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## **New Report: Understanding the Experiences of LGBTQI+ Employees in the Workplace**

The **National Business Initiative (NBI)** recently concluded research on **Understanding the Experiences of LGBTQI+ Employees in the Workplace**. By understanding the experiences of LGBTQI+ employees in the workplace, companies are in a better position to formulate transformative policies and create inclusive cultures which recognize inclusion as a human right.

Some of the key findings reflected in the Report emphasise the complexities of belonging in the workplace. In addition to strong and protective policies, companies need to prioritise workplace values and cultures that are centred around meaningful inclusion of the LGBTQI+ communities. Affirmation and inclusion in the workplace extend to addressing stereotypes, microaggressions and biases which negatively affect how LGBTQI+ employees are able to navigate and succeed in the workplace.

A link to the Report can be found [here](#).

**Companies interested in learning more about our equity and inclusion pathway are encouraged to contact Khanyisa Nomoyi: [KhanyisaN@nbi.org.za](mailto:KhanyisaN@nbi.org.za).**



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The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela.

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