



Empowering Diversity: Introducing the LGBTI Inclusion Toolkit for Thai Businesses

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Discrimination against LGBTI in the workplace persists



- 45% of LGBTI Thais had job applications refused because of their gender identity
- 46% of LGBTI workers are closeted at work
- 53% of LGBTI individuals hear jokes about lesbian or gay people
- 67% of LGBTI individuals experienced discriminatory comments
- 17% of LGBTI individuals feel exhausted from feeling the need to hide their gender identity
- 31% of LGBTI workers feel unhappy or depressed
- Transgender people face the most frequent and severe discrimination and exclusion in the workplace and society

Why is LGBTI inclusion good for business?



- 87% of the businesses surveyed said that diverse and inclusive teams make better business decisions
- Employees who feel excluded underperform, while people who are happy at work are 13% more productive
- Organizations in the top quartile for LGBTI diversity have a profitability 25% higher than average
- Diverse teams are 1.7 times more likely to be leaders in innovation in their industries, driving growth and competitive advantage.
- Companies with inclusive policies appears as having a lower turnover rate, reducing recruitment and training costs.
- 74% of LGBTI consumers are more likely to support businesses they perceive as inclusive, enhancing brand loyalty and expanding market reach.

Inclusion Toolkit for Organizations and Business: LGBTQI+ Insights to Increase Inclusion for All



- **Short: 15 pages only!!**
- **Four areas**
 - Business Case
 - HR Policy
 - Code of Conduct
 - Training and Awareness
- **Localized to Thailand**
- **Community & Business Supported**
- **Best-practices**
- **Practical Actions**





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