



Thoughtworks listed in Stonewall's Top 100 list for leading LGBTQ+ inclusive employers

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United Kingdom

For the third consecutive year, Thoughtworks, a global tech consultancy, has been recognized for its work on supporting LGBTQ+ staff to be themselves at work by being listed in Stonewall's Top 100 UK Employers List 2023.

The organization has also maintained its Gold Award status, received in particular for efforts towards bi and trans inclusion. The Gold, Silver and Bronze awards were introduced for the first time in 2022 and celebrate the different stages of LGBTQ+ inclusion that an employer has reached and the progress it has made.

Over the past year, Thoughtworks has undertaken significant strides towards creating an inclusive working environment, including:

- Reaching 90% of colleagues with an unconscious bias e-learning program, created by and for Thoughtworkers, including examples relating to sexual orientation and gender identity
- Celebrating the achievements of LGBTQ+ Thoughtworkers and allies throughout Pride (this resource lives on a global internal Intranet page)
- Partnering with LGBTQ+ activists, creators and charities to raise awareness internally and provide support externally (such as Sabah Choudrey, Frit Tam and The Proud Trust)
- Organizing and supporting community events like the Rainbow Laces Sports Day, LGBTQ+ Carol service and attending a Queer Leadership event
- Creating global bi and trans-allyship resources and an asexuality awareness resource

Stonewall's Top 100 Employers List 2023 is the UK's leading ranking of employers from public, private and third sectors on how inclusive their workplaces are. Creating inclusive environments makes the workplace safer and better for everyone – not only LGBTQ+ people.

Amy Lynch, head of diversity, equity and inclusion at Thoughtworks UK (she/her), said: "It is a huge honor to have secured a spot on this prestigious list, and a reflection of our ongoing commitment to ensure everyone – regardless of who they are – is allowed to flourish at work by being themselves. This is a principal that sits at the heart of our organization. There is always more work that needs to be done and we will continue, step-by-step, to make impactful changes in our organization, within the communities we serve and across society as a whole."

Nancy Kelley, CEO of Stonewall (she/her) said: "It's been fantastic to see all of the work put in by Thoughtworks over the past year to create a workplace where LGBTQ+ staff feel free to thrive as themselves. For many of us, the majority of our time is spent at work, so if we have to hide who we are it can take an enormous personal toll and hold us back from fulfilling our true potential. Creating environments where we can all feel comfortable makes our workplaces a safer, better and friendlier place for everyone and helps staff be proud of who they are. We're incredibly proud to see so many new entrants from a range of sectors on this year's list, who are committed to making LGBTQ+ people's lives better. That's what inclusion is all about and we can't wait to see."

Notes to Editors:

The Top 100 Employers List is compiled through submissions to a free, voluntary benchmarking tool, the Workplace Equality Index. All submissions are then marked against comprehensive and standardized criteria and the Top 100 Employers are picked out by Stonewall for their excellent work in creating inclusive workplaces for their LGBTQ+ staff.

About Stonewall

Stonewall is the UK's leading charity for lesbian, gay, bi and trans equality, working to create a world where every lesbian, gay, bi, trans and queer person is free to be themselves – wherever they are. It was founded in 1989 by a small group of people who wanted to break down barriers to equality. Stonewall continues to campaign on LGBT Equality, as well as work with employers and schools to create environments which allow LGBTQ+ people to thrive. To get involved visit us at www.stonewall.org.uk | Registered charity number 1101255.

About Thoughtworks

Thoughtworks is a global technology consultancy that integrates strategy, design and engineering to drive digital innovation. We are over 12,500 people strong across 50 offices in 18 countries. Over the last 25+ years, we've delivered extraordinary impact together with our clients by helping them solve complex business problems with technology as the differentiator.