



# Workplace Equality Index

Trinity College Dublin

Report Card 2016



# Workplace Equality Index

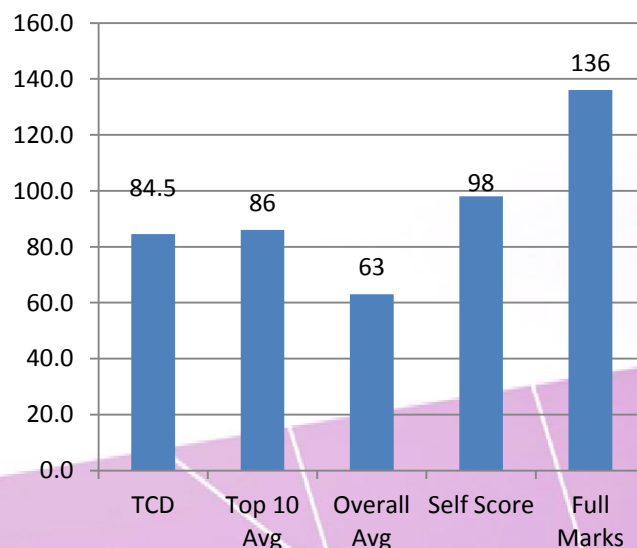
The Workplace Equality Index is Ireland's benchmark for lesbian, gay, bisexual and trans workplace equality. This report provides a framework for thought and action for your organisation.

Throughout this report you will be shown your organisation's score, alongside the overall average of all participants, and the average of the top 10 employers. The report sets out your organisation's performance across each of the four Index categories: **Foundations**, **Next Steps**, **Best Practice** and **Other**.

<b>Company</b>	Trinity College Dublin
<b>Rank 2016</b>	No.5 – Public Sector Employer of the Year
<b>Score Increase</b>	+58.5 points
<b>Sector</b>	Education

Section	Diversity Leadership	Policies & Practices	Diversity Culture	LGBT Visibility	Diverse Business	Grand Total
<b>Trinity College Dublin Score</b>	20	22.5	14	18	10	84.5
<b>Top 10 Average</b>	16	21	18	21	11	86
<b>Overall Average</b>	11	15	15	16	7	63
<b>Self Score</b>	23	29	14	21	13	100
<b>Full Marks</b>	29	42	23	26	16	136

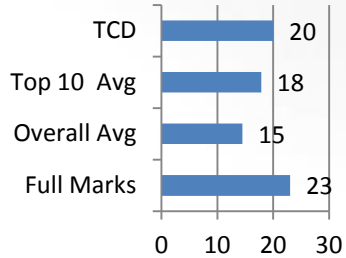
**Full marks** refer to the total marks available for each section. **Self score** is calculated from the number of questions your organisation marked with an **x**. Scores are rounded off.



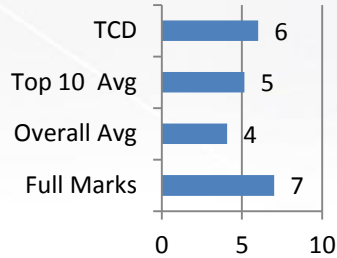
## SECTION 1: Diversity Leadership

This section is used to determine the impact of LGBT equality, diversity and inclusion strategy, leadership and accountability.

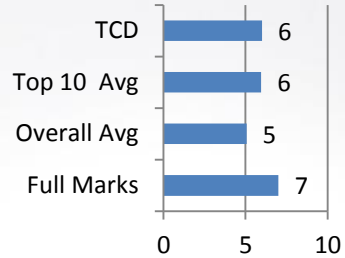
### Total Score



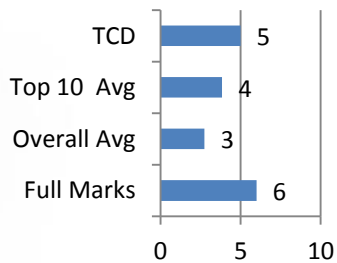
### Foundations



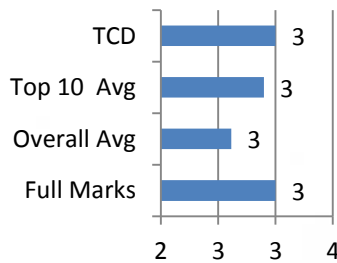
### Next Steps



### Best Practice



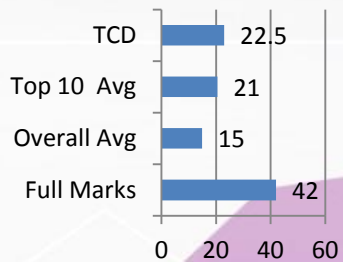
### Other



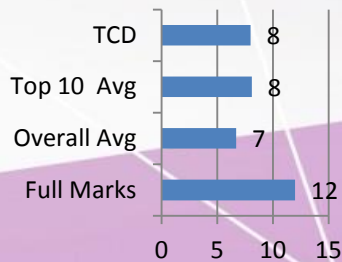
## SECTION 2: Policies and Practices

This section is used to determine the inclusivity of your organisations policies and procedures.

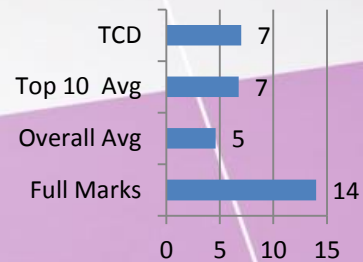
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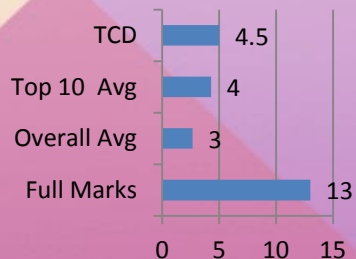
### Foundations



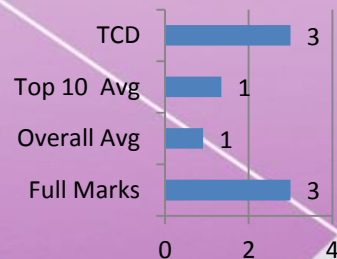
### Next Steps



### Best Practice



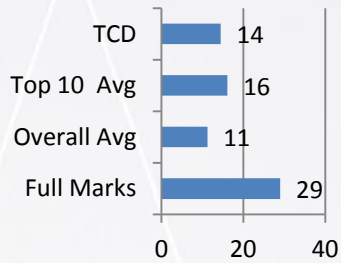
### Other



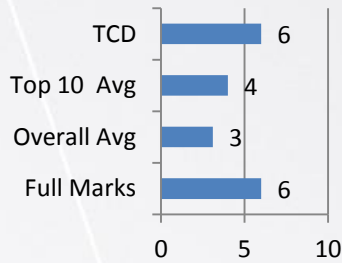
### SECTION 3: Diversity Culture

This section assesses what measures your organisation is taking to create an LGBT inclusive workplace culture.

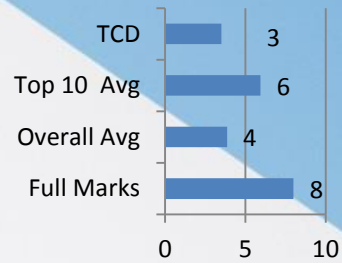
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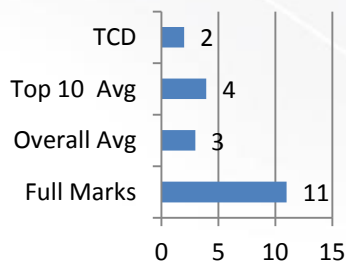
#### Foundations



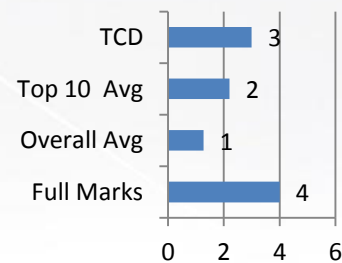
#### Next Steps



#### Best Practice



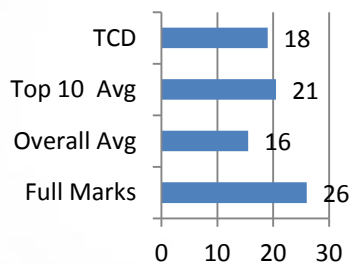
#### Other



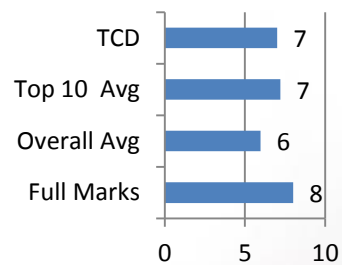
### SECTION 4: LGBT Visibility

This section assesses how effectively your organisation creates an environment that supports LGBT visibility.

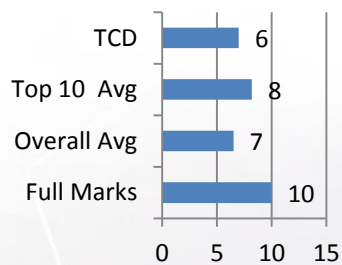
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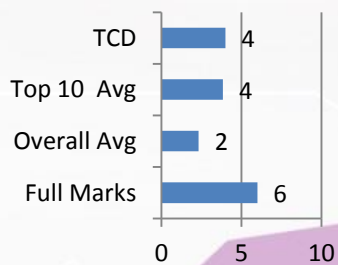
#### Foundations



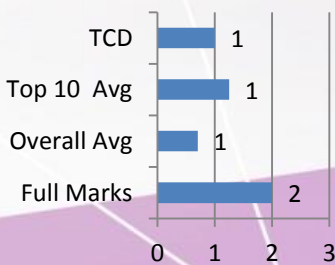
#### Next Steps



#### Best Practice



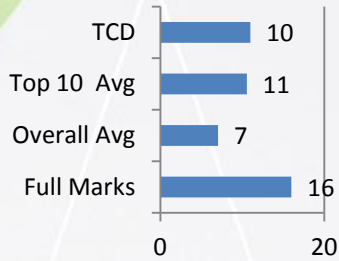
#### Other



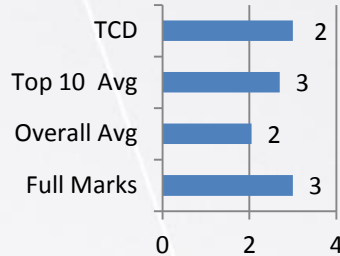
## SECTION 5: Diverse Business

This section assesses your organisation's engagement with the wider LGBT community and approach to supporting LGBT inclusion in business.

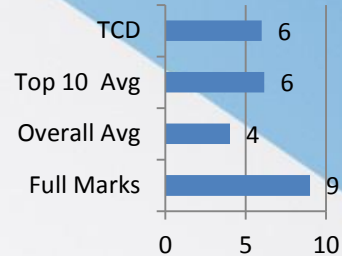
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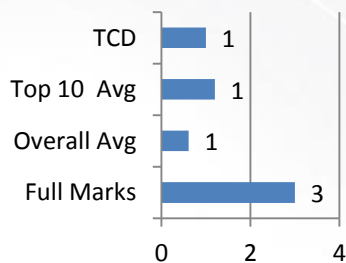
### Foundations



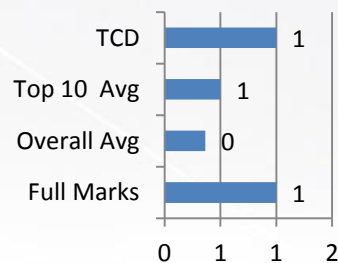
### Next Steps



### Best Practice



### Other



## Executive Debrief

**Duration** 60 minutes

You can schedule and executive debrief with GLEN to inform your LGBT diversity and inclusion strategy and improve your ranking in the 2017 Workplace Equality Index.

To get the best from your executive debrief please consider inviting the key stakeholders including Executive Sponsor, Human Resources Director, diversity and equality lead, LGBT Network Chairs/LGBT lead, Marketing and Business Development leads.

Contact [wei@glen.ie](mailto:wei@glen.ie) or 01 267 28 650 to schedule an executive debrief.