**IDAHOBIT stats**

* There are still 70 countries in the world that criminalise LGBTI sexual acts between adults
* LGBTI people are being killed in 12 countries who have the death penalty for consensual same-sex sexual acts between adults
* In Iran, Saudi Arabia, Yemen, Sudan the death penalty is regularly imposed. In fact, just last week, a 20 year old Iranian, Alireza Fazeli Monfared was killed by three male family members for identifying as gay
1. Concealing identity compromises well-being – employees who are not out to everyone at work are two times more likely to feel down, and 45% less likely to be satisfied with their job
2. Being out at work helps drive performance for both the individual and organisation – employees who are out are 50% more likely to innovate that those who are not, and 28% more likely to provide excellent customer service
3. Employees who work in organisations that are LGBTI inclusive are 7 times more likely to recommend their organisation and 47% more likely to work extra hard. This also translates to the bottom line, where diverse companies often more profitable than those that aren’t