

LGBT CCI – 2017 Survey



To be included in LGBT CCI, an S&P/TSX Composite Index listed corporation must meet the following criterion:

The corporation must have a formal policy of non-discrimination based on sexual orientation and gender expression. Furthermore, this policy must be transparent and clearly communicated to all employees.

Corporations meeting this fundamental criterion qualify to be included in LGBT CCI and achieve a score of 10 out of 100.

To increase its ranking and achieve a higher rated LGBT CCI score, a corporation must also meet one or more of the following criteria:

1	Does your corporation's formal policy of non-discrimination apply group-wide (e.g. to include subsidiaries outside Canada)?	YES	NO	5 score
2	Does your corporation offer equal employment benefits for employees in same-sex partnerships?	YES	NO	20 score
3	Does your corporation have anonymous employee surveys (e.g. where employees can opt to disclose their gender identity and sexual orientation, as well as report grievances)?	YES	NO	7.5 score
4	Do you actively encourage your employees to report LGBT related bullying or discrimination in the workplace?	YES	NO	7.5 score
5	Does your corporation have an LGBT Employee group or committee?	YES	NO	7.5 score
6	Does your corporation promote LGBT Diversity & Inclusion values through external initiatives (e.g. community involvement, event sponsorships, speaking at pertinent conferences, relevant media profiling and/or quotes from senior management)?	YES	NO	7.5 score
7	Does your corporation offer educational collateral focusing on Diversity & Inclusion in the workplace (such as e-learning courses, brochures, internal or external presentations, webinars and seminars)?	YES	NO	7.5 score
8	Does your corporation have a designated Chief Diversity Officer?	YES	NO	5 score
9	Are there visible LGBT role models employed within your corporation?	YES	NO	5 score
10	Does your corporation actively seek to recruit members of the LGBT community?	YES	NO	7.5 score
11	Does your corporation work with clients and/or suppliers to share and promote LGBT Diversity & Inclusion best practices?	YES	NO	10 score

IMPORTANT: please complete this section and email back the survey to: info@lgbtcci.com

Company name:

Your name:

Title:

Date: