

Lumen named one of best employers for LGBTQ+ workplace inclusion for 5th consecutive year



December 12, 2023

Lumen has received a perfect score of 100 on the [Human Rights Campaign Corporate Equality Index \(CEI\)](#) for the fifth year in a row. The CEI is a benchmarking tool that measures the policies and practices of companies that support LGBTQ+ employees and customers. Lumen is among the top employers recognized as a 2023 “[Equality 100 Award](#): Leader in LGBTQ+ Workplace Inclusion” recipient.

“Earning this distinction for the fifth year in a row is an honor, but this year was especially meaningful because the CEI raised the bar of expectations for companies,” said Chief People Officer Ana White.

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Companies are evaluated on a points system that considers workforce protections, inclusive benefits, supporting an inclusive culture, corporate social responsibility, and responsible citizenship. They are rated on a scale from 0 to 100, with a certain number of points awarded for

meeting each criterion.

In a joint statement Pride ERG chair Mark A. Delgado and vice-chair Em Norris said, “On behalf of the Pride ERG Global Board, we are thrilled to see Lumen once again recognized for building an inclusive workplace. We thank Lumen for taking a firm stance on LGBTQ+ employees' protection and belonging. While this recognition is a promising example of progress being made, there is more to be done to ensure our LGBTQ+ employees feel safe, welcomed, and supported at work. Thankfully, Lumen is committed to the ongoing work of diversity, inclusion and belonging, and so are we.”

In 2023 Lumen implemented several initiatives to support LGBTQ+ employees, such as a Gender Transition Support Policy and a LGBTQ+ Self ID option.

Lumen's Chief Diversity and Inclusion Officer India Sylvester said, “At Lumen, we recognize the importance of elevating inclusion for the LGBTQ+ community. We will continue to provide our employees with the knowledge and skills to interact respectfully **regardless of their sexual orientation or gender identity** with an emphasis on the importance of allyship in the workplace.”

This distinction coincides with Lumen being named #1 in Communication & Telecom (and #12 overall) for worker mobility and opportunity in the 2023 [American Opportunity Index](#).

Learn more about diversity, inclusion and belonging at Lumen [here](#).

<https://news.lumen.com/lumen-named-one-of-best-employers-for-LGBTQ-workplace-inclusion-for-5th-consecutive-year>