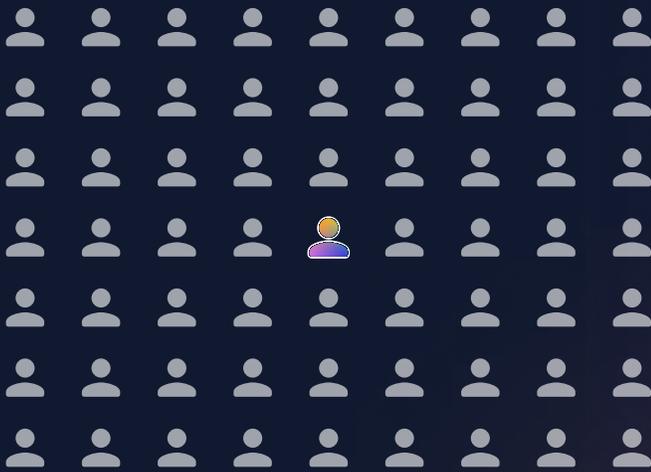


# LGBTQIAP+ Visibility & Leadership

LGBTQIAP+ employees often lack role models in management. Only about **50%** of LGBTQIAP+ respondents saw people like themselves in leadership, and fewer than **25%** had an LGBTQIAP+ sponsor.

2021 McKinsey study

**< 1% of Fortune 500 leadership roles are held by**



**proclaimed LGBTQIAP+ individuals and allies**

**7% of US adults identify as LGBTQIAP+**

Gallup

**28% of Gen Z identify as LGBTQIAP+**

PPRI



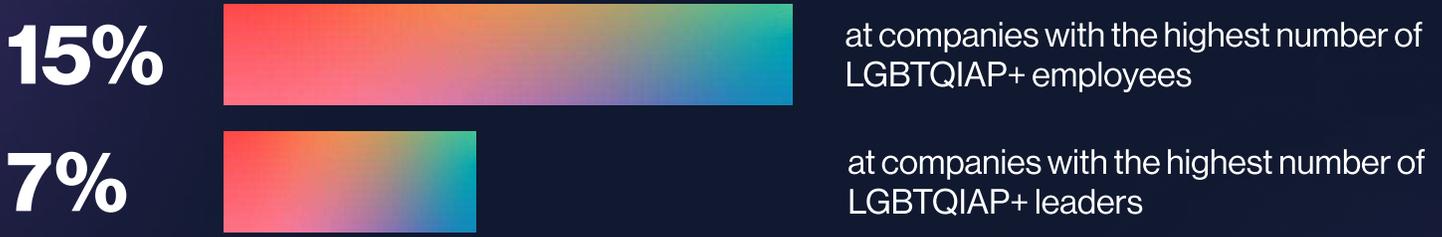
**81%**

of Fortune 500 do not have a single proclaimed LGBTQIAP+ individual or ally in leadership.

# LGBTQIAP+ Visibility & Leadership

Leadership makes a difference

Average turnover rate for proclaimed LGBTQIAP+ individuals or allies:



**2X** higher attrition rate of LGBTQIAP+ employees at companies lacking representation in leadership.

Replacing exiting employees can cost up to 2 times the employee's annual salary.



Gallup

Learn more @ [Findem.ai](https://www.findem.ai)