

# Embassy receives certification as a good place to work for LGBTI+ talent in Chile

The British Embassy in Santiago is among the 20 organisations in Chile to have received today, 23 July, the [“Equidad CL Certification”](#), an initiative that recognises the British Embassy as a good place to work for LGBTI+ talent. The award is given by the local organisations Fundación Iguales and Pride Connection, and Human Rights Campaign, one of the largest NGOs that promotes sexual diversity globally and the creator of the Corporate Equality Index.

A total of 63 companies and organisations participated in the process to receive this certification, of which main pillars are, inter alia, to have a diversity and inclusion policy in place including the non-discrimination of LGBTI+ staff; to promote the creation of employee resource groups, and to express public commitment with the local LGBTI+ community. The Embassy is both the only foreign diplomatic mission in Chile and the only British Embassy in the Latin American region to receive this recognition. It is also the first public organisation to receive the Certification.

## **Values and strategic actions**

The Embassy has had an active and distinctive role reflecting the UK’s commitment with the local LGBTI community.

The Embassy’s efforts towards the LGBTI+ community fall within the wider commitment of the UK Government to have an active role in the international community to eradicate discrimination, including on the basis of sexual orientation and gender identity, and to promote diversity and tolerance. In this regard, the Embassy has carried out a series of activities during recent times to reflect its commitment, including:

- **Diversity and Inclusion Policy:** Recognising and promote an environment that welcomes and values diverse backgrounds, thinking, skills and experience.
- **Diversity and Inclusion Council (including LGBTI staff and Allies):** Ensuring that, as a workplace, the British Embassy in Santiago completes all legal requirements and best practice established in relevant UK and Chilean law and FCO internal policies.
- **FCO Flagg Network:** Participating in the FCO Global LGBTI Staff Network, which, among other actions, provides support to all staff regarding LGBTI topics and promotes LGBTI inclusion within Embassy work.
- **Learning and Development:** Organising different L&D actions, including workshops and teleconferences with internal and external organisations, touching on LGBTI topics such as unconscious bias and gender issues.

- Activities involving the local community: Having an active and distinctive role reflecting the UK's commitment with the local LGBTI community, e.g. the relationship with the main Chilean organisations Iguales and Movilh and involvement in diverse activities aimed to promote the values of diversity and inclusion. This includes the Embassy's participation in Santiago's Pride Parade, the LGBTI+ Film Festival, the Iguales Annual Fundraiser, and the in-house organisation of Pride Month online activities due to the Covid-19 complete lockdown enforced in most Chilean regions.

To mark Pride Month in 2020, the Embassy organised online activities, such as a Queen tribute show – due to the Covid-19 complete lockdown enforced in most Chilean regions.

## **A diverse place to work**

The British Embassy was awarded the highest rating in the Equidad CL certification not only for its tireless effort to create a diverse and inclusive labour environment for the LGBTI+ staff working in Chile, but also for its permanent commitment to the LGBTI+ local community. This has been the case since the first time the Embassy flew the rainbow flag in our building in 2012, becoming the first foreign mission to do so in Chile. Today the British Embassy is in close contact with the main Chilean organisations to protect and promote LGBTI+ rights and values at a local level.

Regarding the Equidad CL Certification, John Derrick, Chargé d'Affaires, has said:

This 'Equidad CL certification' is a way-point in our journey toward inclusivity. We will not take our foot off the pedal. I will continue to drive forward our diversity and inclusion agenda until our Embassy is a genuine reflection of the society in which it serves. We also hope to showcase to other organisations and businesses in Santiago what can be achieved with a truly inclusive workplace that celebrates diversity.

Each year, the Embassy participates in the Pride Parade organised by the Chilean NGOs Iguales and Movilh.

## **Further information**

If you want to know more about this recognition, contact [Pamela Gallardo](#), GREAT Campaign Manager, British Embassy, Santiago.

For more information about the activities of the British Embassy in Santiago, follow us on: