British
Chamber of Commerce
SINGAPORE

Making Progress in Inclusion & Equality

Benchmarking progress in our diversity community with our annual survey

Prepared with the support of our Diversity & Inclusion Committee

July 2020

Benchmarking Inclusivity

In 2019, two-thirds of respondents rated their company 4 or 5 from a maximum of 5 for inclusiveness. This has decreased to 50% for 2020, with greater emphasis on the mid-range, showing there is plenty of work to be done.

How would you rate your company for its inclusiveness, 5 being the most inclusive?

■ 2019   ■ 2020

|	(1) Not very inclusive	(2)	(3) Some progress made	(4)	(5) Proud of our inclusivity
2019	0.0%	3.3%	30.0%	50.0%	16.7%
2020	4.2%	8.3%	37.5%	33.3%	16.7%
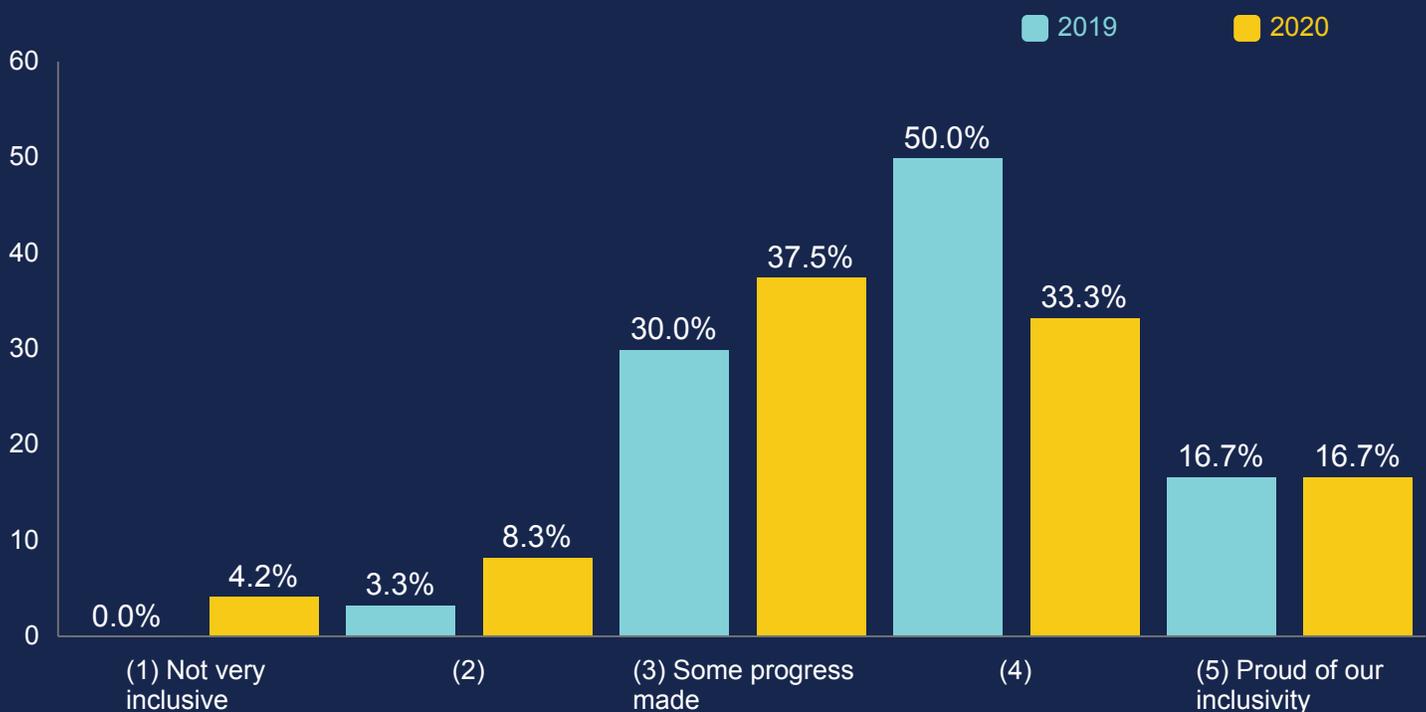
Building an inclusive workplace and culture is one of the top issues D&I leaders are currently working on. Others high on the list include cross-cultural acceptance and talent management, and mental wellbeing.

Raising the Issues at Senior Levels

>> All respondents were asked which issues they felt needed more work in the organisation, with the option to choose multiple issues.

Do you feel like your company is behind the curve on any of these issues?

■ 2019   ■ 2020

| Supporting different abilities & disabilities | Gender identity policies | Providing training at all seniority levels | Communicating sensitive policies to employees | Sexual orientation policies | Addressing cultural differences | Gender equality policies | Mental health support | Age discrimination |

78%
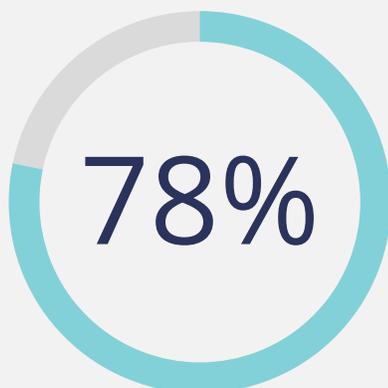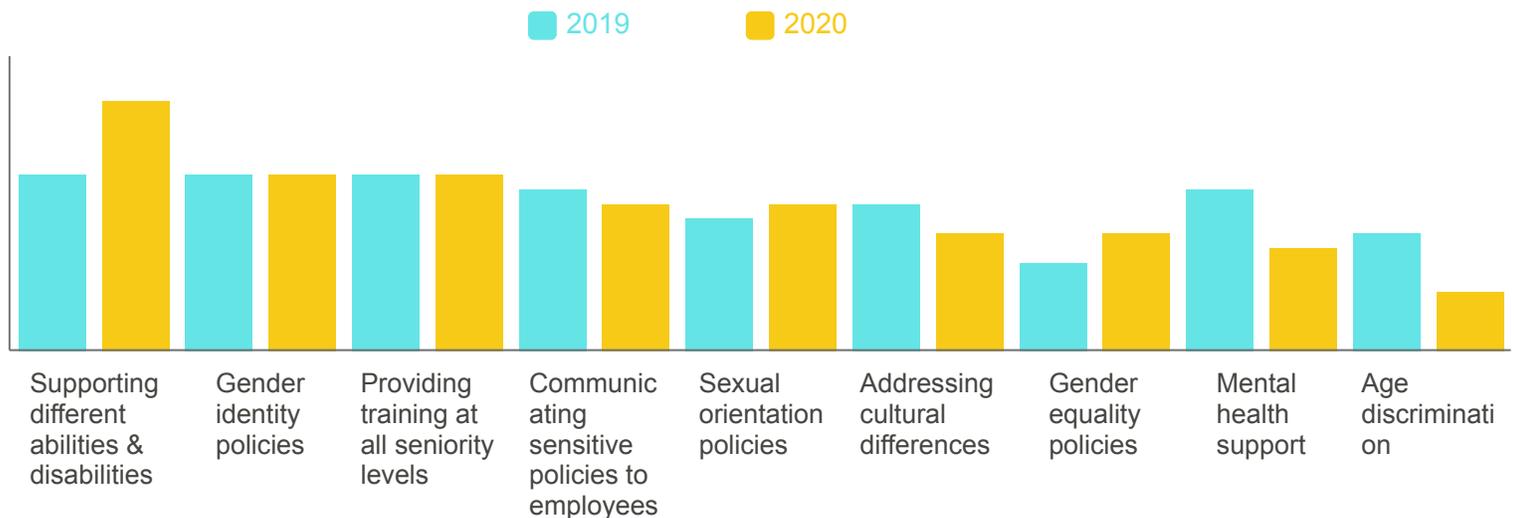
The percentage that felt they had sufficient senior management support in D&I issues. **The same result was 96.7% just one year ago**.

When asked what was holding the organisation back from more progress, the majority response was a **lack of awareness of the problems at senior level**, and **management buy-in to tackle the issues**.

A Closer Look

For 2020, we undertook additional analysis of the support available for LGBT+ employees. Noting the recent high court challenge earlier this year in relation to Section 377A and that the issue is a deeply divisive socio-political one, our annual survey took the opportunity to understand better from companies their LGBT policy areas.
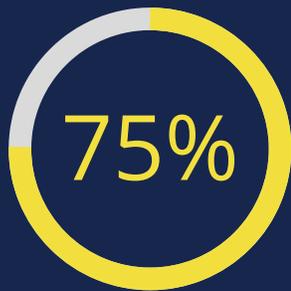
75% The proportion with policies in place for people of diverse sexuality and/or gender in their organisation.

58% The proportion with an active LGBT+ network in their organisation to provide support.

63% The proportion who do not have 'out' role models at senior levels within their organisation.
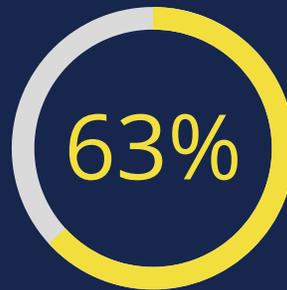
63% The proportion with visible signs of inclusivity for people of diverse sexuality/gender in their organisation.

29% The proportion who have witnessed, or been made aware of, negative comments/jokes targeting people of diverse sexuality/gender within the past 12 months in their organisation.

79% The proportion who say people of diverse sexuality/gender would feel supported in their organisation.

A Few of Your Proudest Moments

Which D&I initiative are you the most proud of being involved in at your company so far?

"

... Internally publishing a formal D&I policy...

... Our diversity employee network and our reverse mentoring scheme...

... Ensuring DEI is a strategic priority and working towards inclusive recruitment practices...

... Inclusive medical policy to cover every employee & their partners regardless of gender...

... No one stays alone during the COVID-19 lockdown - virtual inclusion and supporting mental wellbeing...

... Our allies programme...

"

Survey respondents reflect a sample of the British Chamber of Commerce Singapore diversity connections, including organisations outside of the member network . Survey period: 10 June - 3 July 2020.

www.britcham.org.sg