

# Characteristics of the Top Companies for LGBTQ+ Employees

Organizations on Fair360's [Top Companies for LGBTQ+ Employees](#) list are determined by examining a company's performance in the following areas:

- Achieved a 100% on the Human Rights Campaign's Corporate Equality Index
- Has an Employee Resource Group (ERG) for LGBTQ+ employees
- Contributes a percentage of philanthropic spend to LGBTQ+ organizations
- Percentage of diverse supplier spend goes to LGBTQ+ vendors
- Has workplace practices, policies and benefits that support LGBTQ+ employees

In 2023, the following companies made the list:

1	<b>Toyota North America</b>	9	<b>Medtronic</b>	17	<b>Blue Shield of California</b>
2	<b>KPMG</b>	10	<b>Target</b>	18	<b>Moody's Corporation</b>
3	<b>Comcast NBCUniversal</b>	11	<b>Abbott</b>	19	<b>Capital One</b>
4	<b>Accenture</b>	12	<b>TD Bank</b>	20	<b>United Airlines</b>
5	<b>AT&amp;T</b>	13	<b>Dow</b>	21	<b>Northrop Grumman</b>
6	<b>U.S. Bank</b>	14	<b>EY</b>	22	<b>Eli Lilly and Company</b>
7	<b>Humana</b>	15	<b>Wells Fargo</b>		
8	<b>The Cigna Group</b>	16	<b>Mastercard</b>		

This article looks at the top five companies on the 2023 Top Companies for LGBTQ+ Employees list, detailing the programs, practices and policies in place for each.

represents the future of our company," according to [Toyota's 2023 Diversity + Inclusion Annual Report](#).

One of Toyota's BPGs is its Spectrum group, which provides LGBTQ+ team members and their allies a safe space to discuss issues, challenges and receive support. It has 12 chapters across North America.

## TOYOTA

*No. 1 on the 2023 Top Companies for LGBTQ+ Employees and No. 4 on the Top 50 Companies list.*

Toyota North America has several Business Partnering Groups (BPGs) that allow team members to connect and grow professionally while supporting the company's business goals. These groups help foster an "inclusive and innovative culture that



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The employee-driven network was launched in 2003 and has “remained committed to achieving professional advancement, strengthening business partnerships and improving business results by applying a wide range of skills, talents and passions,” according to a [press release](#) from Toyota.



*No. 2 on the 2023 Top Companies for LGBTQ+ Employees and No. 6 on the Top 50 Companies list.*

KPMG’s [LGBTQ+ Inclusion](#) page explains how the company has driven progress for its LGBTQ+ employees and communities.

The company said it believes diversity is a strength in the workplace, adding that, “We all benefit when LGBTQ+ human rights are respected, and every one of our people can bring their authentic selves to work. KPMG is committed to supporting diversity of sexual orientation and gender identity.”

KPMG has driven progress by:

- Establishing its Global Pride employee network in 2016.
- Signing the United Nations Human Rights Office Standards of Conduct for Business in 2017 to combat discrimination against LGBTQ+ individuals.
- Hosting an annual KPMG Global Pride Conference since 2020.
- Launching a Global LGBTQ+ Inclusion Statement to demonstrate organizational support and commitment to LGBTQ+ people and communities globally.



*No. 3 on the 2023 Top Companies for LGBTQ+ Employees and No. 13 on the Top 50 Companies list.*

Outside of supporting LGBTQ+ employees internally, Comcast NBCUniversal has committed to supporting and serving its LGBTQ+ customers.

Comcast’s [2023 Impact Report](#) details the different ways the company supports the LGBTQ+ community. One initiative is StartOut, which “helps LGBTQ+ entrepreneurs grow their businesses by delivering support and resources needed to compete fairly in today’s business world.”

The company also supports LGBTQ+ entrepreneurs through its international supplier diversity program. In addition to supporting companies owned by LGBTQ+ individuals, Comcast’s partnership with diverse suppliers also includes businesses owned by women, people of color, veterans and people with disabilities. In 2022, Comcast spent \$5 billion in Tier 1 diverse spend and \$484 million in Tier 2 diverse spend.

## What’s Tier 1 and Tier 2 Spend?

- **Tier 1** diverse spending is when an organization directly engages with a diverse supplier.
- **Tier 2** diverse spending occurs when an organization implements a supplier diversity program, mandating its primary suppliers to engage with diverse companies directly.

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No. 4 on the 2023 Top Companies for LGBTQ+ Employees and a Top 50 Hall of Fame company.

Accenture's global Pride at Accenture community has over 90 employee networks across 45 countries. Pride at Accenture allows employees to "share their experiences and thoughts on the importance of living authentically and supporting our culture of equality for all."

According to the company's website, Accenture has supported the LGBTQ+ community through its policies and practices for more than 20 years. The company supports LGBTQ+ employees through:

- Opportunities for professional growth and development.
- Implementation of inclusive policies.
- Guidelines for fair recruitment, promotion and retention.
- Provision of equal access to medical benefits for same-sex partners or recognized domestic partners, a privilege extended to 100% of Accenture employees wherever it is currently provided to spouses.
- Inclusion of transgender-inclusive healthcare benefits, accessible to 99% of employees.

Marco Ziegler, Chief of Staff and Lead Office of the Accenture Chair and CEO, is an executive sponsor of Pride at Accenture. In a statement published by Accenture, Ziegler said:

"I have always felt comfortable being myself at Accenture—ever since day one—and so I owe it to the Pride community to help foster a workplace where LGBTQ+ people can thrive."



No. 5 on the 2023 Top Companies for LGBTQ+ Employees and a Top 50 Hall of Fame company.

AT&T became one of the first major American corporations to prohibit discrimination against employees because of sexual orientation in 1975. Today, the company continues to support the LGBTQ+ community.

According to workforce data from the organization, 2% of AT&T's workforce is made up of employees who self-identify as a member of the LGBTQ+ community. LGBTQ+ individuals comprise 2.2% of manager positions and 1.9% of frontline employees at AT&T. Additionally, they made up 1.6% of new hires at the company in 2022.

LEAGUE, AT&T's LGBTQ+ Employee Resource Group (ERG), was originally founded in 1987 as a charitable membership organization and was made up of individual chapters. Today, it has over 3,700 members and helps AT&T and its employees champion diversity, professional development, networking and community involvement.

AT&T also supports LGBTQ+ individuals by partnering with The Trevor Project, committing funds to provide crisis intervention services to LGBTQ+ youth, and through the launch of AT&T Turn Up the Love to celebrate LGBTQ+ culture globally.

