

EY: Leading practices for LGBTQ+ inclusion at work



GRASSROOTS BEGINNINGS

LGBTQ+ inclusion efforts at Ernst & Young LLP (EY US) began in 2003 when a group of LGBTQ+ professionals started building the community that would eventually form the "bEYond" Professional Network – or employee resource group (later renamed to "Unity"). The original group enabled LGBTQ+ professionals to connect and support culture change across the broader firm. It also allowed aspiring allies to learn, get involved, and discover insights that informed progress on inclusive policies and benefits, including domestic partner benefits.

A FOCUS ON PEOPLE

With these grassroots beginnings, Unity has always been directly tied to achieving the equity goals across the organization and building community among people. Today, its broad global network of 4000+ members (including allies) continue to provide feedback and insights that inform new initiatives before they launch. Unity's 50+ US chapters activate members locally and work closely through national steering committees and task forces to host centralized programming and events around Pride; Transgender Day of Visibility; International Day Against Homophobia, Biphobia, and Transphobia; and other important celebrations and observances.

Through Unity, the firm's inclusive leadership learning initiatives supporting the LGBTQ+ community were amplified and implemented. With access to resources such as Ally2Advocate (a self-paced learning journey for aspiring allies), the Trans & Gender Diverse Community Toolkit and Education series, the Global Bi+ Guide and more, Unity members work locally, collaboratively with other networks and client teams to foster a culture of allyship and inclusion for all.

FOCUS ON CLIENTS AND COMMUNITY

In developing a robust strategy to support LGBTQ+ professionals, the firm has worked closely with organizations leading in this space, including the Human Rights Campaign, the Trevor Project, Out & Equal and more, building a cross-industry community to influence the broader culture. EY has also looked for key places to use its experiences and voice to advocate for equality, (such as the Equality Act) in the hope of continuing progress both inside and outside the workplace.

BUILDING EQUITY INTO ALL EY DOES

To build community and foster a sense of belonging among LGBTQ+ professionals, EY has implemented equitable systems and processes to support an inclusive culture. For example, Self-ID categories allow all EY's people to denote their gender, gender identity and sexual orientation. Understanding who EY's people are across these categories and others, including ethnicity, veteran status and ability, enables the firm to better support and track progress in areas such as recruitment, retention and promotion.

To support trans and gender-diverse people, EY created a one-on-one liaison model to work with Talent and business leaders to build trans-inclusion allyship skills, evolve benefits, and provide support to individuals as they make their own transition-related decisions and navigate resources. EY has also streamlined name change efforts across systems and integrated pronoun sharing in firm email signatures and at events to further support a gender-inclusive culture.

Keeping people safe and healthy is an integral part of EY's firmwide focus on wellbeing. The firm proudly offers 16-week fully paid gender-neutral parental leave policy (inclusive of birth, adoption, foster care, surrogacy, guardianship), along with the Pathways to Parenthood benefit, which provides a reimbursement of up to \$50,000 for fertility treatment or adoption-related expenses. In addition, gender-affirming health care is provided via basic health plan with supplemental support through the firm's Pathways to Transition program to account for gaps in the healthcare industry. EY has also teamed with Global Security and Risk teams to develop safety guidelines for our LGBTQ+ professionals who travel globally to serve EY clients.