



Driving inclusivity in the workplace; Thoughtworks makes Stonewall's 2022 Workplace Equality Index Top 50

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United Kingdom

[Thoughtworks](#), a global technology consultancy that integrates strategy, design and engineering to drive digital innovation, today announced it has broken into the top 50 of Stonewall's 2022 Workplace Equality Index of the top 100 UK employers. The company is now ranked 45th, jumping eight places since 2020.

In addition to this, Thoughtworks has received a gold award in recognition of the company's continued efforts to progress lesbian, gay, bisexual, transgender, queer, questioning and ace (LGBTQ+) 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.

The company was noted for its commitment to lesbian, gay, bi, and trans communities meeting nine specific index criteria. These included policies banning discrimination, bullying and harassment based on sexual orientation, gender identity and gender expression; policies and support for employees who are transitioning; having LGBTQ+ and Diversity and Inclusion groups with formal representation; and providing a culture for all employees that was explicitly inclusive of LGBTQ+ people in its recruitment, onboarding, training and internal communications.

Thoughtworks' commitment to driving change is demonstrated through strong internal and external initiatives. These include the recently established diversity, equity, inclusion (DEI) council; the launch of bi and trans allyship resources, an LGBTQ+ focused intranet page for staff; and by publishing internal and external statements regarding [Thoughtworks' ongoing commitment to LGBTQ+ inclusion](#). In addition, significant efforts were made to celebrate LGBT history month, trans day of visibility, Pride and bisexual awareness week.

The Stonewall top 100 list created by lesbian, gay, bi and trans gender equality charity Stonewall, is compiled from submissions to the Workplace Equality Index, a powerful benchmarking tool used by employers to assess their achievements on LGBTQ+ equality in the workplace.

According to the [charity's research](#), more than a third of LGBTQ+ staff (35 per cent) across UK employers hide who they are at work, while one in five (18 per cent) have been the target of negative comments because they're LGBTQ+.

Amy Lynch, head of diversity, equity and inclusion at Thoughtworks UK (she/her), said: "Today's news that Thoughtworks has made it into the top 50 of Stonewall's Workplace Equality Index is a real achievement and a proud moment for our organization. As a business that has committed itself to advocate for sustainable and positive social change it is extremely meaningful to see our efforts recognized. Our progression up the ranks of the list is a true reflection of our commitment to fostering an inclusive and equitable culture within our workplace. There is still 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."

Liz Ward, director of programmes at Stonewall (she/her) said: "We're delighted for Thoughtworks whose incredible work towards LGBTQ+ inclusion this year has seen them land at 45th place in the top 100. Every employer has a duty to make sure that their LGBTQ+ staff are free from discrimination at work and our top 100 list, alongside our Workplace Equality Index helps organizations reflect on their inclusion journey and celebrate best practice.

We spend much of our time at work and our career can be a huge part of how we define ourselves. That's why it's vital that every single lesbian, gay, bi, trans and queer person feels like they can be themselves in their workplace."

The full 2022 top 100 list can be found on the [Stonewall website](#) along with further information about the importance of LGBTQ+ inclusion and more information on how the top 100 list is created.

Notes to editors

About Thoughtworks

Thoughtworks is a global technology consultancy that integrates strategy, design and engineering to drive digital innovation. We are 10,000+ people strong across 49 offices in 17 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.

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.

For more information on Stonewall's work with organizations, through its Diversity Champions programme, and some of the press coverage during summer 2021 [please see our FAQs here](#).

To get involved visit www.stonewall.org.uk Registered charity number 1101255