



# Workplace Equality Index

Trinity College Dublin Report  
Card 2015



# Workplace Equality Index

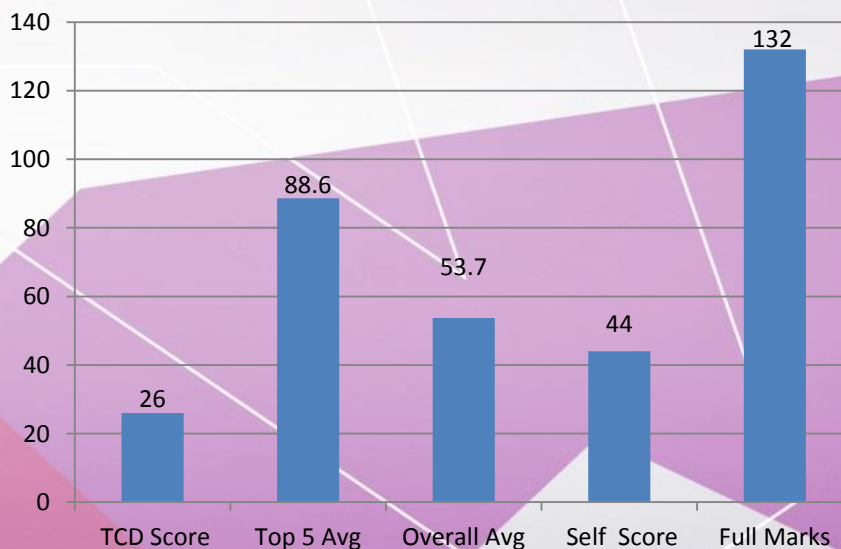
The Workplace Equality Index is Ireland's benchmark for lesbian, gay, bisexual and trans workplace equality. This report provides a framework for thought and action for your organisation.

Throughout this report you will be shown your organisation's score, alongside the overall average of all participants, and the average of the top 5 employers. The entry point into the 2015 top 5 best places to work for LGBT equality was 74 points. The report sets out your organisation's performance across each of the four Index categories: **Foundations**, **Next Steps**, **Best Practice** and **Other**.

**Organisation** Trinity College Dublin  
**Rank 2015** No. 11  
**Sector** Education

Section	Diversity Leadership	Policies and Practices	Diversity Culture	LGBT Visibility	Diverse Business	Grand Total
<b>Trinity College Dublin Score</b>	4	10	8	0	4	26
<b>Top 5 Average</b>	18.9	17.0	23.4	20.7	8.6	88.6
<b>Overall Average</b>	12.0	10.5	13.4	12.1	5.7	53.7
<b>Self Score</b>	16	12	11	0	5	44
<b>Full Marks</b>	23	40	28	26	15	132

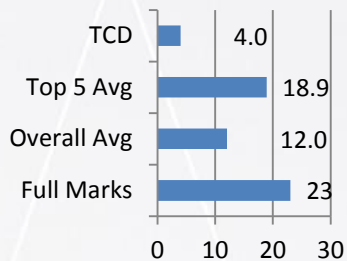
**Full marks** refer to the total marks available for each section. **Self score** is calculated from the number of questions your organisation marked with an **x**.



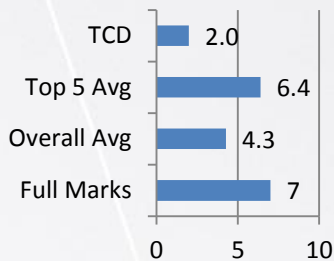
## SECTION 1: Diversity Leadership

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

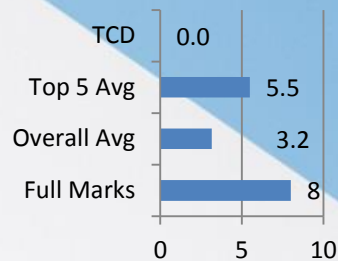
### Total Score



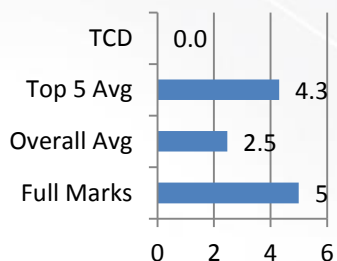
### Foundations



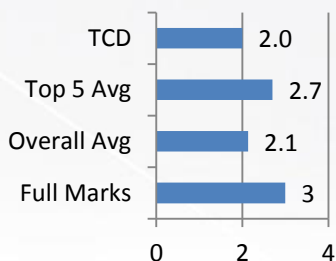
### Next Steps



### Best Practice



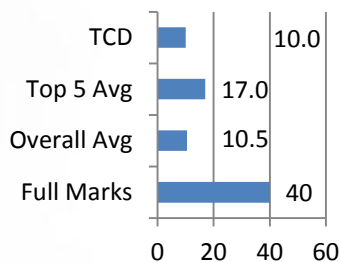
### Other



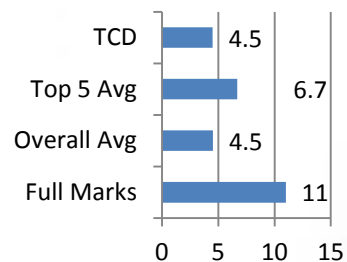
## SECTION 2: Policies and Practices

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

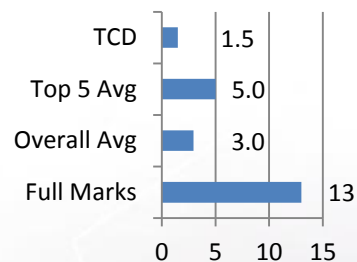
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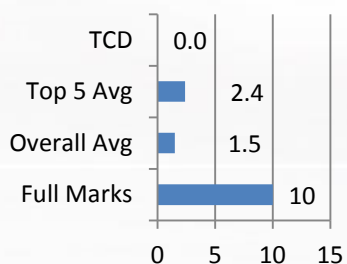
### Foundations



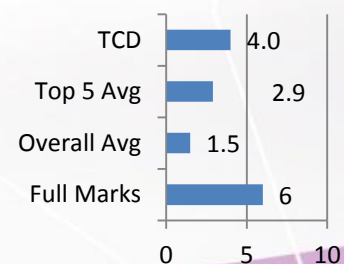
### Next Steps



### Best Practice



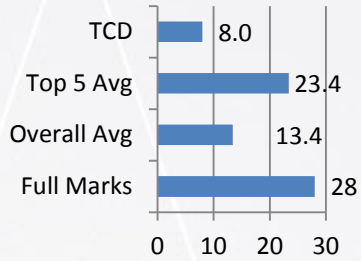
### Other



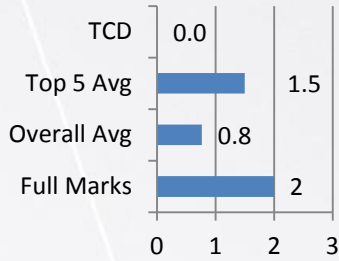
### SECTION 3: Diversity Culture

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

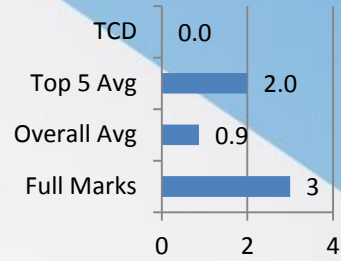
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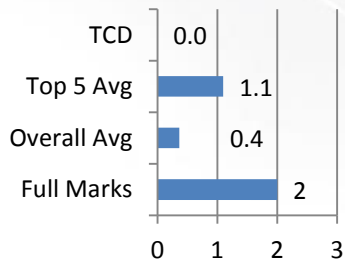
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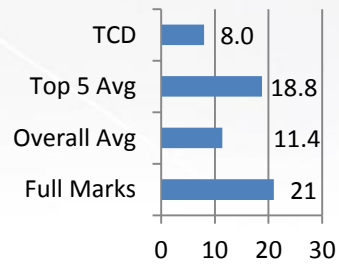
#### Next Steps



#### Best Practice



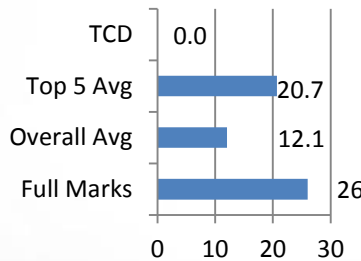
#### Other



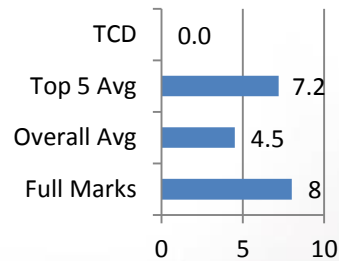
### SECTION 4: LGBT Visibility

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

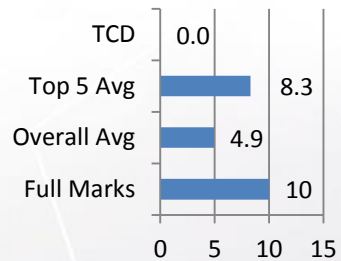
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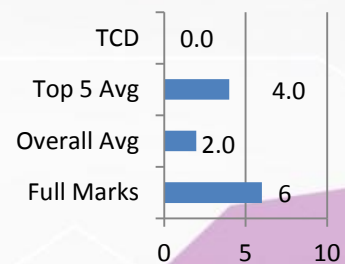
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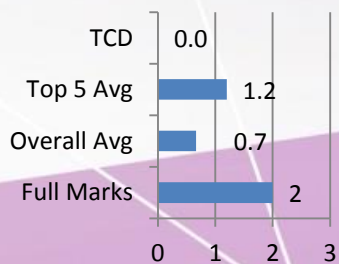
#### Next Steps



#### Best Practice



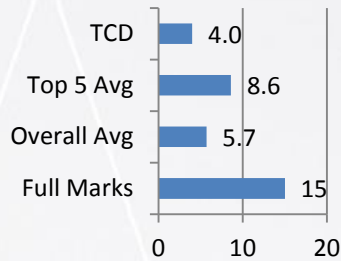
#### Other



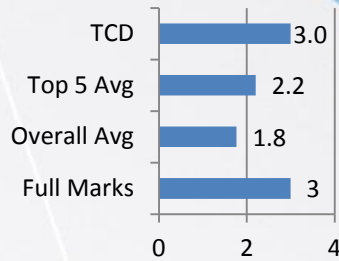
## SECTION 5: Diverse Business

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

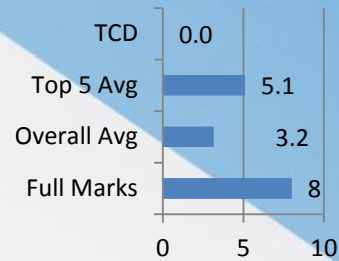
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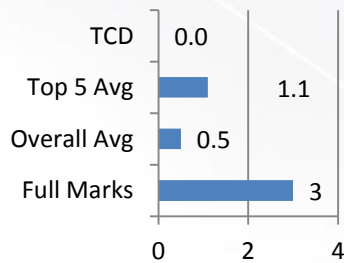
### Foundations



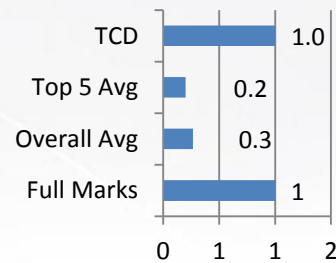
### Next Steps



### 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 2016 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.