



BILL & MELINDA
GATES foundation

Gender and
Development
for MSMEs

Why create an LGBT-friendly business?

Companies with LGBT-friendly policies attract and retain talented employees.

91% of Fortune 500 companies include sexual orientation in their discrimination policies.

72% of full-time employees would leave an organization for a more inclusive one.

40% of LGBT employees have been bullied at work because of their sexual orientation

41% of LGBT employees have left jobs for reasons related to their sexual orientation.





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How to make your business LGBT-friendly?



Include equal opportunity clauses in company policies such as training courses. For example, "gender and sexual orientation" clauses in operation manuals and job postings.



Implement non-discrimination policies and training activities.



Require contractors and suppliers to comply with LGBT non-discrimination policies.

