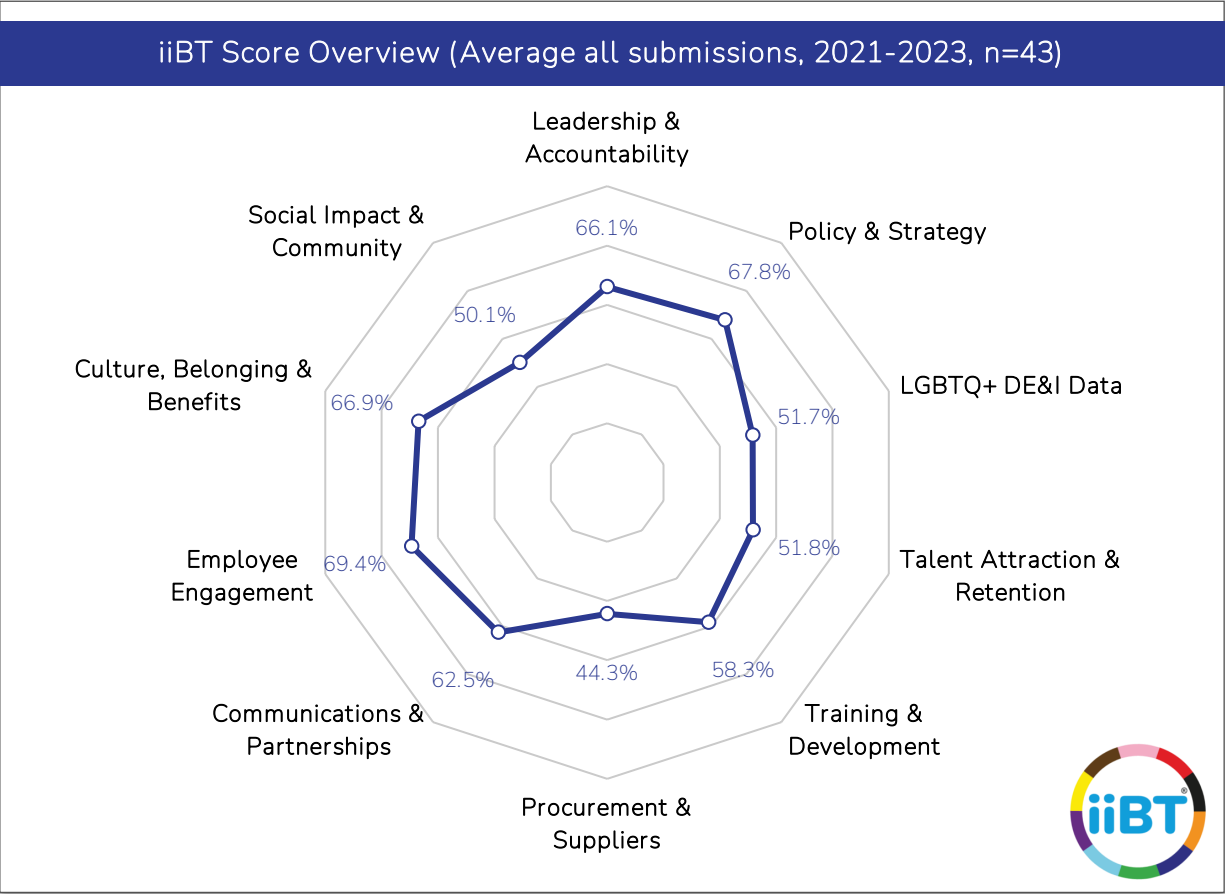
Broadening the Talent Pool

Diversity reporting, brand awareness & candidate screening



The iiBT is LGBT Great's formal LGBTQ+ DE&I maturity benchmark

Organisations who participate in the iiBT Framework describe, evidence and demonstrate the impact of their LGBTQ+ DE&I strategies. The iiBT enables firms of all sizes, big and small, to progress through the criteria and is assessed across 10 criteria.



*NB: In 2021, Section (10) Social Sustainability was called "Clients and Investors"

iiBT Strategic Goals	
	Spotlight organisational strengths for strategic role modelling of LGBTQ+ employees and allies.
	Identify opportunities and develop targeted action plans across the organization.
	Understand how you compare with peers across the financial services industry.



Our dedicated submission portal makes completing the iiBT streamlined for small and large organisations alike

Home

Overview

LGBT Great Website

Submit Question

Overview

	Status
Company Information	<div></div> Not Started
S1. Leadership & Accountability	<div></div> Not Started
S2. Policy & Strategy	<div></div> Not Started
S3. LGBTQ+ DE&I Data	<div></div> Not Started
S4. Talent Attraction & Retention	<div></div> Not Started
S5. Training & Development	<div></div> Not Started
S6. Procurement & Suppliers	<div></div> Not Started
S7. Communications & Partnerships	
S8. Employee Engagement	
S9. Culture, Belonging and Benefits	
S10. Social Impact and Community	
Submission	

Progress updates against each section

S1. Leadership & Accountability

Flag this page

Please attach supporting evidence for each question where possible, to maximise your score.

1

Sponsors from which of the below stakeholder groups lead on LGBTQ+ DE&I in your organisation? Please select one or more of the below.

The Board

Executive Committee

Non-Executive Management

Human Resources

Diversity & Inclusion

Employee Resource Groups

Other Employees

Please Specify

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None of the above

Questions are clear and easy to navigate.



Evidence can be submitted in support of every question, supporting organisations to demonstrate where they are excelling

File Attachment Library

No source added to this question

You have not yet uploaded any source to this question. You can attach a previously uploaded file or upload a new file.

Provide new source

URL

or

File (Must be smaller than 5MB)

CHOOSE FILE

Filename (required)

Description / Page number

UPLOAD

Browse source

Search:

1

Queries.xlsx [10 KB]

Add to question

Show

5

entries

Showing 1 to 1 of 1 entries

Previous

1

Next

All qualitative questions are manually scored

Please add your comments in the below box:

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69 / 500 words

Scoring:

0%

25%

50%

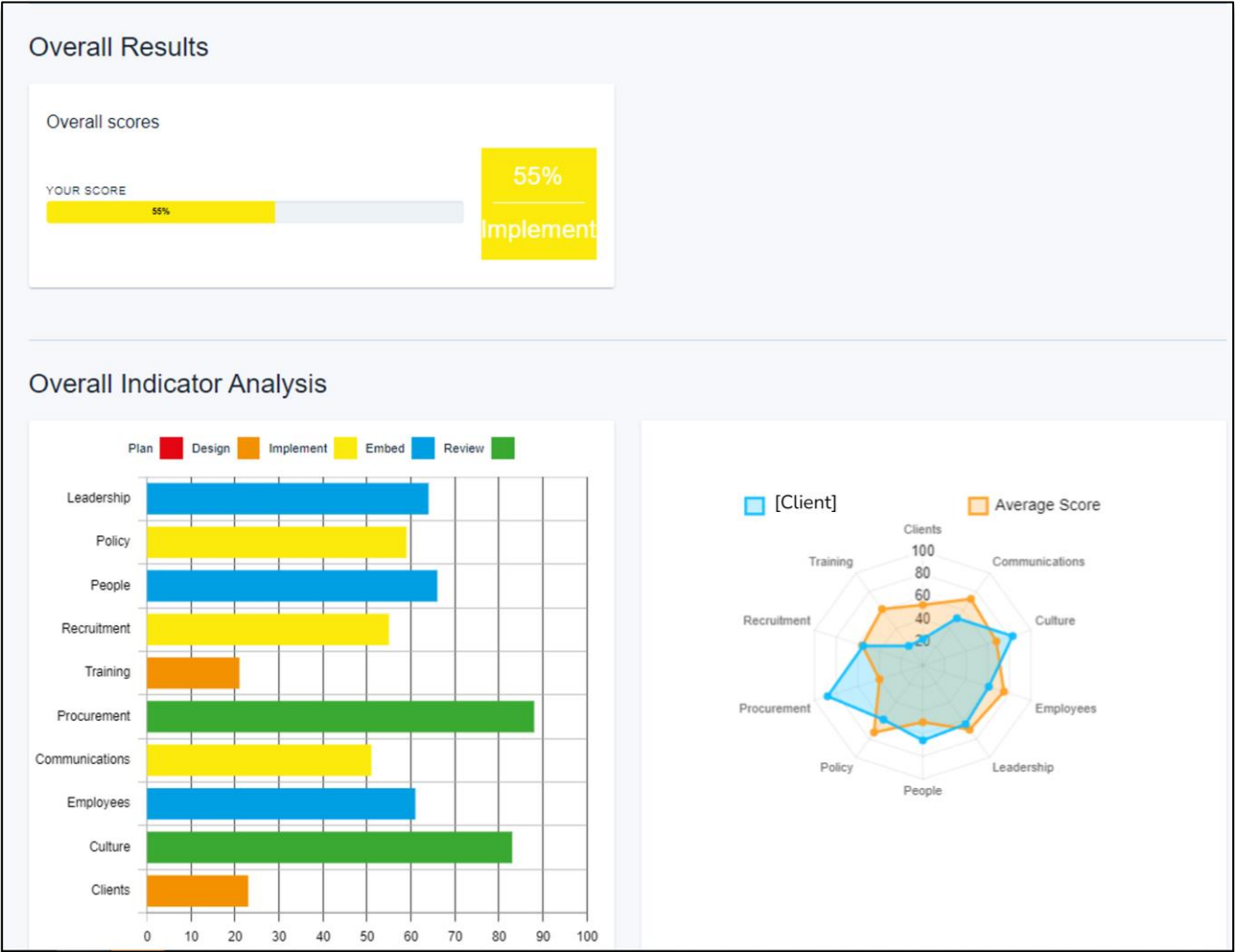
75%

100%

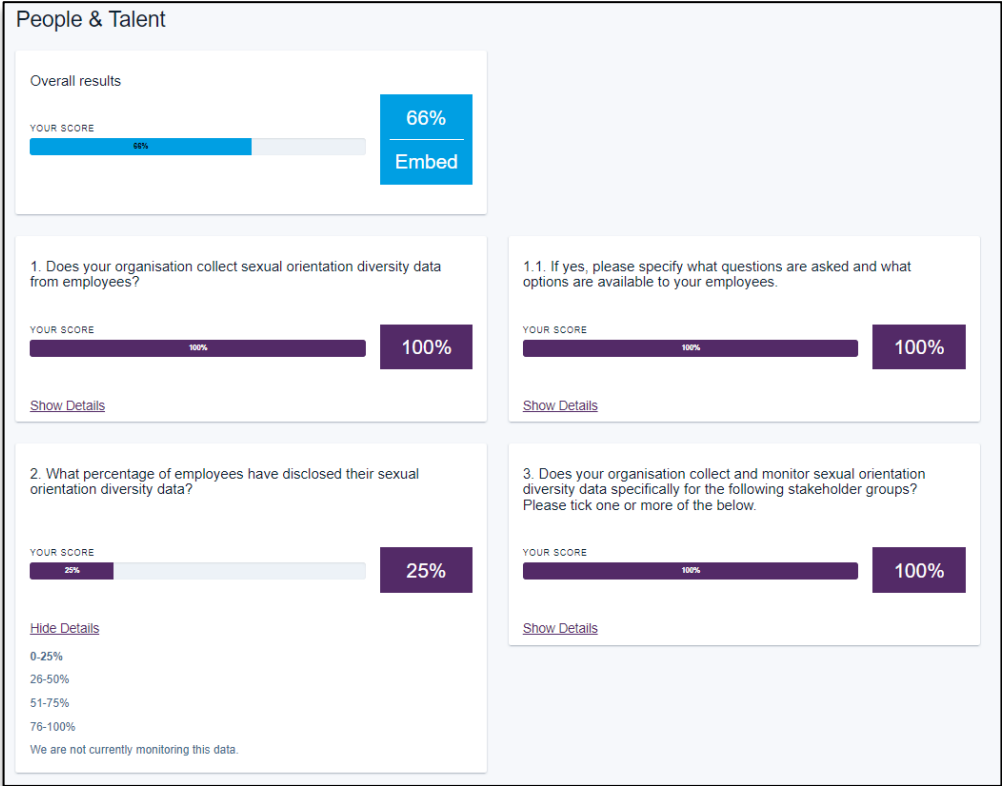
5 LGBT Great | iiBT Programme Overview (2024)

A circular logo composed of several colored segments in a ring, including shades of blue, green, yellow, orange, and red.

A dedicated organisational results dashboard centralises all answers and feedback in one, easily accessible place

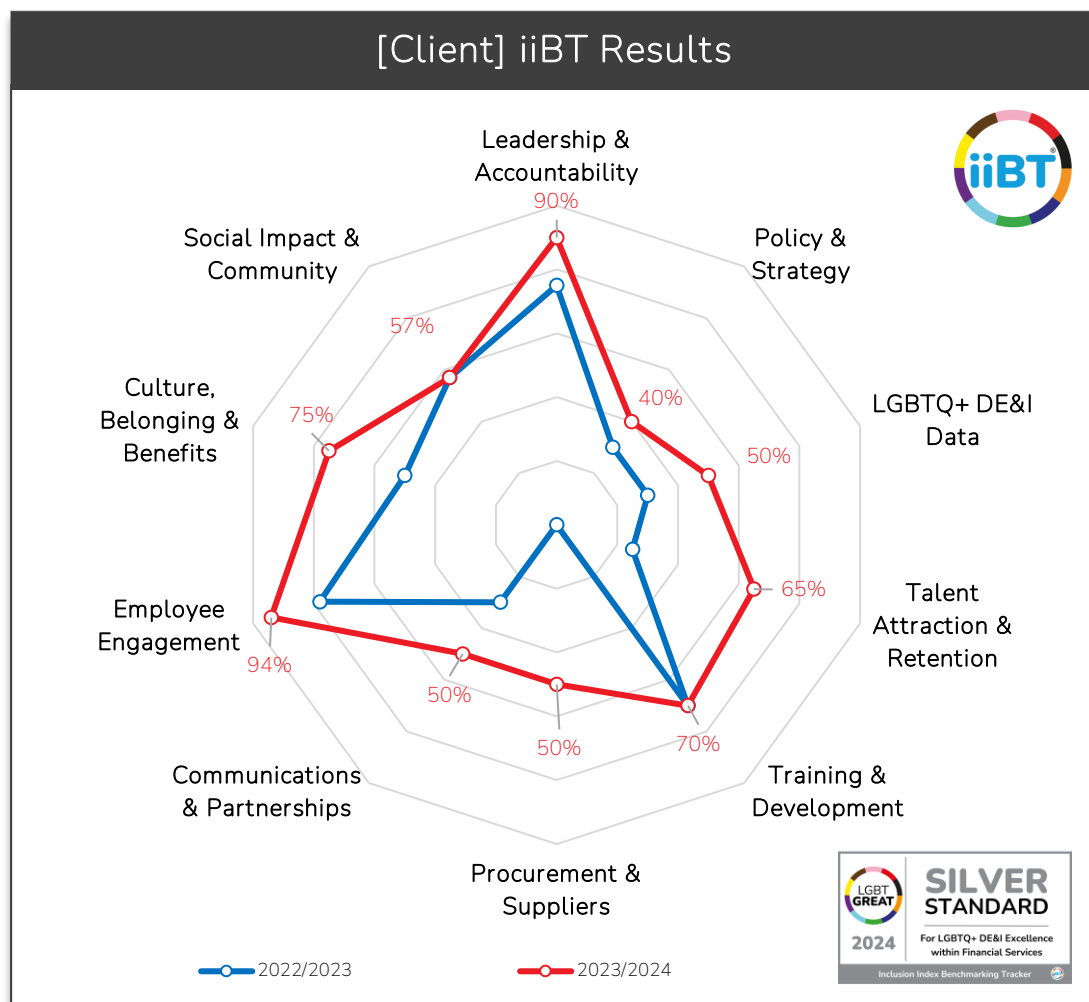


The score and results for each question are individually presented



A summary of our feedback and recommendations is also provided

OVERALL: [Client] should be commended on a strong iiBT submission for [the period] and of achieving a Silver standard in your second submission. We've noted both sustained momentum and areas of demonstrable progress relative to the 2022/2023 submission – congratulations!



OVERALL SCORE: 64% (Silver Standard)

KEY STRENGTHS



- LEADERSHIP & ACCOUNTABILITY** remains a mature part of [Client's] LGBTQ+ DE&I approach. The recent launch of the Pride ERG/Network has clearly resulted in greater clarity around roles and responsibilities, affording [Client] ample opportunity to generate momentum here.
- GOALS & OBJECTIVES:** Clear progress in providing explicit opportunities to have LGBTQ+-sensitive stakeholder/performance goals.
- EMPLOYEE ENGAGEMENT** is very high. We have been impressed by the formal and informal feedback mechanisms that [Client] has developed and implemented in the last 12 months.

ROOM FOR GROWTH



- PROCUREMENT:** Further exploration of more explicit integration of LGBTQ+-sensitive elements into supplier assessments/code of conduct.
- Extension of **LGBTQ+ DE&I STRATEGY** to explicitly cover areas such as pay, reward, benefits, employee exit, and succession planning.
- POLICY:** Undertake a review of anti-discrimination/harassment policy to include LGBTQ+ sensitivities. Develop and launch a "Transitioning at Work" / "Trans Inclusion Policy".

INDICATOR(S) FALLING SHORT



- DE&I DATA CAPTURE:** Initial self-ID data capture programme has seen good initial traction. We recommend (1) a targeted campaign in local language to drive engagement (2) dedicated training sessions for managers and (3) the introduction of a formal reporting mechanism to track and monitor data and disclosure rates.
- CANDIDATE DATA:** No existing mechanism to track and monitor data throughout the candidate lifecycle. NOTE: This is achievable through LGBT Great Careers.





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