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2023 LGBTQ+ Inclusion @ Work Survey

Country profile: Brazil



Key global findings:

Organizations have considerable scope to do more to demonstrate their commitment to LGBT+ inclusion. Many LGBT+ employees feel uncomfortable being out in the workplace and face non-inclusive behaviors. And when LGBT+ employees feel that their employers aren't doing enough to support LGBT+ inclusion, many are prepared to look for a new employer.



One-third of respondents are looking to move to a more LGBT+ inclusive employer. This is even higher for ethnic minority respondents, with over half currently looking for a new role. When it comes to choosing their new employer, what matters most to respondents is seeing a diverse workforce.



Being out at work is important for many, yet less than half are out with all colleagues. Less than half of respondents feel comfortable being out with all of their colleagues, and another one-third of respondents say that they are only comfortable being out at work with select colleagues.



Concerns about being treated differently keep many from being out at work. Other factors, including concerns about personal safety, facing discrimination or harassment, and a preference not to discuss their private life at work, play a role with reasons varying by sexual orientation and gender identity.



Comfort being out decreases when it comes to being out with direct managers. Just under 60% of those who are out about their sexual orientation, and 54% of those who are out about their gender identity are comfortable being out with their closest colleagues, while only 37% are comfortable being out with their direct managers.



Allyship and role models increase comfort in being out. Allyship plays a part when it comes to comfort in being out at work, with many who are out at work to at least some colleagues saying that allyship helps them to be out. Comfort being out about also increases with the presence of LGBT+ role models.



Non-inclusive behaviors are being experienced at work. Four in 10 respondents (42%) have experienced non-inclusive behaviors at work and many say they are certain it is a result of their sexual orientation or gender identity.



Methodology

The Deloitte Global LGBT+ Inclusion @ Work study is a global survey of 5,474 (non-Deloitte) LGBT+ employees that took place between January and February 2023 via online quantitative interviews and one-to-one in-depth qualitative discussions.

Countries surveyed: Australia, Brazil, Canada, China, France, India, Japan, Mexico, the Netherlands, Poland, South Africa, the UK, the US.

The following deck examines how **Brazilian LGBT+ employees** stand out from their global counterparts on these key themes.

* LGBT+ was defined for survey respondents as the following: The LGBT+ acronym (which stands for Lesbian, Gay, Bisexual, Transgender and more) is used throughout this survey for consistency and includes anyone who does not identify as heterosexual and cisgender. Deloitte professionals were not polled as part of this survey. * We recognize that coming out is often an ongoing process rather than a single moment. For the purposes of the report, the phrase 'out at work' is intended to mean that people would be comfortable disclosing their gender identity or sexual orientation to colleagues should the opportunity present itself. *Gen Z is defined as born between 1995 – 2005, millennials as born between 1983 – 1994, and Gen X as born between 1967 – 1982

Country profile: Brazil

- 416 total respondents in Brazil, 86% Gen Z or millennials, 15% aged 40+. 80% are full-time workers.
- One in 10 respondents identifies as transgender, while 6% identify as non-binary/gender queer. Almost six in 10 respondents identify as bisexual, 20% as gay and 14% as lesbian.



Gender



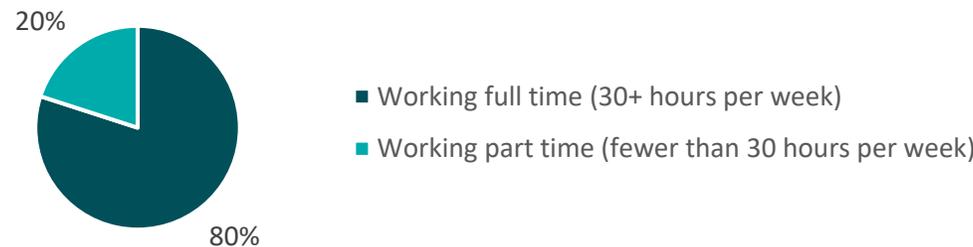
Sexual orientation



Age



Employment status



* Charts exclude don't know/prefer not to answer/unsure responses
** Due to rounding, percentages may not always add up to 100%

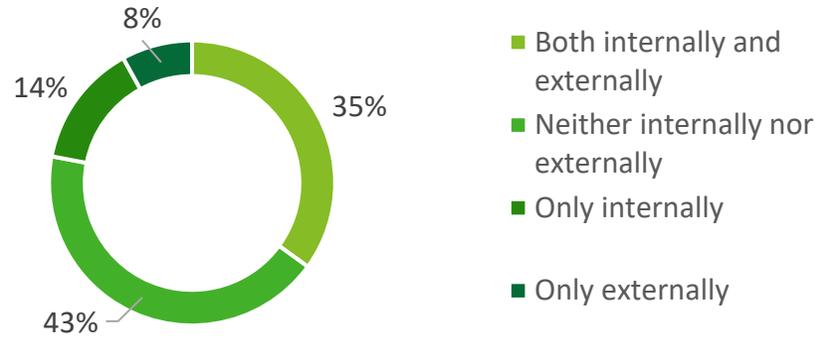
Examining employers' commitment to LGBT+ inclusion

- Almost four in 10 respondents in Brazil say their employers demonstrate commitment to LGBT+ inclusion both internally and externally. However, an equal proportion say their companies don't demonstrate any commitment either inside or outside of their organizations.
- The most common ways for Brazilian employers to demonstrate their commitment externally are talking about the importance of LGBT+ inclusion (52%) and referencing inclusion in recruitment campaigns (47%).

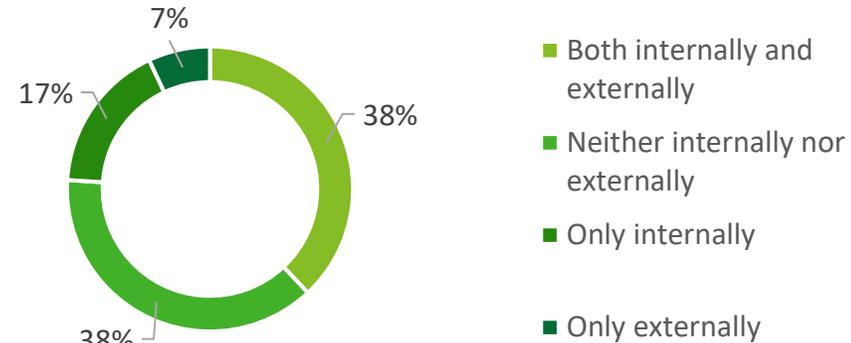


Percentage who say their employer demonstrates commitment to LGBT+ inclusion...

Global score



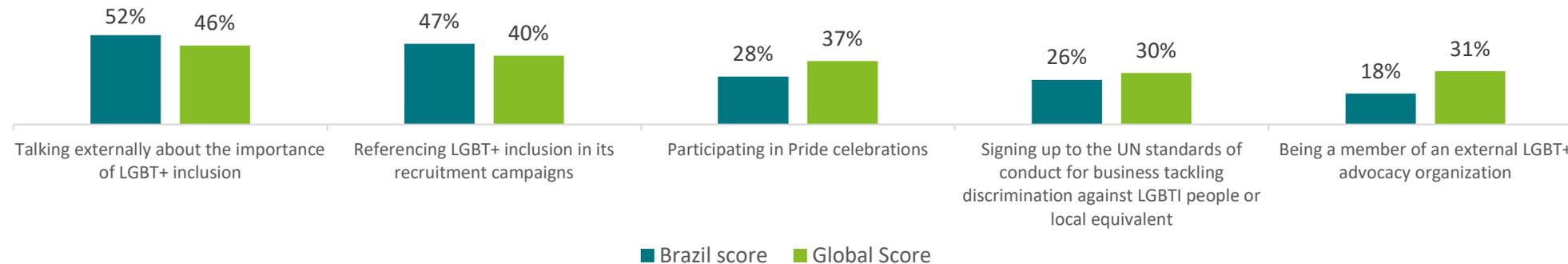
Brazil score



Base: Brazil 416



Where there is external commitment, what does it look like?

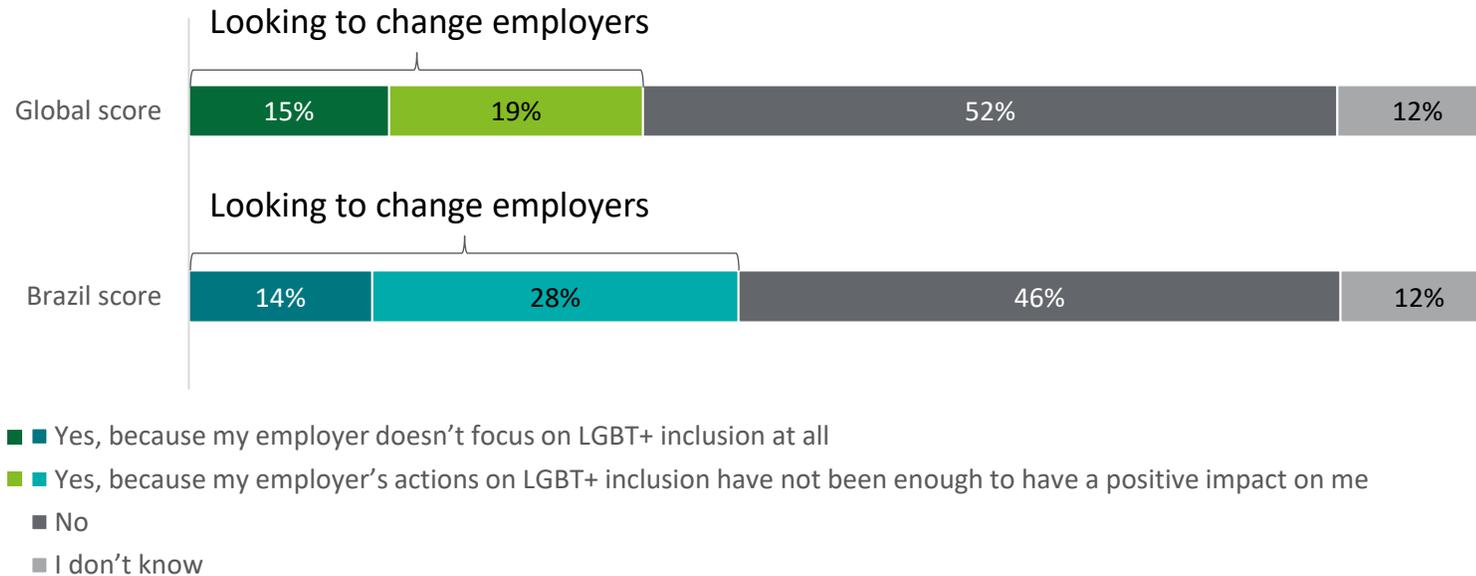


LGBT+ inclusion influences job loyalty

- More than four in 10 Brazilian respondents are looking to change employers to find a more LGBT+ inclusive organization, compared to around one-third globally.
- Just under half of Brazilian respondents are not looking to change employers to find a more LGBT+ inclusive organization, a bit lower than the 52% global average.



Percentage who are actively looking to change employers to find an organization which is more inclusive of LGBT+ employees



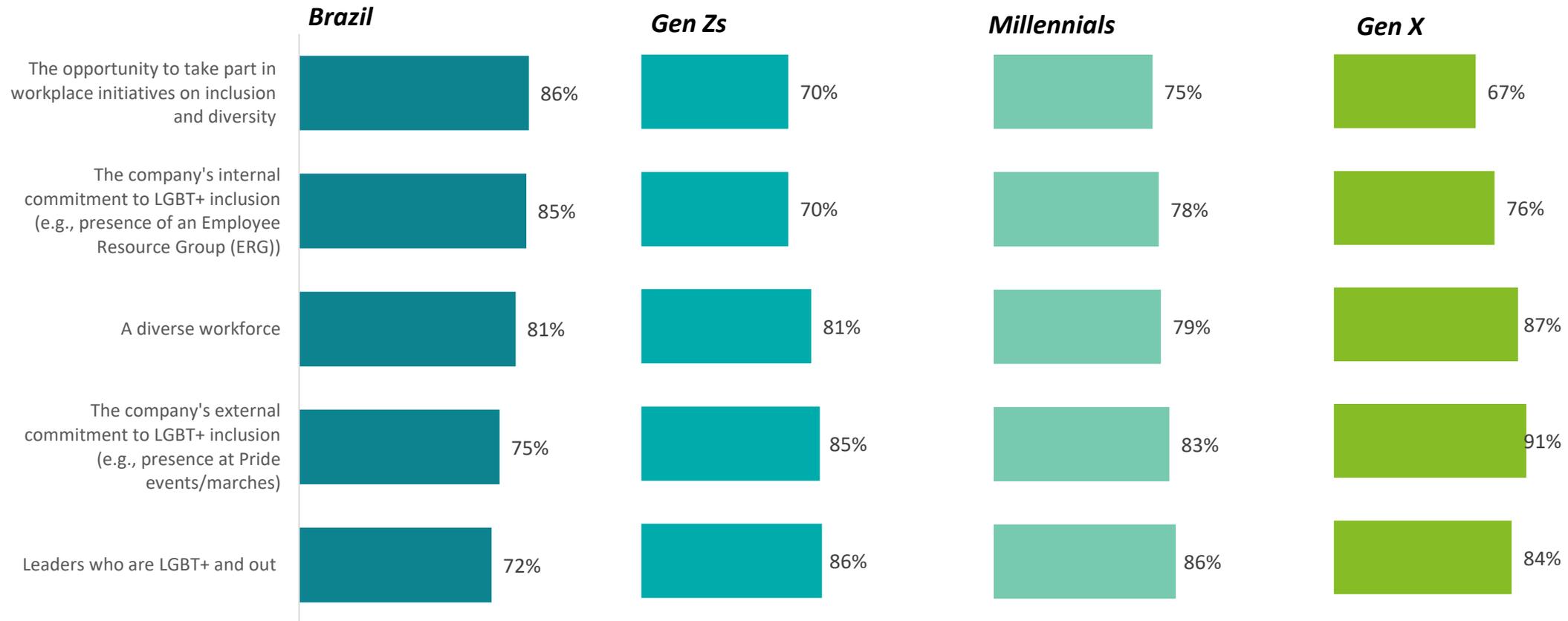
Base: Global= 5474, Brazil 416



Top factors for LGBT+ respondents when considering a potential employer, and the generational divide

- The top factors Brazilian respondents consider important when looking for a new role are the opportunity to take part in workplace initiatives on inclusion and diversity (86%) and the company's internal commitment to LGBT+ inclusion (85%).
- The importance ranking of these factors is the same across Gen Z and millennials, while a company's internal commitment is the top consideration for Gen X (91%).

Top factors when applying for a new role:



Base: Brazil = 416, Gen Z= 145, Millennials = 211, Gen X= 61

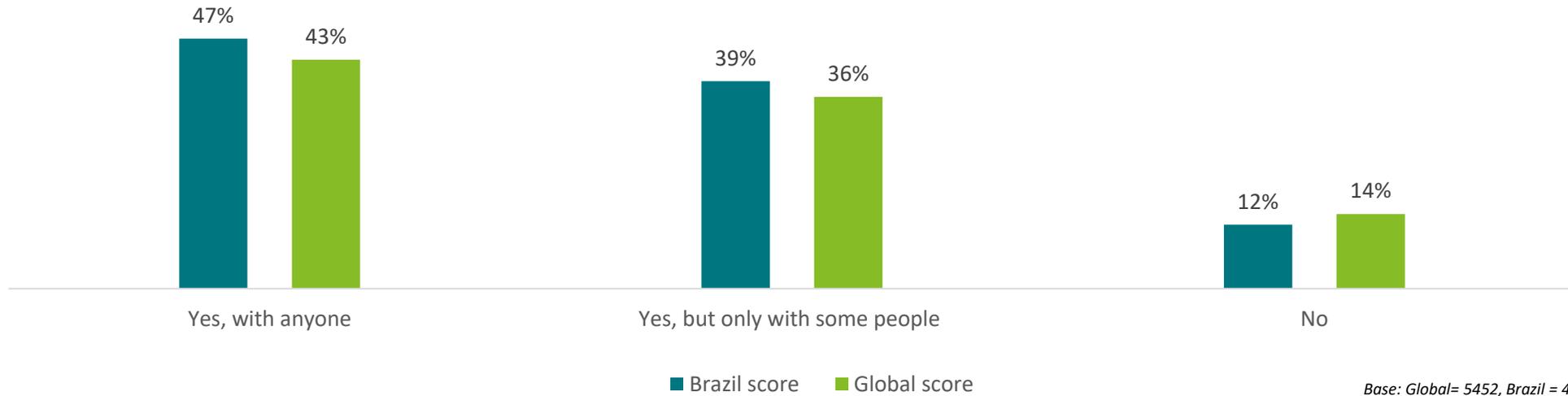


Level of comfort being out at work

- Just under half of respondents in Brazil (47%) are comfortable being out about their sexual orientation with anyone at work—slightly above the global level.
- Around four in 10 are comfortable being out with some people at work, while just over one in 10 respondents say they are not comfortable being out at work at all.



Level of comfort being out at work about my sexual orientation

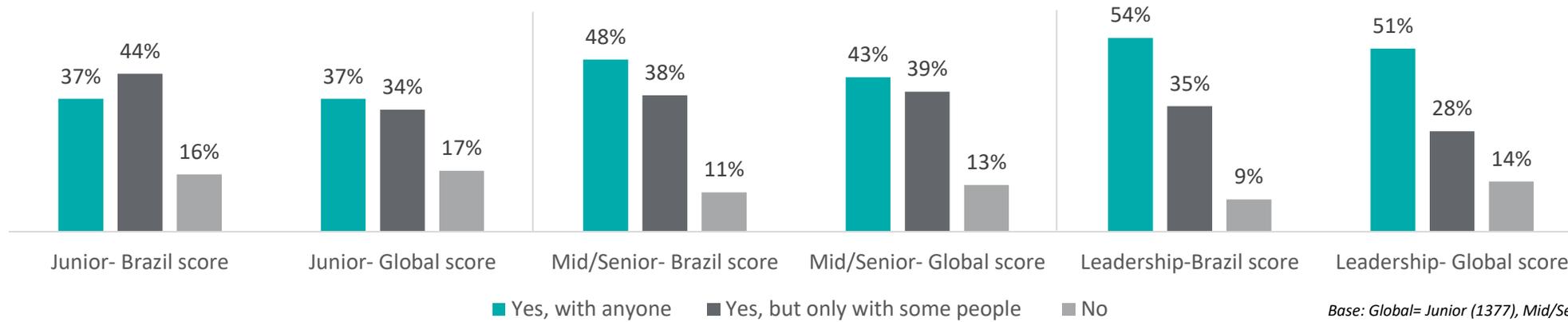


How seniority and allyship impact comfort in being out at work

- More senior LGBT+ employees in Brazil are more likely to be out with anyone at work about their sexual orientation, as in the rest of the world. However, in Brazil a higher proportion of junior employees feel comfortable being out at work only with some people (44% vs 34% global average).
- Allyship plays a very important role in helping people to be out at work, both in the Brazil and around the world.



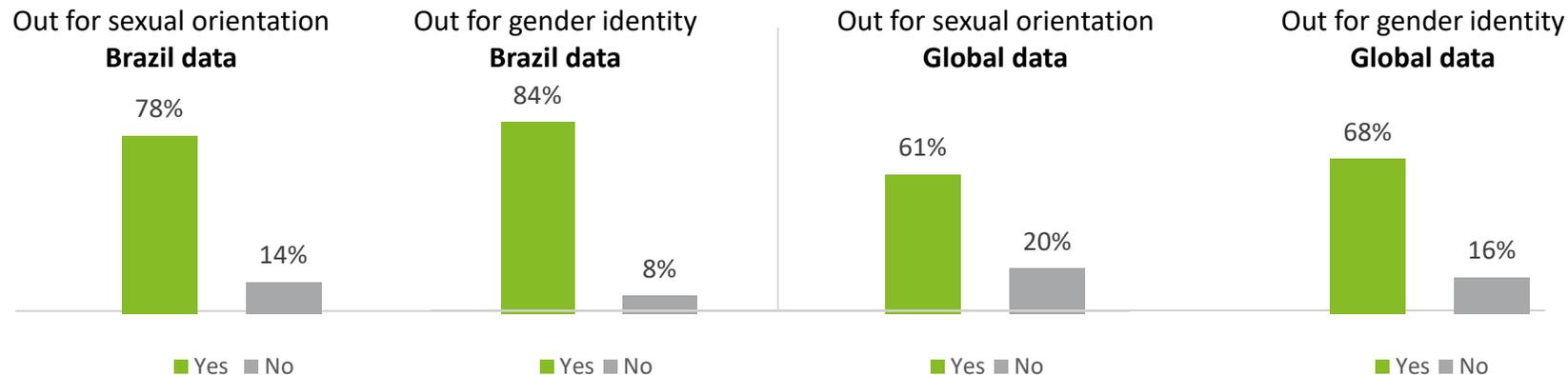
Level of comfort being out at work about my sexual orientation by seniority



Base: Global= Junior (1377), Mid/Senior (3195), Leadership (880)
 Brazil = Junior (93), Mid/Senior(228), Leadership(96)



Does allyship help with being out?



Base: Brazil = Out for sexual orientation (357), Out for gender identify (55)

Base: Global = Out for sexual orientation (4300), Out for gender identify (439)

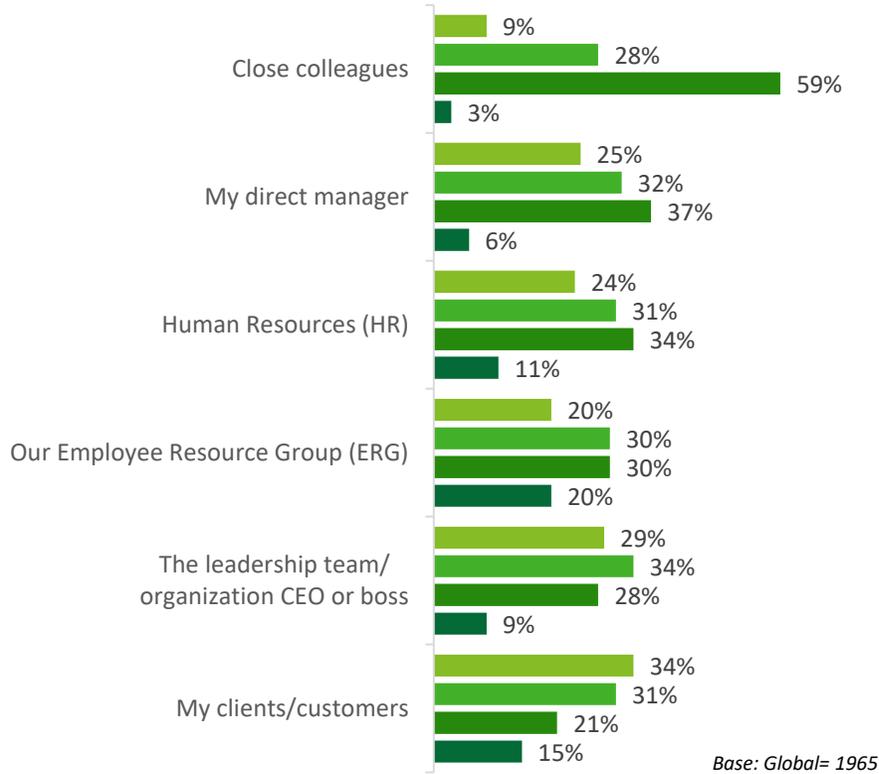


Exploring which groups respondents are most comfortable being out with regarding their sexual orientation

- Brazilian respondents follow the same trend as the rest of the world in feeling most comfortable disclosing their sexual orientation with close colleagues (64%), followed by direct managers (35%).
- Clients/customers create the most discomfort when it comes to being out, both in Brazil and globally.



Level of comfort being out at work about my sexual orientation with different groups - **Global score**



- I am uncomfortable and avoid it
- I am uncomfortable but trying to be more open
- I am comfortable and open
- Doesn't apply



Level of comfort being out at work about my sexual orientation with different groups - **Brazil score**



- I am uncomfortable and avoid it
- I am uncomfortable but trying to be more open
- I am comfortable and open
- Doesn't apply

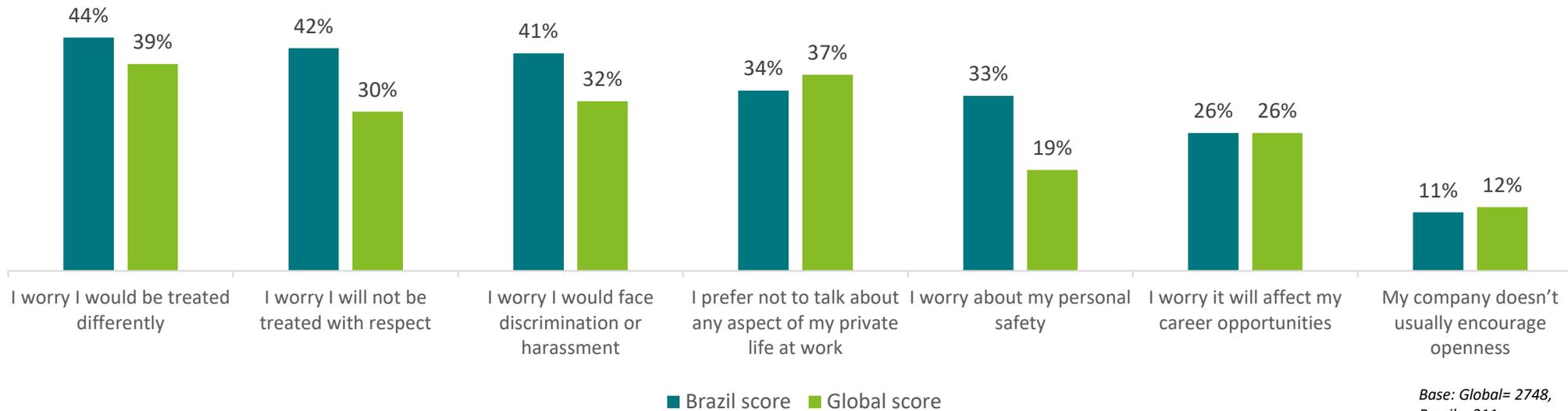


What is preventing respondents from feeling comfortable being out?

- Over four in 10 Brazilian respondents cite concerns about being treated differently or disrespectfully and potential discrimination or harassment as the main barriers to being out about their sexual orientation.
- One-third of LGBT+ employees in Brazil say worries about their personal safety are a barrier to being out—in contrast to just under two in 10 respondents globally.
- A quarter of Brazilian respondents worry that being out would affect their career opportunities, mirroring the global trend.



Barriers to being out about sexual orientation at work



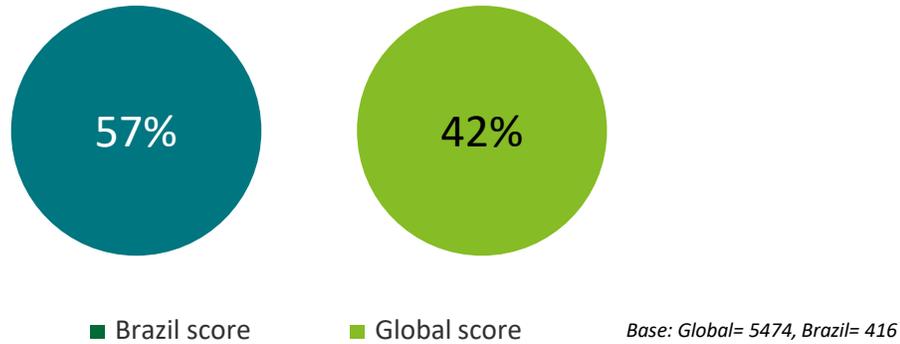
Base: Global= 2748, Brazil = 211



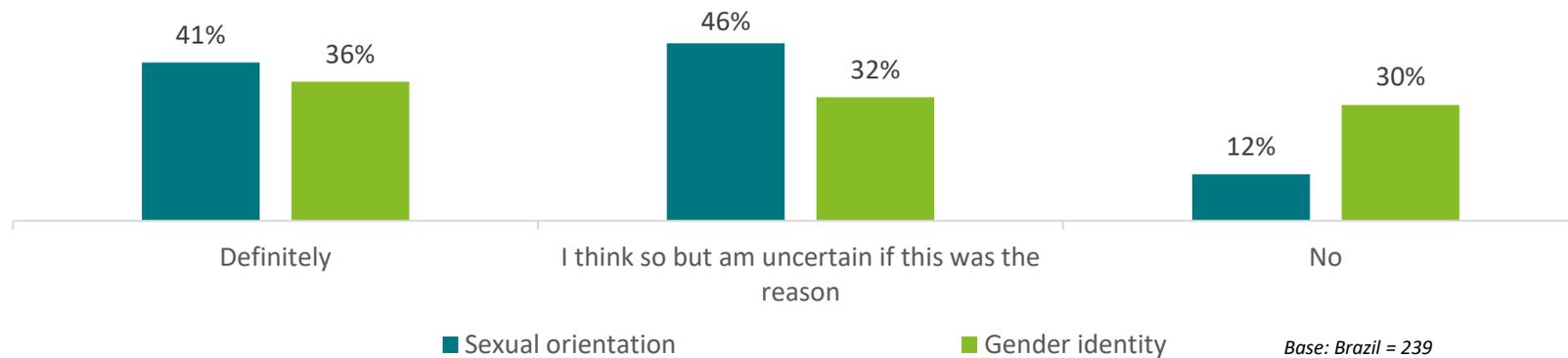
Experience of non-inclusive behaviors

- Almost six in 10 respondents in Brazil have experienced non-inclusive behaviors vs around four in 10 globally.
- Four in 10 of the those who experienced non-inclusive behaviors are certain that their sexual orientation (41%) or gender identity (36%) was the reason.

 Those who have experienced non-inclusive behaviors



 People that believe they experienced non-inclusive behaviors because of their LGBT+ identity - **Brazil score**

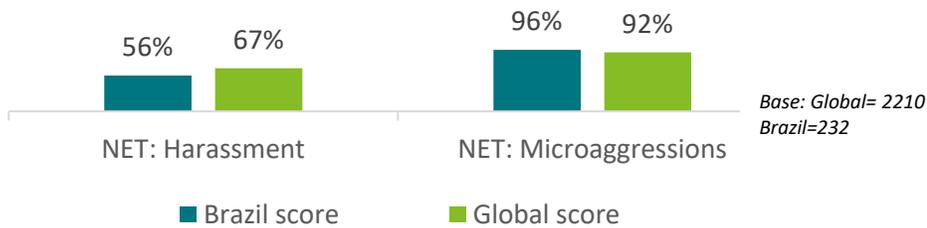


Types of non-inclusive behaviors experienced

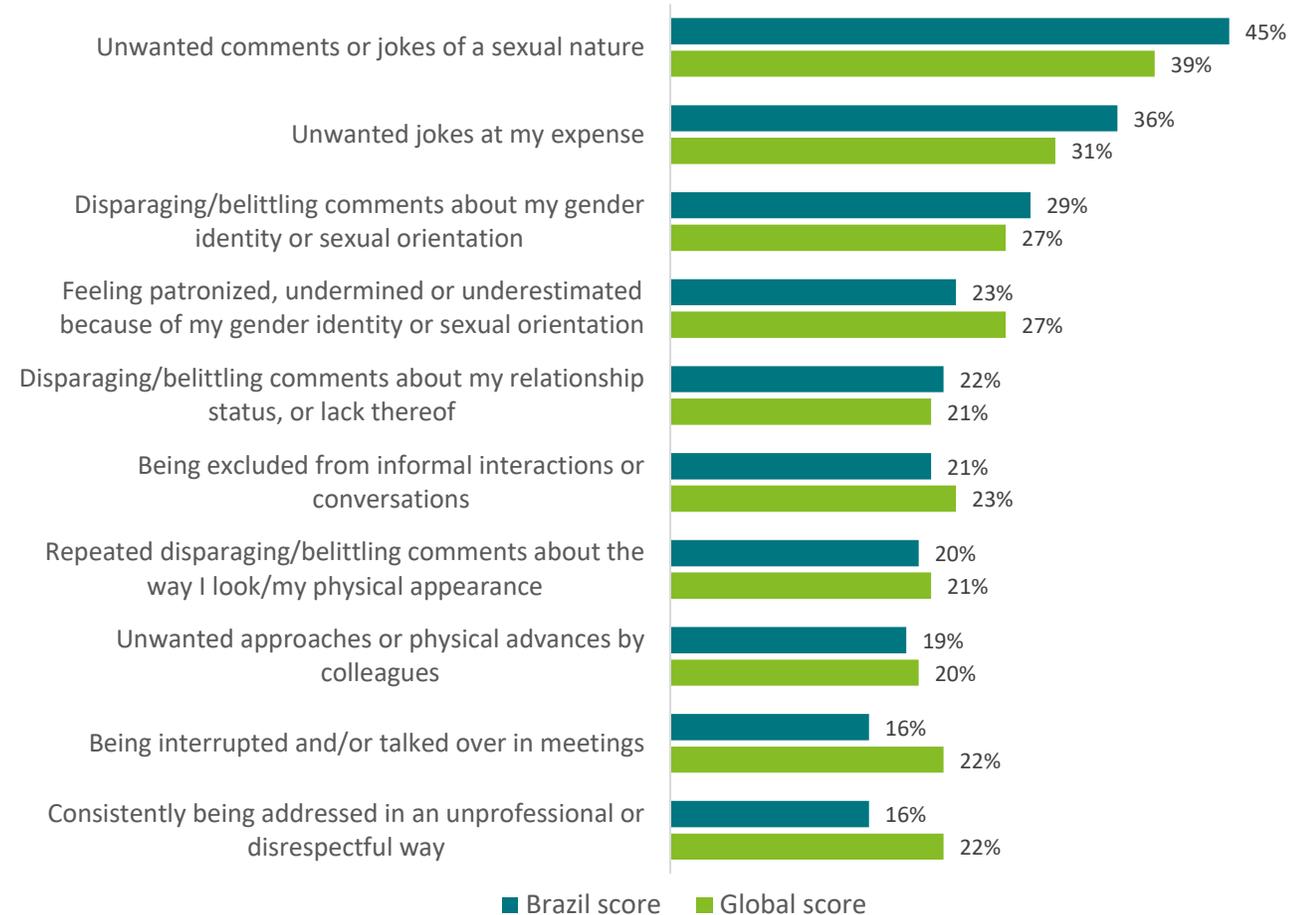
- Microaggressions are the most common form of non-inclusive behaviors in Brazil and globally. In Brazil, almost all respondents who experienced non-inclusive behaviors were subject to microaggressions (96%), while slightly more than half (56%) experienced harassment.
- As is the case globally, unwanted comments or jokes of a sexual nature are the most common form of non-inclusive behavior, followed by other types of microaggressions.



Types of non-inclusive behavior



Top 10 most common forms of non-inclusive behaviors

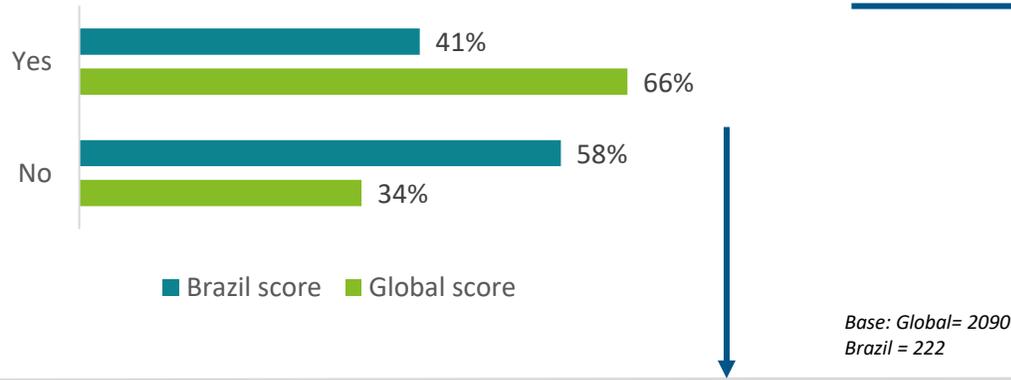


Reporting of non-inclusive behaviors

- In Brazil, those who experienced non-inclusive behaviors were most likely to report these to their direct managers, followed by HR.
- However, almost six in 10 respondents in Brazil did not report non-inclusive behaviors, mainly because they feared it would make the situation worse (44%). Around one-third of respondents were concerned about an adverse impact on their career or didn't think their complaint would be taken seriously.
- Following a report, the most common action in Brazil is to provide the person affected with support/counselling, with disciplining the person reported the next most likely outcome.



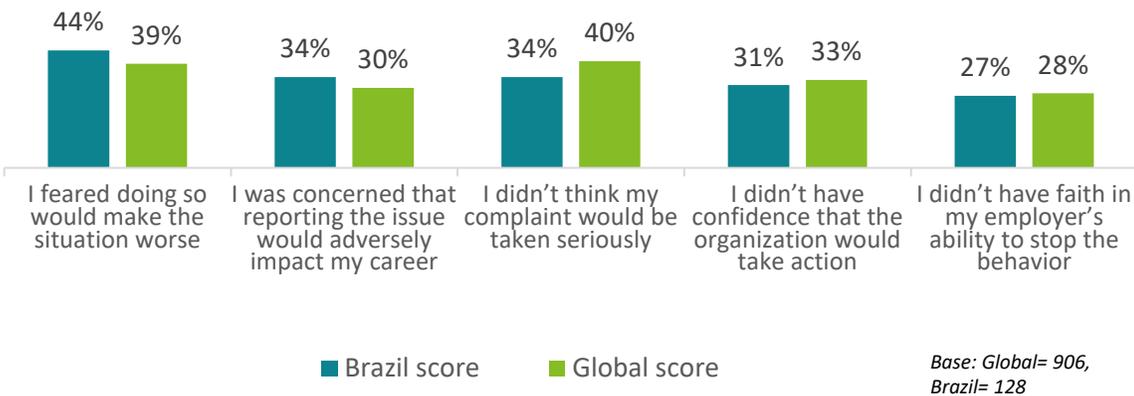
Levels of reporting among those who experienced non-inclusive behavior because of being LGBT+



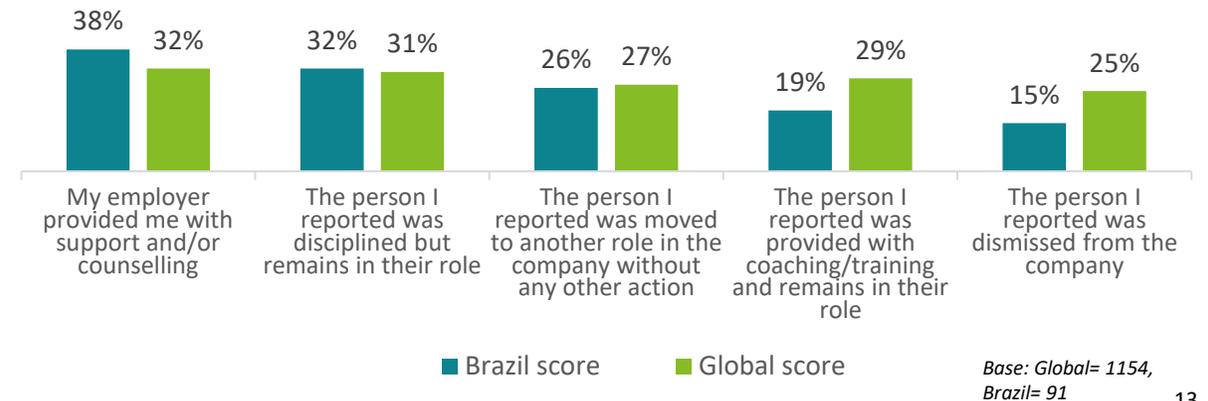
Who did people report non-inclusive behavior to?



Top 5 reasons for not reporting non-inclusive behavior



Top 5 actions taken by employer after non-inclusive behavior was reported





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