

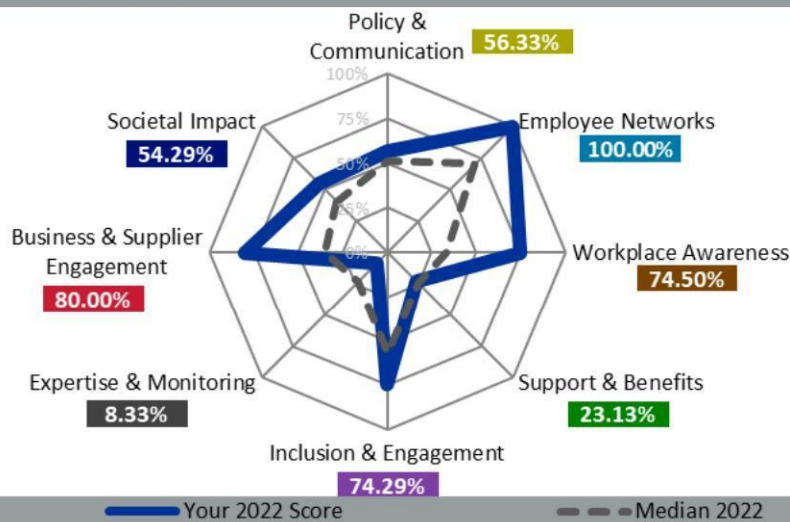
# Ministerie van Volksgezondheid, Welzijn en Sport

## Individual Report

Thank you again for participating in the 2022 Workplace Pride Global Benchmark. Below are the results of your submission. Your Relationship Managers can help you to interpret your results and explain the suggestions so that improvements can be made in the current year, and still be considered for the 2023 Global Benchmark.

2022 score:

**58.0%**



### Score comparison

compare your score to all 2022 participants and within 3 key segments.

2022 Overall

all 59 participants **Top**

Sector

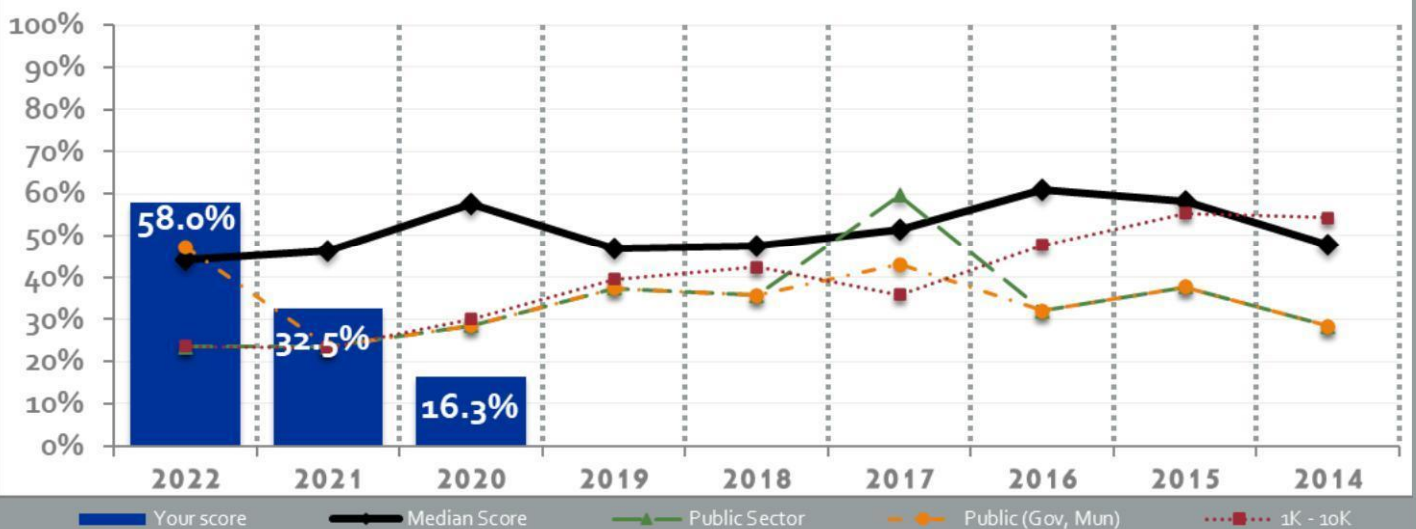
Public Sector **Top**

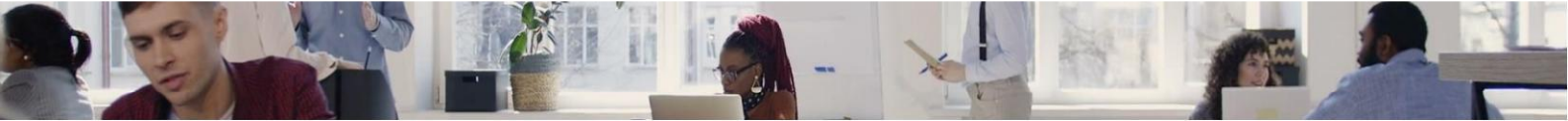
Industry

Public (Gov, Mun) **Top**

Organization Size









1K - 10K **Top**





## Section Results

This section shows your scores in the individual areas of focus of the Global Benchmark. The meter provides an indication of how you compare to other participants per section, and how your score in this section has changed over previous Global Benchmark submissions

PC	Policy & Communication	 <p>Score / Tier 56.3%</p>	Change from 2021	25.08%	↗
			Change since start	30.08%	↗
Clarity and implementation of your LGBTIQ+ workplace equality policy and measures to ensure inclusive communications					
EN	Employee Network	 <p>Score / Tier 100.0%</p>	Change from 2021	5.00%	↗
			Change since start	95.00%	↗
the existence and structure of LGBTIQ+-employee networks, and the role they play with regard to the organization's objectives					
WA	Workplace Awareness	 <p>Score / Tier 74.5%</p>	Change from 2021	12.00%	↗
			Change since start	43.25%	↗
how you raise awareness around LGBTIQ+ inclusion internally, in recruiting and onboarding, and the depth of your LGBTIQ+ training content.					
SB	Support & Benefits	 <p>Score / Tier 23.1%</p>	Change from 2021	10.63%	↗
			Change since start	23.13%	↗
How prepared your support structure is for LGBTIQ+ employees and how inclusive your benefits are for LGBTIQ+ employees and their families.					
IE	Inclusion & Engagement	 <p>Score / Tier 74.3%</p>	Change from 2021	26.79%	↗
			Change since start	24.29%	↗
How effectively you engage leadership, allies and LGBTIQ+ employees in driving progress.					
EM	Expertise & Monitoring	 <p>Score / Tier 8.3%</p>	Change from 2021	8.33%	↗
			Change since start	8.33%	↗
how you collect information to monitor the state of your LGBTIQ+ workplace diversity.					
BSE	Business & Supplier Engagement	 <p>Score / Tier 80.0%</p>	Change from 2021	43.33%	↗
			Change since start	80.00%	↗
the extent to which you profile yourself as LGBTIQ+-inclusive internally and externally.					
SIM	Societal Impact	 <p>Score / Tier 54.3%</p>	Change from 2021	54.29%	↗
			Change since start	54.29%	↗
the extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTIQ+ community.					





## LGBTIQ+ network & policy landscape

This chart visualizes the world regions where you have employees, and where there is an LGBTIQ+ employee network present, and if there are LGBTIQ+ workforce inclusion policies enforced in that region.



Legend



Employees in this region



LGBTIQ+ Policy In Place



LGBTIQ+ Employee Network



**Issue** - missing LGBTIQ+ workplace policy in:  
Africa



**Suggestion** - consider expanding your LGBTIQ+ employee network to:  
Western Europe, North America, Central/South America, India, Africa





## Declaration of Amsterdam / Scoring Summary

A summary of additional information provided and information about the scoring process for your submission.

Declaration of Amsterdam - dashboard

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1	Safe and equal opportunities	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Support Structures	6
2	Share knowledge	<span style="color: orange;">●</span>	<span style="color: green;">●</span>	Include communications and principles	7
3	Involve leaders	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Establish Measures	8
4	Active LGBT+ colleagues	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Dedicate budget to support and develop	9
5	LGBT+ colleagues guide the organisation	<span style="color: green;">●</span>	<span style="color: green;">●</span>	Improve working environments	10

**LEGEND**  
● Complete  
● In Progress  
● Not at all  
● Not specified

### Declaration of Amsterdam

This chart reflects your status on the 10 points in Workplace Pride's Declaration of Amsterdam. The information that you provided in Q13 of the survey is informational and does not impact your score.

Using these points as a reference for actions and plans can be very helpful in driving overall progress for LGBTIQ+ Workplace Inclusion.

## Scoring summary

Scoring of the Global Benchmark takes place in a series of steps all of which have an impact on the final score awarded.

- Submission** – points are totalled for all options that you checked on the survey that you submitted.
- Evidence** – evidence submitted is evaluated in support of your survey. Where evidence is missing or insufficient to support the given item, the corresponding points are deducted. If evidence provided supports additional items not checked, points are increased accordingly.
- Policy** (*new in 2022*) – points are deducted for each region where you have employees, but do not have an implemented workplace policy or code of conduct that includes LGBTIQ+ Inclusion.

Here is a summary of the scoring for your 2022 Global Benchmark submission.

More information about evidence adjustments can be found in the attached action plan.

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<b>Submission</b>	
- Points for all options selected in the submitted survey.	68.7%
<b>Evidence</b>	
- Adjustments based on evidence submitted	-9.5%
<b>Policy</b>	
- Adjustments based on regional policy implementation	-1.1%
<b>Final score</b>	58.0%



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The items below are actions that correspond with questions-items that you either did not check on the Global Benchmark survey, or items that were not fully supported by evidence.

We suggest that you read through the entire list, but that you choose a few groupings (e.g. 'policy content and wording', 'engagement of allies' etc.) to focus on in the coming year.

**\*\* note - items beginning with \*\* were checked in your survey but not fully supported by evidence**

## PC : policy content and wording

Q14-2 update policy to specifically include sexual orientation, gender identity and intersex status

Q14-5 \*\* add "intersex status" to anti-harassment policy and or business code of conduct

## PC : policy implementation

Q11 & 16 implement your LGBTIQ+ policy in all regions where you have employees

Q15-4 implement process that requires employees to sign your workplace inclusion policy

Q15-5 implement process that requires employees to sign your workplace inclusion policy periodically (e.g. annually)

## PC : policy compliance

Q17-1 implement a process to check compliance with you workplace inclusion policy

Q17-3 ensure that you gain some visibility to reported incidents of LGBTIQ+ bullying, discrimination or harassment

Q17-6 audit organizational policies regularly to ensure that they are inclusive

## WA : engaging your workforce

Q23-5 \*\* have a senior executive actively participate in at least one event - share that with your employees

## WA : training availability

Q24-3 \*\* monitor D&I training attendance - act where there are areas that are not taking the training

Q24-4 make your D&I training mandatory for all employees

Q24-6 make your training available outside your organization to partners, suppliers, and customers

## WA : training content

Q25-6 \*\* include anti-bullying/harassment procedures in training

Q25-8 include information about anti-LGBTIQ+ legislation in training

## WA : recruiting

Q26-5 provide a link in your recruiting material where potential candidates can contact you about with LGBTIQ+ Inclusion questions or concerns

## SB : employee support

Q28-3 \*\* create and implement a plan for providing individual support for issues specifically related to Bisexual employees

Q28-4 \*\* create and implement a plan for providing individual support for issues specifically related to Transgender employees

Q28-5 \*\* create and implement a plan for providing individual support for issues specifically related to Intersex employees

## SB : employee services

Q29-3 \*\* ensure that information about LGBTIQ+ safety considerations is readily available and included in your travel planning processes

Q29-4 \*\* ensure that LGBTIQ+ specific safety considerations are included in your travel processes

**SB : employee benefits**

- Q30-1 execute plans to review and update your employee benefits to ensure that they are LGBTIQ+ inclusive
- Q30-3 update the language in your employee benefits to specifically define partner to include same-sex and domestic partners
- Q30-4 update the language in your employee benefits to specifically ensure that LGBTIQ+ parents and rainbow families are explicitly included
- Q30-5 update the language in your employee benefits to explicitly mention LGBTIQ+ (e.g. same-sex partner)
- Q30-6 investigate where local legislation disadvantages LGBTIQ+ people and add benefits to compensate (e.g. tax equalize where same-sex marriage is not legal and where tax rates are lower for married people)
- Q30-7 create and execute plan to check benefits to ensure they are and remain LGBTIQ+ inclusive

**IE : leadership involvement**

- Q31-5 leverage the points from the Declaration of Amsterdam to get senior leadership to act

**IE : engagement of allies**

- Q32-5 ensure that you have structured ally training available

**IE : LGBTIQ+ employee engagement**

- Q33-2 ensure that anonymous feedback channels are available for those that are not yet ready to engage in person
- Q33-3 provide the opportunity for employees to voluntarily self identify as LGBTIQ+ - ensure that this personal data is handled very carefully
- Q33-6 make D&I goals a standard part of your performance management systems

**EM : monitoring progress**

- Q34-1 build a listening strategy that can show you if LGBTIQ+ workplace inclusion is improving in your organization
- Q34-3 add LGBTIQ+ related questions to your employee engagement survey or mechanism
- Q34-4 participate in benchmarking to understand where your stand with respect to LGBTIQ+ workplace inclusion

**EM : data collection**

- Q35-1 build an execute a data collection strategy that enables you to track your progress with respect to LGBTIQ+ workplace inclusion
- Q35-2 engage with your LGBTIQ+ employee network to supply data voluntarily
- Q35-3 provide the opportunity for employees to voluntarily self identify as LGBTIQ+ - ensure that this personal data is handled very carefully
- Q35-4 allow employees to voluntarily self identify as LGBTIQ+ in your HR system - ensure that this personal data is handled very carefully
- Q35-5 ensure that anonymous feedback channels are available for those that are not yet ready to engage in person

**EM : LGBTIQ+ monitoring**

- Q36-1 make a plan to analyze and report collected data as a tool to drive progress toward your LGBTIQ+ workplace inclusion goals
- Q36-2 analyze and report on the % of employees that have self-identified as LGBTIQ+
- Q36-3 analyze the distribution of employee that have self-identified as LGBTIQ+ by age / seniority
- Q36-4 analyze the distribution of employee that have self-identified as LGBTIQ+ by grade or organizational level (e.g. individual contributor, manager, director, c-suite etc.)

**BSE : supplier diversity**

- Q37-2 add LGBTIQ+ to supplier/business engagement process
- Q37-4 \*\* engage with partners or suppliers to help them implement more inclusive LGBTIQ+ policies and practices in their operations

**SIM : external activities**

- Q39-4 \*\* declare your support for LGBTIQ+ people in LGBT+ media or apps (e.g. The Advocate, Pink Paper, Gay Krant, Grindr etc. )
- Q39-5 support or sponsor an LGBTIQ+ NGO

**SIM : community engagement**

- Q40-3 make connections with the LGBTIQ+ employee networks with your customer/partner/supplier/constituent organizations

**SIM : LGBTIQ+ advocacy**

- Q41-2 develop advocacy strategy/plan by engaging with the LGBTIQ+ community to learn more about LGBT+ issues
- Q41-3 \*\* encourage leaders to volunteer with LGBT+ NGO's - e.g. as board members
- Q41-5 take public action as a visible advocate for LGBTIQ+ rights - e.g. lobbying, amicus briefs etc.