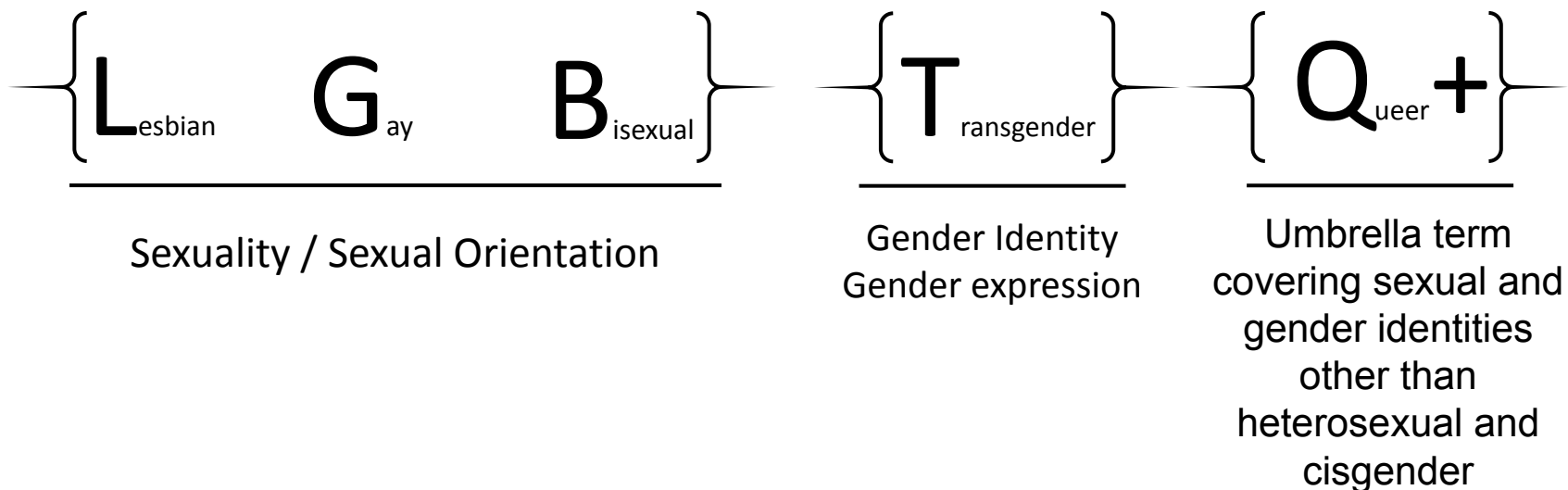




# WHAT IS LGBTQ+?



**Queer:** Historically, the word queer originally meant to describe odd, strange, and unusual. Cisgender straight people adopted it as a way to insult and alienate LGBTQ+ folks. The definition of “queer” has shifted over the years, and today, rather than being a term that excludes, many see “queer” as an inclusive way to refer to the broad spectrum of folks under the LGBTQ+ umbrella.

# HOW'S LIFE AS LGBTQ+ IN SWEDEN?

42% avoid often or always holding hands with their same-sex partner in Sweden

22% in Sweden avoid often or always certain locations for fear of being assaulted.

1 in 5 trans and intersex people were physically or sexually attacked in the five years before the survey.

31% in Sweden say they were harassed the year before the survey.

34% of LGBTI students (15-17 years old) in Sweden say were hiding being LGBTI at school.



EU LGBTI survey II  
A long way to go for LGBTI equality

Country data – Sweden



# LGBTQ+ YOUTH AND MENTAL HEALTH IN SWEDEN

34% of LGBTI students (15-17 years old) in Sweden say were hiding being LGBTI at school.

Young LGBTQ people display about twice as high a risk of depression, anxiety problems and substance abuse problems (Bränström, 2017; Bränström, Hatzenbuehler, Tinghög & Pachankis, 2018)

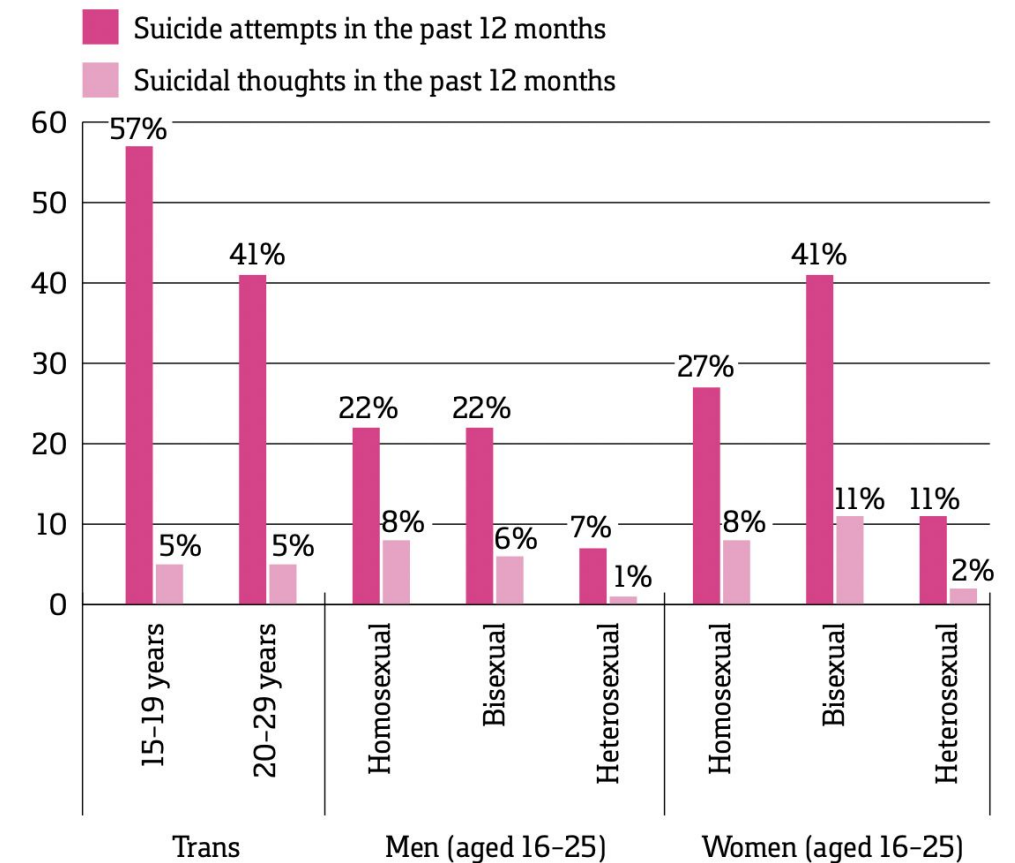
Trans people who seek treatment and are diagnosed with gender dysphoria are five or six times more likely to be treated for depression and anxiety (Bränström & Pachankis, 2018c)

Young LGBTQ people also have a severely heightened risk of suicidal thoughts and suicidal behaviour (Blais et al., 2015; King et al., 2008a; McNeil, Ellis & Eccles, 2017; Miranda- Mendizabal et al., 2017; Zeluf et al.)

Major differences compared with hetero- sexual and cis people can be explained by the greater exposure of LGBTQ people to stigma-related stress such as discrimi- nation, violence, stress, etc (Bränström, 2017; Bränström & Pachankis, 2018e; Hatzenbuehler et al., 2017; Hatzenbuehler & Pachankis, 2016c; White Hughto et al., 2015; Zeluf et al.)

Sources: <https://forte.se/app/uploads/sites/2/2019/06/report-young-lgbtq-ta.pdf>

Figure 4. Proportion of LGBT people who reported suicidal thoughts and suicide attempts in the past 12 months



Source: Public Health Agency of Sweden's national public health survey (2010-2015). Note: Data on suicide attempts among trans people in the past 12 months is an average for all ages 15-94.

# LGBTQ+ AND LABOUR MARKET IN SWEDEN

90% of Swedes have stated that they have not received or that they do not know if they have received LGBTQI training at their workplace.

\*

32% of LGBTQI people do not feel comfortable being open in the workplace\*

Just over 70% of LGBTQI people in Sweden hear derogatory comments, mostly in town and in pubs, but it also happens frequently in workplaces and at school\*

High percentage who do not know if there is a stated or written policy to counter discrimination against LGBTQI people at the workplace, school or in the sports association.\*

Bisexual and Transgender is the most vulnerable when it comes to discrimination at the workplace. Half of the transpeople experienced microaggression in their work sphere, in some cases even harassment and dead threats.\*\*

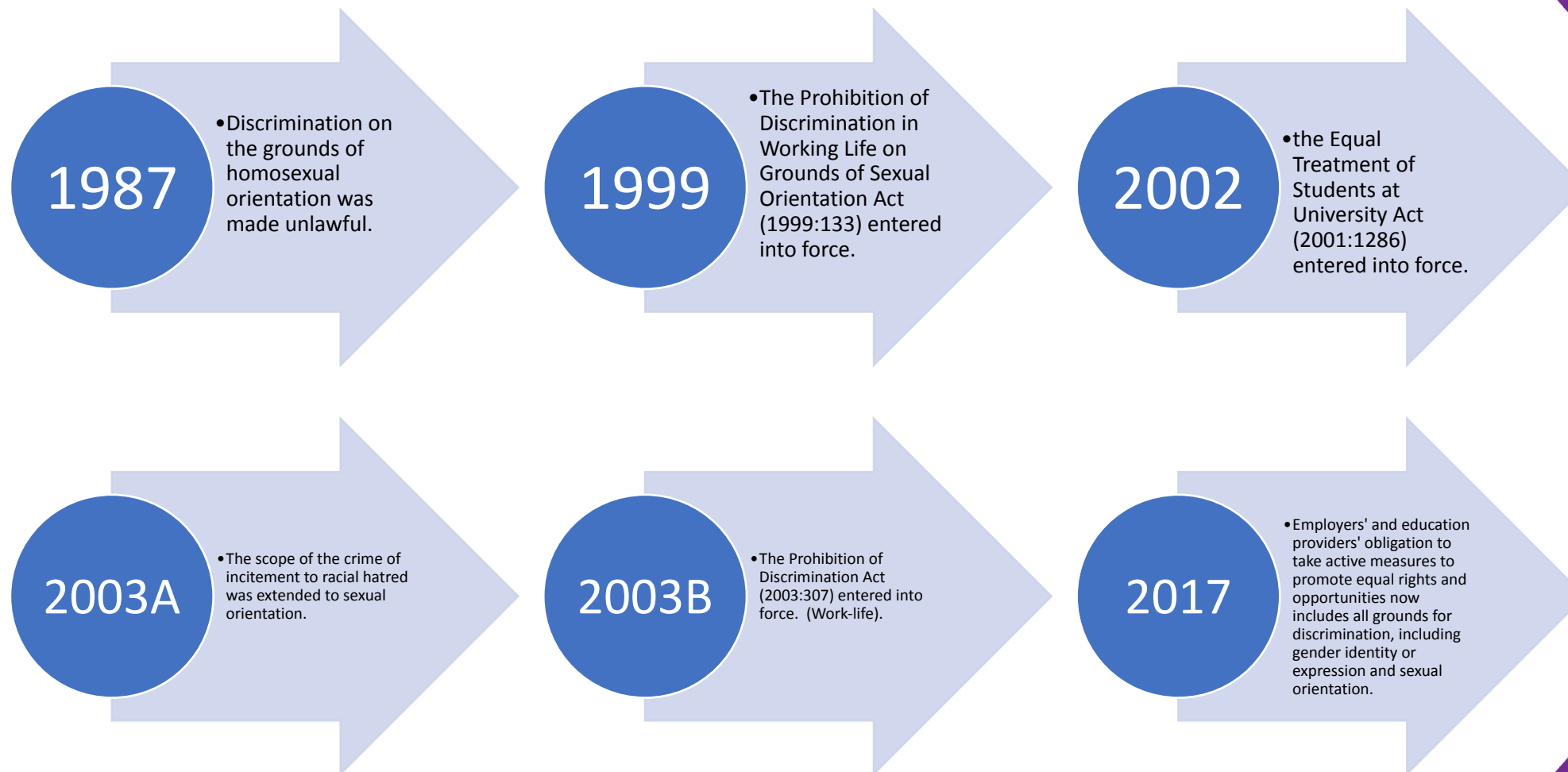
## Sources:

\*. Insight Distillery / West Pride, 2020

\*\* . Myndigheten för arbetsmiljökunskap



# LEGAL MILESTONE IN SWEDEN



# EXAMPLE OF RETURN OF INCLUSION (INVESTMENT)

- High feelings of belonging are linked to a 56% increase in job performance, a 75% reduction in sick days and a 50% drop in turnover risk
- 72% of employees reported that they would consider leaving an organisation for a more inclusive one , and 76% Of job seekers say that a diverse workforce is an important factor to them when considering companies and job offers
- Diverse management teams deliver 19% higher revenues from innovation compared to their less diverse counterparts
- Highly diverse and inclusive organisations show 26% more team collaboration

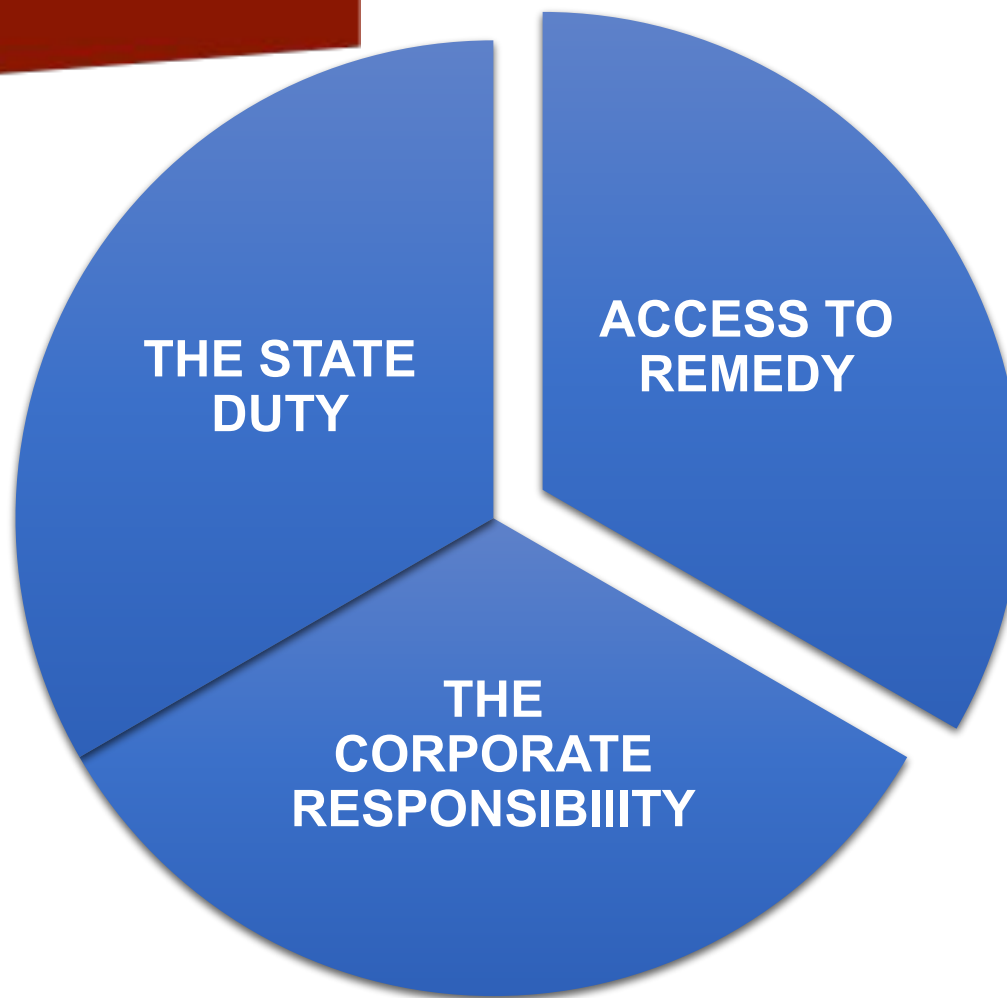


#### Sources:

- The Value Belonging at Work, HRB, 2019
- Inclusion Pulse Survey, Deloitte, 2017
- What job seeker Really think about your diversity and inclusion stat, glassdoor, 2021
- How leadership team boost innovation. BCG. 2018

# GUIDING PRINCIPLE TO PREVENT LGBTQI+ DISCRIMINATION AND HARASSMENT IN THE WORKPLACE





# THE CORPORATE RESPONSIBILITY

**Business enterprises should have in place policies and processes appropriate to their size and circumstances:**

- 1. A policy commitment to meet their responsibility**
- 2. Due diligence process to identify, prevent and mitigate the problem**
- 3. Processes to enable the remediation.**

# EXAMPLE ON GUIDING PRINCIPLES

Zero tolerance for discrimination

Fair policies and procedures

Awareness and education

Diverse and inclusive culture

Supportive environment

Equal opportunity and Equity

Leaders commitment

Reporting and accountability

Regular evaluation

Continuous improvement