



PHILIPPINE FINANCIAL &
INTER-INDUSTRY PRIDE

Promoting Safe and Inclusive Workplaces
for Filipino LGBT+ Professionals

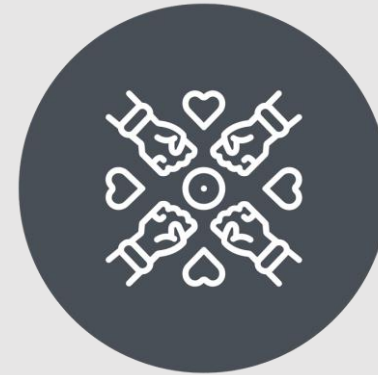
LGBT+ WORKPLACE INCLUSION SURVEY

PHILIPPINES | OCTOBER 2021



Philippine Financial & Inter-Industry Pride

The 2021 LGBT+ Workplace Inclusion Survey covers 6 key facets of inclusivity in companies.



Inclusive policies

Implementing anti-discrimination policies in the workplace

- Has an anti-discrimination policy based on sexual orientation and gender identity and expression, practiced in the Philippines
- Provides mechanisms for LGBT+ employees to raise concerns if they experience discrimination in the workplace



Inclusive benefits

Providing benefits to meet the needs of LGBT+ employees

- Provides equivalent benefits to married different-sex couples and same-sex domestic partners in terms of medical and family-related benefits, group life insurance among others
- Implements or offers transgender-inclusive practices and benefits such as, but not limited to, gender-neutral restrooms, transition-related medical benefits and social transitioning.



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Organizational support

Enabling Diversity, Equity & Inclusion (DEI) through organizational leadership and membership in a local LGBT+ network group

- Has a dedicated DEI leader accountable for overall strategy
- Is led by executives and leaders who identify as members of the LGBT+ community and/or allies, serving as role models to employees
- Is part of and engages with a local LGBT+ network group whose objectives are aligned with corporate D&I strategy



Technology for inclusion

Harnessing technology and data to enable and support DEI strategies

- Has an HR System that is enabled for LGBT+ self-identification, chosen name and pronoun declaration
- Has LGBT+ inclusion strategies driven by data collected over time



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Education & enablement

Promoting a DEI mindset in the workplace to support LGBT+ career growth

- Embeds inclusion topics in leadership and management trainings such as unconscious bias, inclusive leadership
- Provides a wide range of DEI trainings in the workplace--from general DEI topics to allyship and LGBT-specific themes; provides upskilling opportunities to aid the career development of LGBT+ employees



Social responsibility & thought leadership

Ensuring that DEI is not limited to the confines of the workplace

- Expresses public support to LGBT+ inclusion through different channels
- Provides funding to support external CSR activities for the LGBT+ community
- Proactively influences the workplace culture of clients, suppliers and other stakeholders to be LGBT+ inclusive



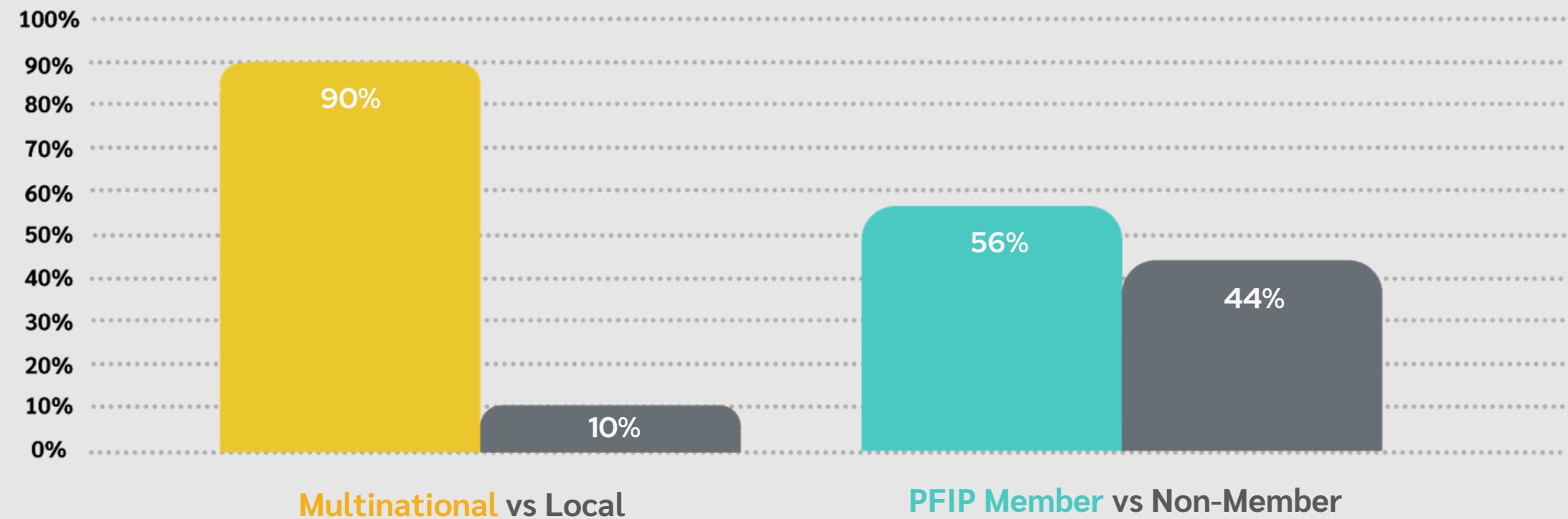
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Respondent Profiles

Survey participants

Almost all of the 104 respondents are multinational companies.

More than half of the respondents are PFIP member firms.

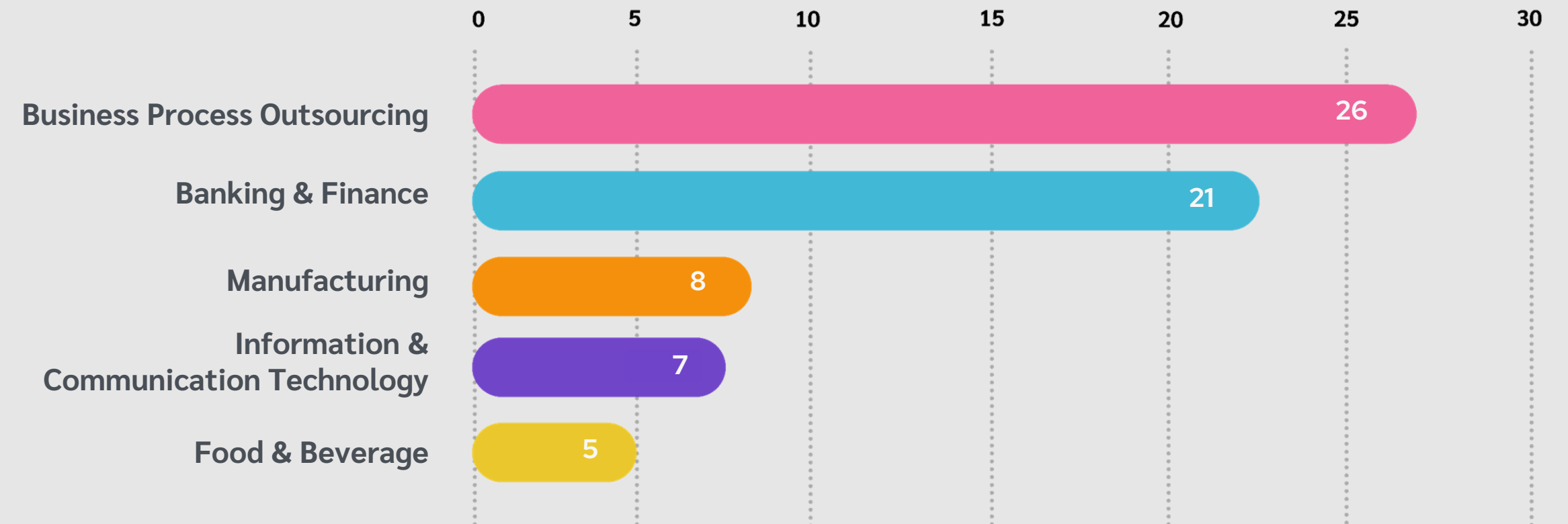


Respondent Profiles

Respondent companies by industry

22 different industries are represented in the survey.

Below are the 5 industries with the most respondent companies.





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Public Support and CSR

Inclusive Benefits

Community Ties

DEI Strategies

Empowerment



Executive Summary

Majority of the respondents have anti-discrimination policies on the basis of both sexual orientation and gender identity & expression.

Most have also publicly expressed their support to LGBT+ inclusion.

Implementing inclusive policies

86% of the respondent companies have anti-discrimination policies for both sexual orientation and gender identity & expression, while 88% said their procedures in place allows LGBT+ employees to raise concerns if they experience discrimination in the workplace.



Figure 1. Inclusive policies

IN FOCUS

Walking the talk – public support and CSR

88% of companies surveyed publicly express their support to LGBT+ inclusion. Majority of the respondents also said that they fund LGBT+ related CSR activities and encourage inclusivity among their clients and customers.



Figure 2. Initiatives on social responsibility

More than half of the respondents offer inclusive benefits to same-sex domestic partners. There is still room for growth in transgender-inclusive practices.

Providing equivalent benefits for same-sex domestic partners and married different-sex couples

75% of the respondents say that they offer equivalent benefits for married different-sex couples and same-sex domestic partners in terms of medical benefits. On the other hand, only 50% observe this equivalence in terms of group life insurance.

Over half (55%) responded that same-sex domestic partners are considered as immediate family members for purposes of other benefits.



Figure 3. Equivalent benefits for married different-sex couples and same sex domestic partners

IN FOCUS

Extending inclusive benefits to transgender employees

63% of the respondents say that they recognize chosen name and pronouns of transgender employees.

Almost 30% have yet to implement at least one transgender inclusive practice.

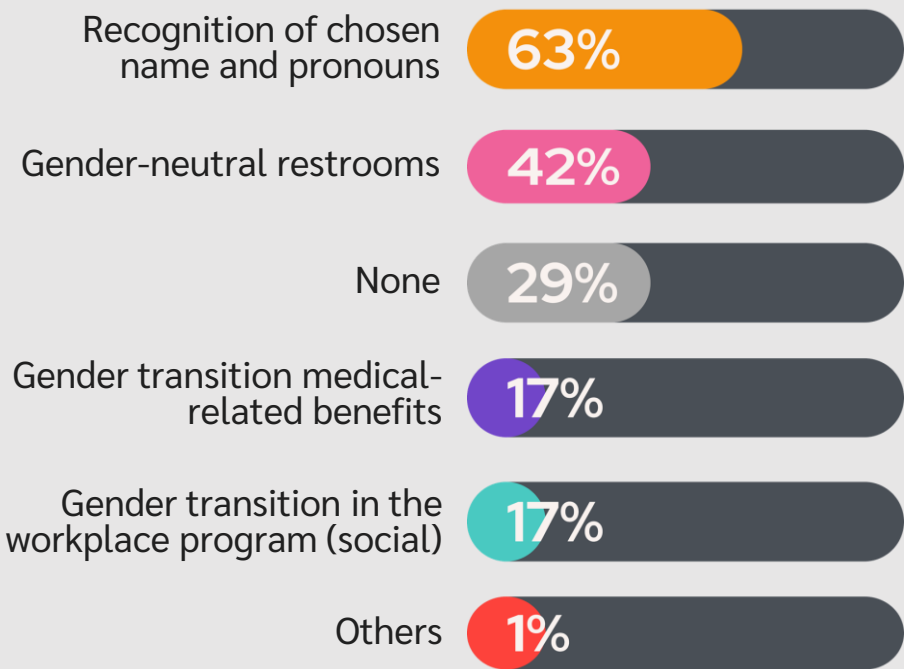


Figure 4. Types of transgender inclusive practices and benefits provided to employees

Almost two-thirds of the respondents have leaders who enable DEI policies in the workplace. Over half have LGBT+ networks for employees.

Driving DEI inclusion through leadership

At least 64% of the respondents have leaders that have come out as members of the LGBT+ community or as allies, serving as role models to employees. They drive inclusion and are accountable for DEI targets.



Figure 5. Leaders driving D&I initiatives

IN FOCUS

Fostering community ties

58% of the respondents have LGBT+ networks for employees.

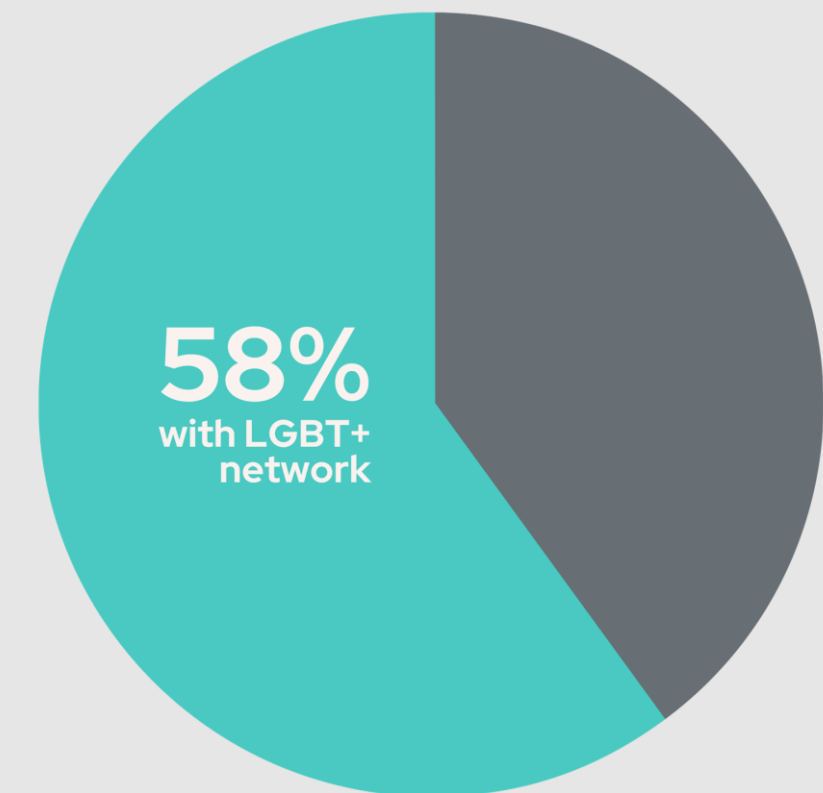
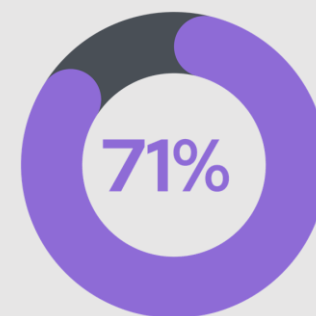


Figure 6. Respondents with LGBT+ network for employees

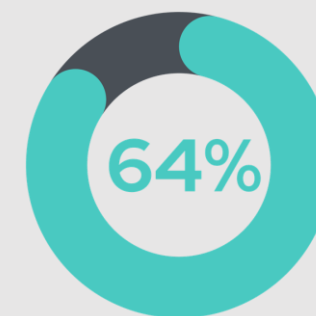
More than half of the respondents allow employees to declare their chosen names and pronouns in emails, company directory and in the HR system. Half collects data for D&I strategies.

Providing option to declare chosen names and pronouns

More than half of the respondents allow employees to declare their chosen names and pronouns in systems like emails and company directory.



Option to declare chosen name in tech systems



Option to declare pronouns

Figure 7. Options for identification in company systems

Providing option to declare chosen names and pronouns

46%

of the respondents have their HR system enabled for LGBT+ self-identification and declaration of chosen name and pronouns.

IN FOCUS

Having data-driven DEI strategies

Exactly half of the respondents has an LGBT+ inclusion strategy driven by data collected over time.

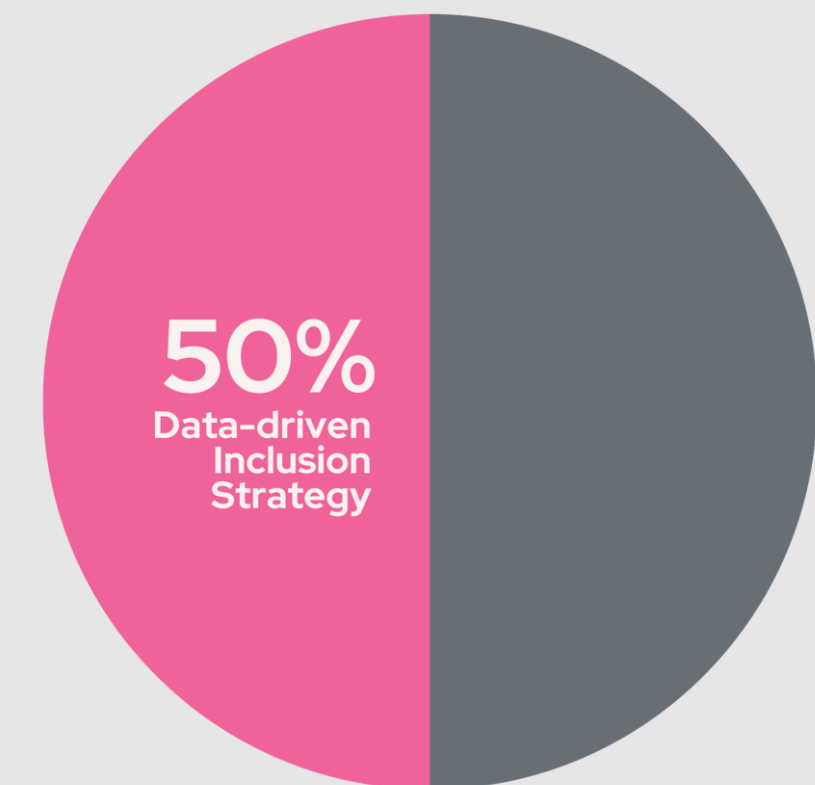


Figure 8. Respondents having data-driven inclusion strategies

Most respondents offer standard trainings on DEI topics. Allyship for leaders and career advancement for LGBT+ employees are areas for potential expansion of training themes.

Opening opportunities for learning and enablement

More than 80% offer general DEI trainings and incorporate inclusion topics such as unconscious bias and inclusive leadership in management trainings. 62% of the respondents offer LGBT+ specific trainings. Less than half offer allyship trainings.



Figure 9. D&I training opportunities in the workplace

IN FOCUS

Empowering LGBT+ employees and leaders

35% and 32% of the respondents offer upskilling programs for the career development of LGBT+ employees and mentoring programs specific to LGBT+ emerging leaders, respectively.

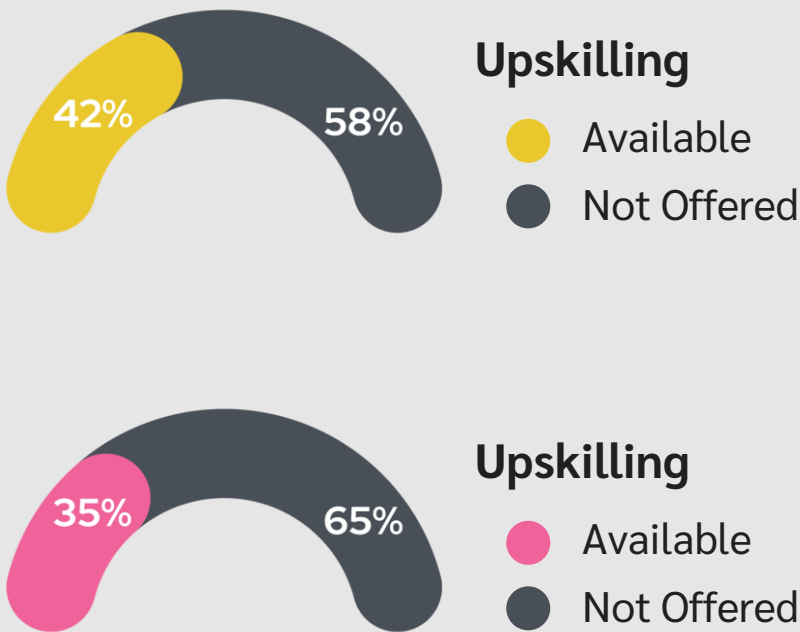


Figure 8. Upskilling and mentoring availability for LGBT+ employees and leaders



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Survey Results

Inclusive Policies

Inclusive Benefits

Organizational Support for LGBT+ Inclusion

Technology for Inclusion

Education and Enablement

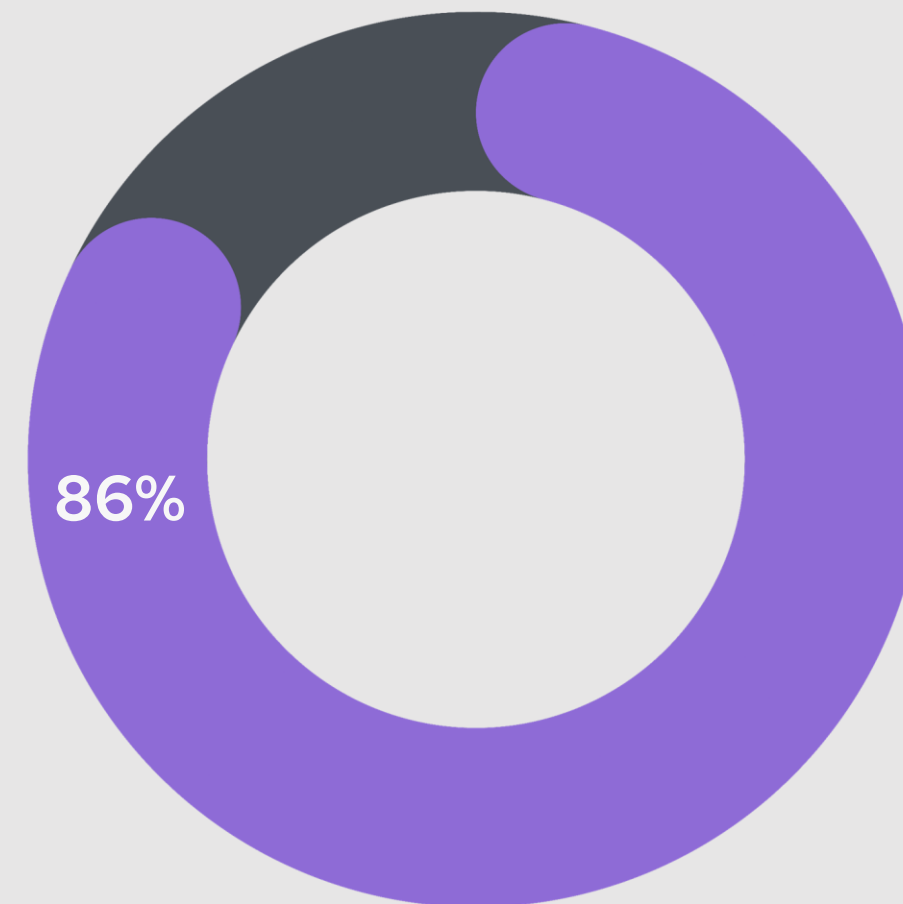
**Inclusive Social Responsibility and
Thought Leadership**



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Inclusive Policies

Anti-discrimination policies



86%

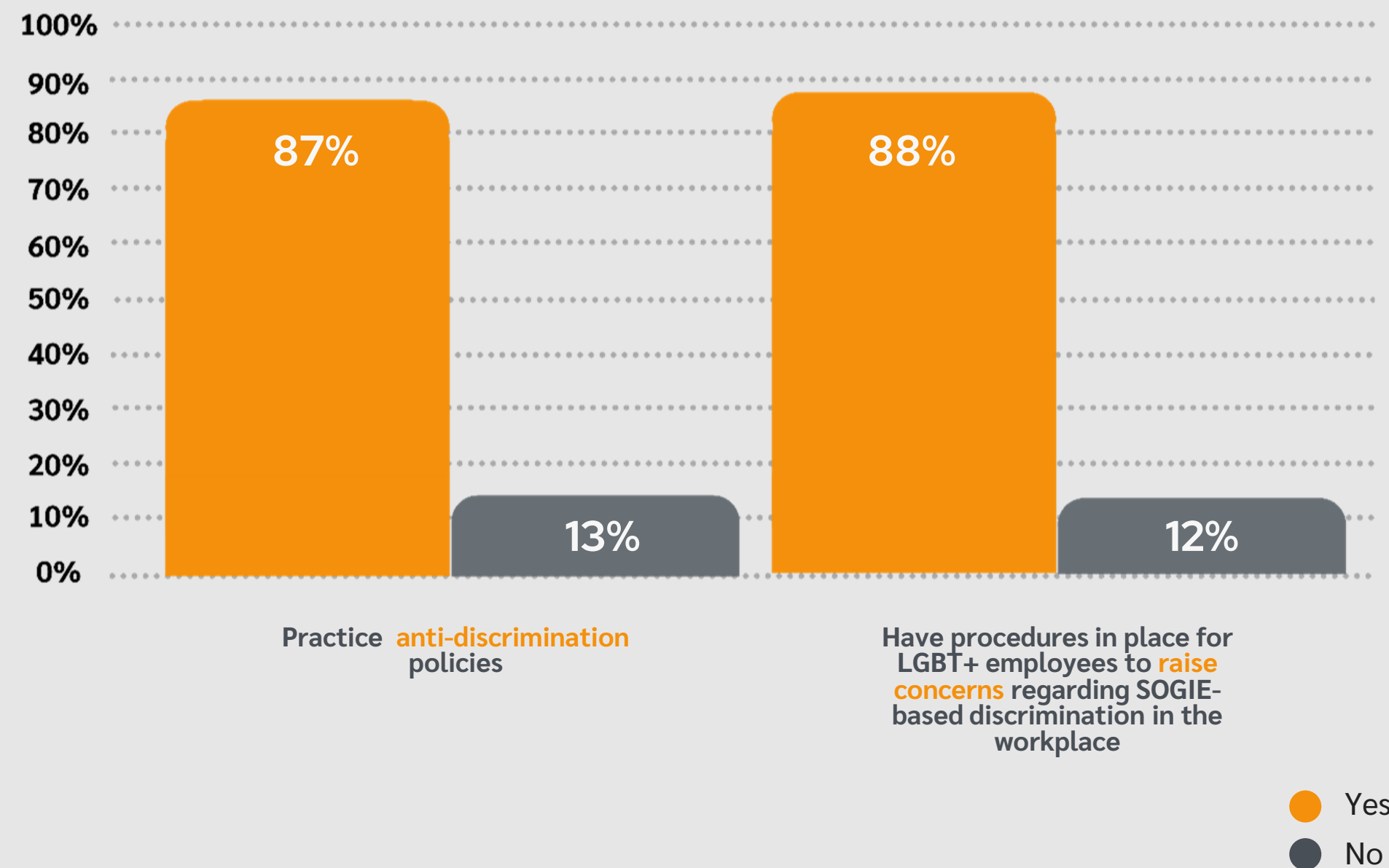
of respondent companies have anti-discrimination policies for both sexual orientation (SO) and gender identity & expression (GIE).



Inclusive Policies

Policy implementation and case management

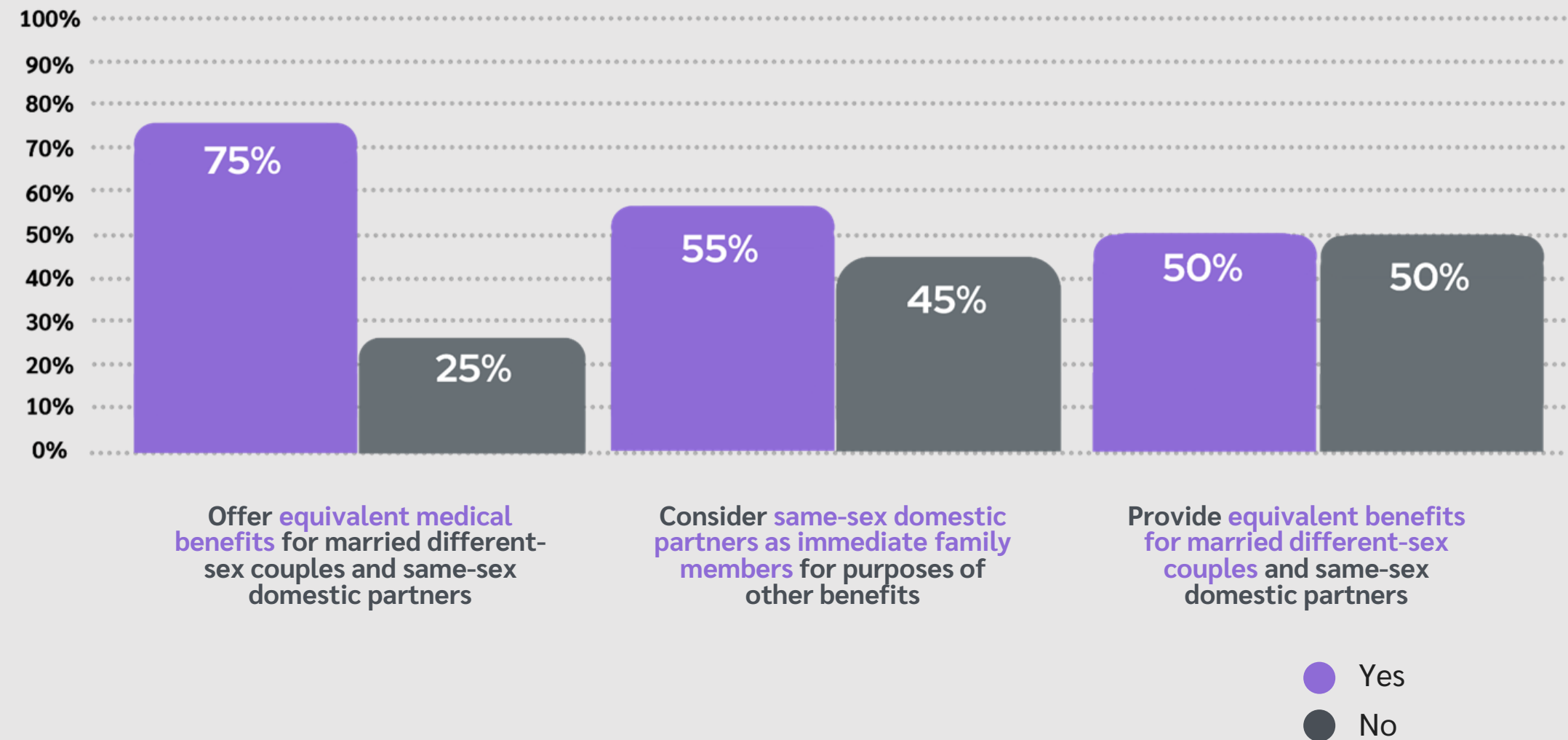
Almost all of our respondent companies implement anti-discrimination policies and have procedures in place for LGBT+ employees to raise concerns.



Inclusive Benefits

Benefits for same-sex domestic partners

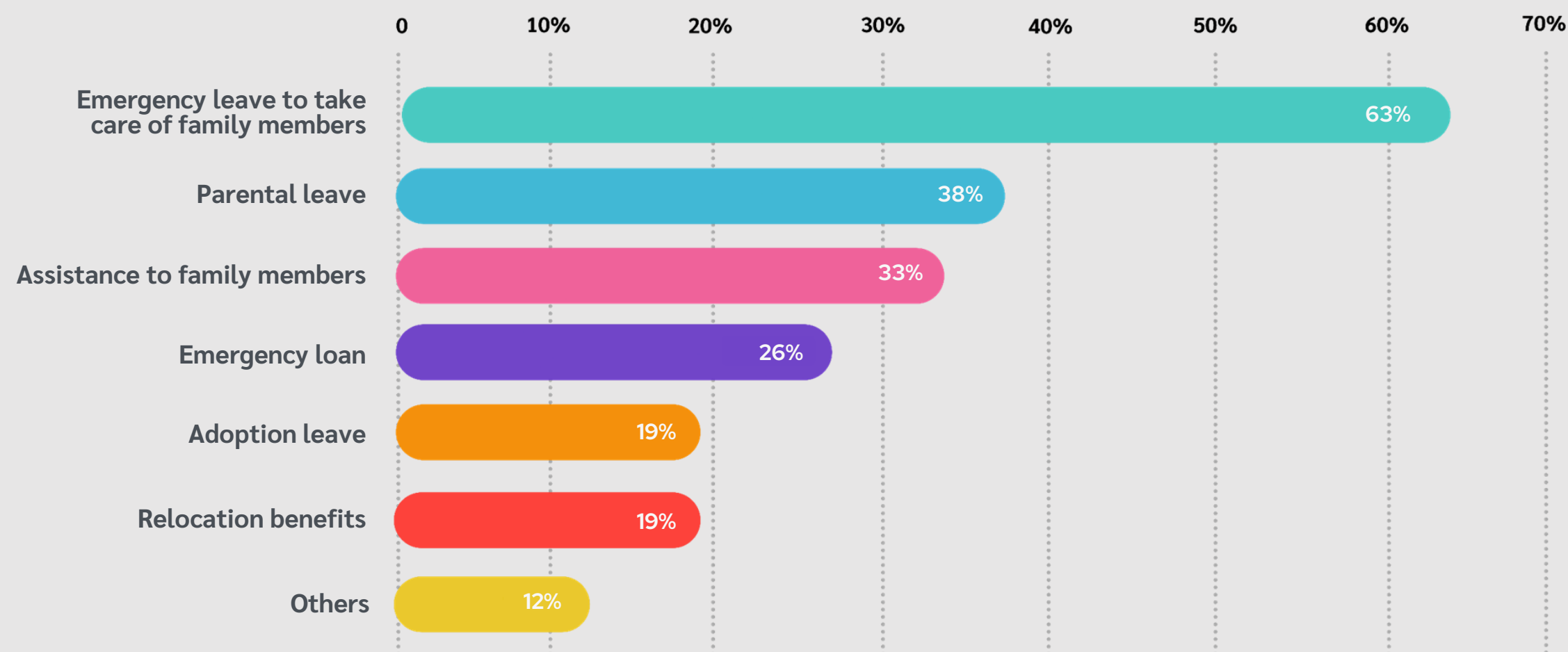
Respondents offer equivalent benefits for same-sex domestic partners.



Inclusive Benefits

Family-related benefits for same-sex domestic partners

Close to two-thirds of the respondents provide emergency leave for a sick family member to same-sex domestic partners.

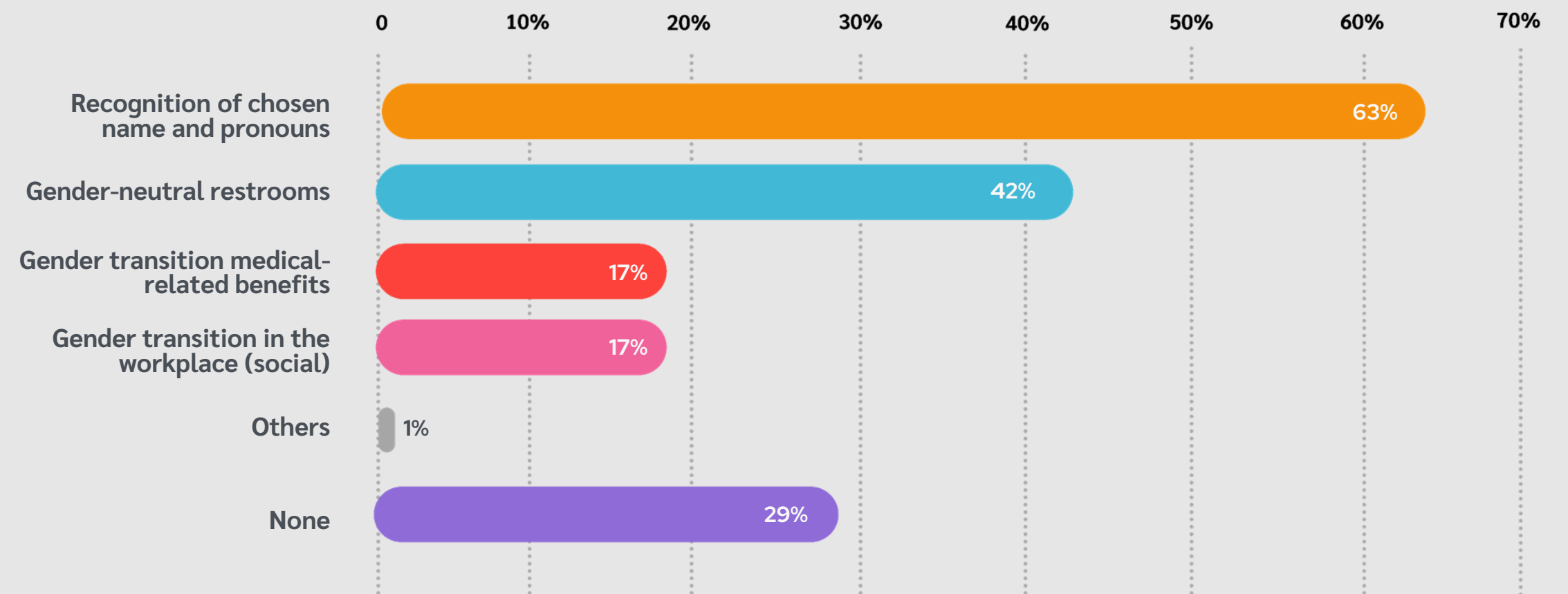


Inclusive Benefits

Benefits for same-sex domestic partners

63% of the respondent companies recognize chosen name and pronouns of transgender employees.

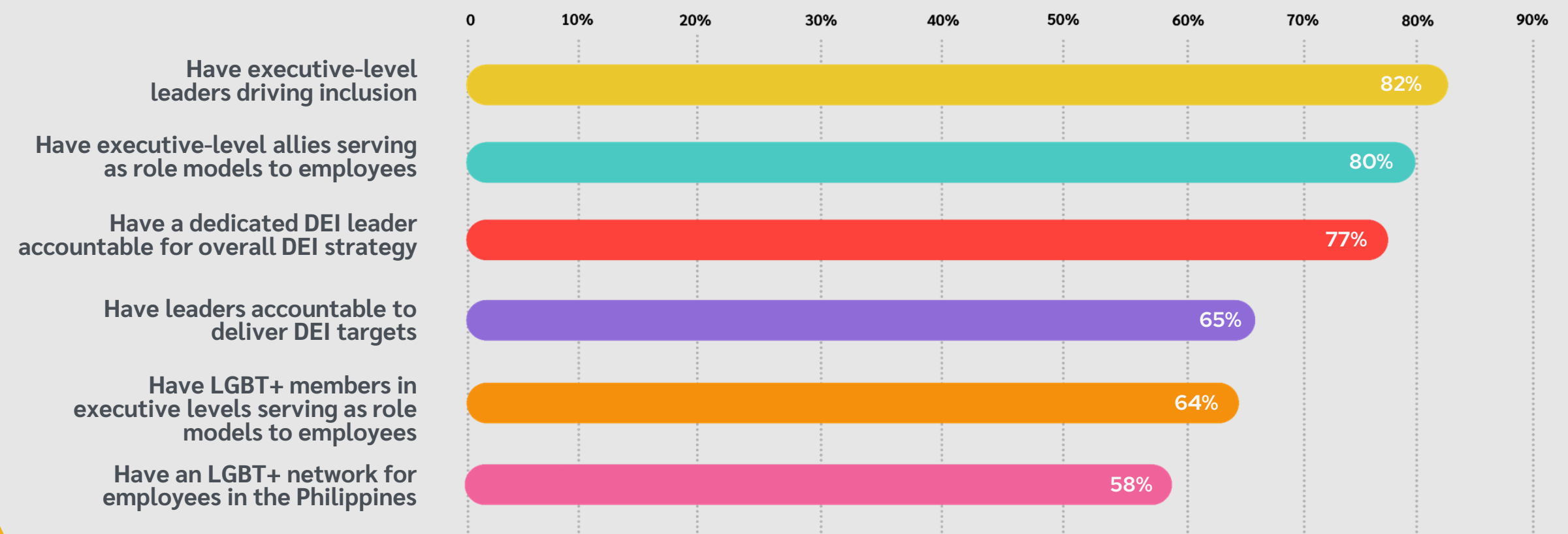
However, 29% have yet to implement any transgender-inclusive practice.



Organizational Support for LGBT+ Inclusion

Leadership support and LGBT+ visibility and representation

At least 64% of the respondent companies have leaders that are members of the LGBT+ community who are driving inclusion and are accountable for D&I targets. 58% have LGBT+ networks.



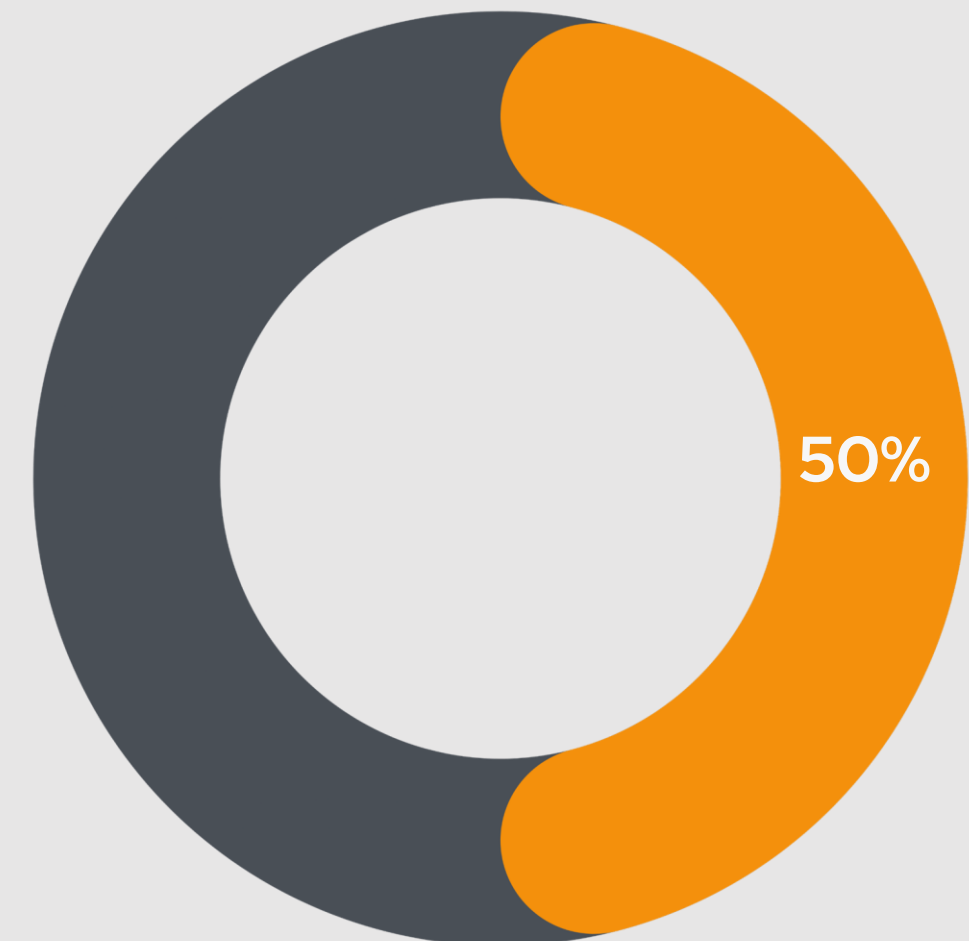
Technology for Inclusion

On data-driven LGBT+ inclusion strategy

Respondent companies use systems to empower employees by declaring chosen names and identities.

50%

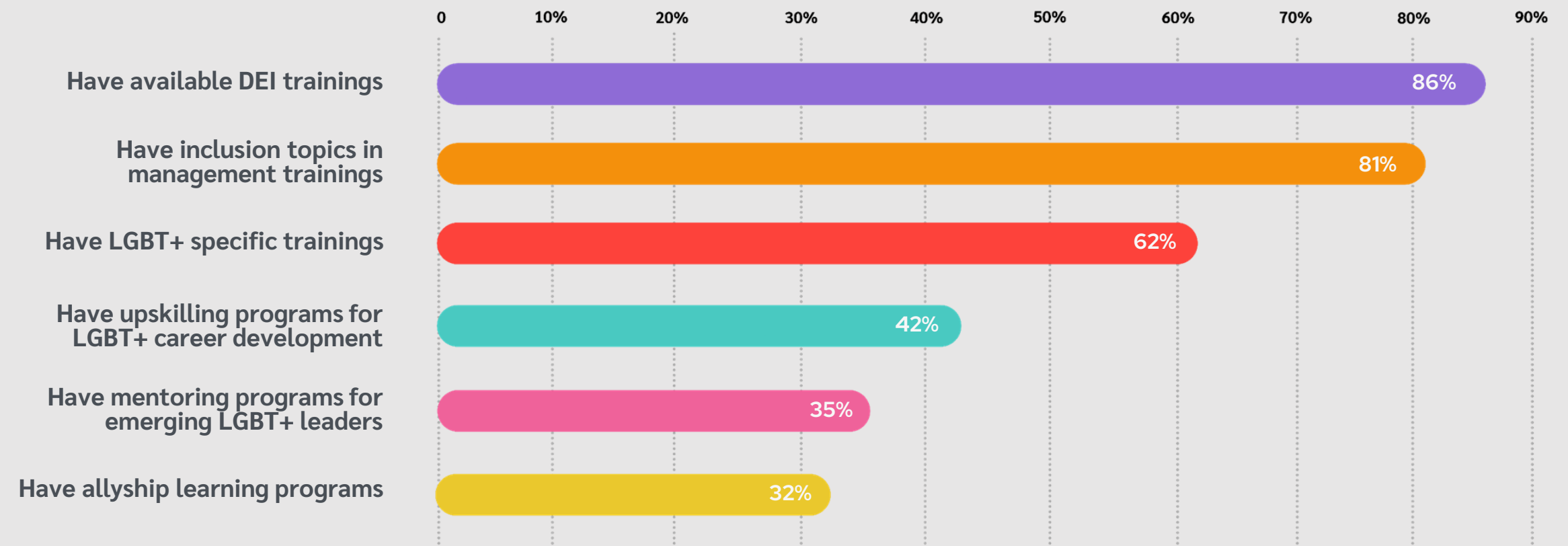
of the respondents declare that they are using data collected over time to drive their LGBT+ inclusion strategy



Education and Enablement

On DEI education and professional development for LGBT+ talents

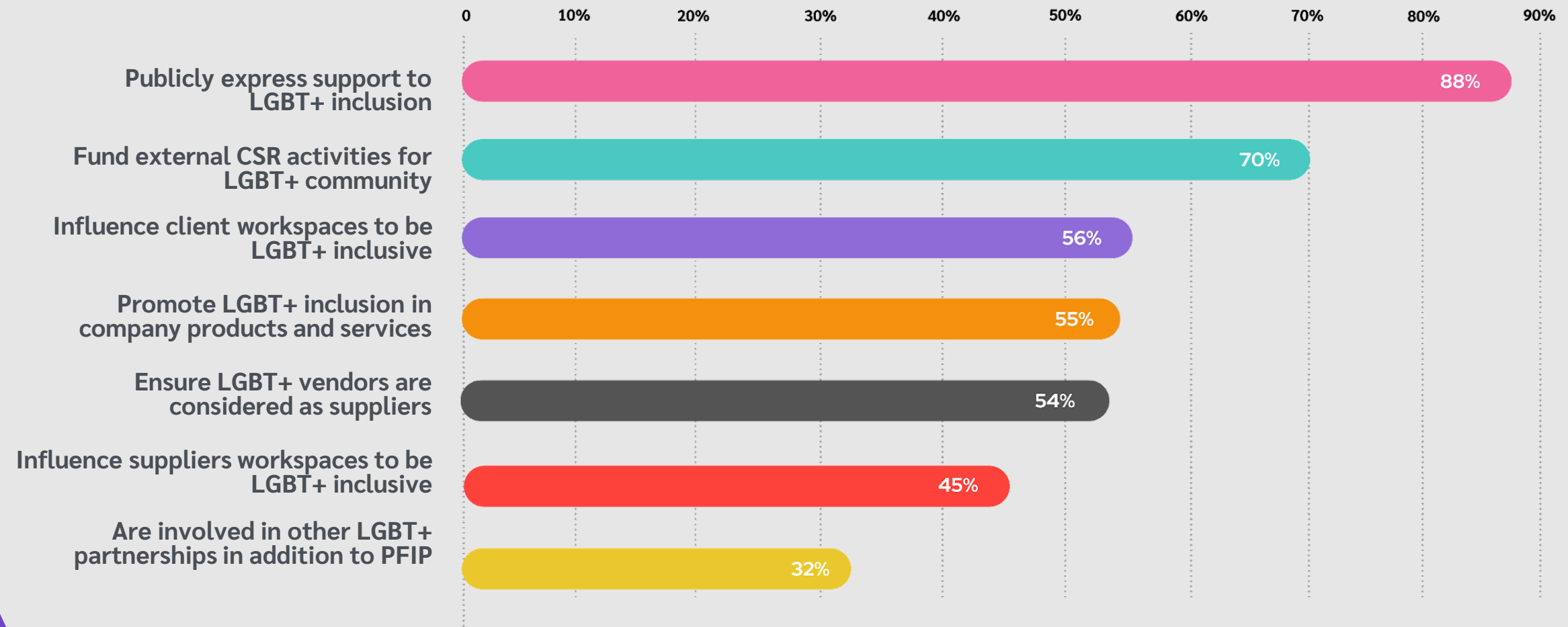
Respondent companies provide opportunities to educate employees and management on LGBT+ topics to drive allyship and to promote the career growth of LGBT+ employees and leaders.



Social Responsibility and Thought Leadership

Corporate support for LGBT+ communities and advocacies

Respondent companies show their support to the LGBT+ community in various ways.





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Acknowledgements

Asian Institute of Management Master of Science in Data Science 2021 Cohort:

- Senando Angelo Santiago
- Weddy Diamada
- Toby Fernando
- Amos Changcoco
- Mason Francis Hao
- Norman Lapid
- Agnes Lazo
- Sarah Mendoza
- Christian Alfred Soriano

PFIP Industry Standards Pillar:

- Chris Eugenio
- Jeiz Robles
- Earl Tan

Creative Team:

- Jam Medina
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About the PFIP

The Philippine Financial & Inter-Industry Pride (PFIP) is a SEC-registered non-stock, non-profit association for and by Filipino LGBT+ professionals. We are the preeminent LGBT+ organization from the corporate pride community in the Philippines.

Founded in October 2013, PFIP has over 50 member firms from multiple industries nationwide—all equal opportunity employers and proudly LGBT+ inclusive business organizations. We are the leading voice and champion of LGBT+ workplace inclusion, promoting safe and inclusive workplaces for all talents regardless of their SOGIESC.

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Social:

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- Linkedin.com/company/pfippride/
- Instagram.com/pfip.pride



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**Limitless career
options for
Filipino LGBT+
professionals**

Our Vision

A truly free, wholly just and fully equal society where LGBT+ professionals are able to bring their most authentic selves to their chosen workplace without fear or worry

Workplaces transformed into creativity and innovation hubs that celebrate individuality and embrace diverse ways of thinking

SOGIESC education is institutionalized as part of standard corporate training and onboarding

LGBT+ visibility and representation in all levels of the organization across multiple industries



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**We are the
leading voice
and champion
of LGBT+
workplace
inclusion in the
Philippines.**

Our Mission

Serve as a collegial and advisory body for the Pride networks of member firms to align and evolve diversity, equality and inclusion (DEI) targets and strategies, share industry-leading best practices and provide avenues for cooperation and collaboration

Promote policies and programs that foster a culture of inclusion and belonging, and enable more safe, welcoming spaces for all talents—regardless of their sexual orientation, gender identity and expression and sexual characteristics (SOGIESC)

Provide professional development and career advancement opportunities for current and emerging self-identifying LGBT+ leaders to help build more diverse and inclusive talent pipelines and ensure LGBT+ visibility and representation cross all levels of the business organization;

Connect business with advocacy to drive initiatives that positively impact the broader LGBT+ community and the Philippine society at large



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