

# Tec certified best LGBTQ+ workplace for 2nd year



For the second consecutive year, [Tec de Monterrey](#) has received the “**Best LGBTQ + Workplaces 2022**” certification from **HRC Equity MX**, a global program for workplace equity.

The program was first established in Mexico in 2016 by the **Human Rights Campaign Foundation (HRCF)**, and more than 250 organizations working in Mexico appear on the list.

The Tec is the **only educational institution in Mexico** to have received this distinction.

**Inés Sáenz**, Vice President of Inclusion, Social Impact, and Sustainability at Tec de Monterrey, pointed out that it is a **great source of satisfaction** to know that the Tec has been **certified** by **HRC Equity Mx** for the second time.

*“It’s the result of Tecnológico de Monterrey’s important and **sincere commitment** to creating a safe, **inclusive**, and **respectful community** in each and every one of its facilities,”* said Sáenz.



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### **Tec invites others to continue working towards equity**

Sáenz extended an **invitation to companies and institutions** to join the movement and **continue working** to create **safe and inclusive spaces to work**.

*“Workplaces should be **inclusive and safe**, where the **dignity** of each and every employee is **respected and valued**,”* she added.

***“It’s the result of Tecnológico de Monterrey’s important and sincere commitment to creating a safe, inclusive, and respectful community.” - Inés Sáenz***

Similarly, **Hernán García**, vice president of Talent and Experience at the Tec, explained that the institution has declared a **commitment to equality and non-discrimination since 2012**.

*“Since then, we have worked to **align our talent processes** by encouraging **equal opportunities** and promoting actions allowing **greater equity** for all of our employees,”* he shared.

*“**Recognizing (diversity)**, talking about it, and cultivating it strengthens us, and adds what everyone calls value: which is nothing more than the **awareness** of being among others,”* said **Roberto Domínguez**, associate dean of Postgraduate Programs and member of the **LGBT+ Advisory Committee**.

**Roberto Domínguez** also pointed out that **diversity** means accepting that people are **changing, plural, and learning**.

*“I am glad that it is clear to HRC that we are a **community** made up of **people** who **develop** in different, **simultaneous**, parallel, even **contrasting ways**,” he said.*



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### **HRC Equity MX's evaluation criteria**

HRC Equity Mx has recognized the **LGBTQ+ inclusion policies of companies with operations in Mexico since 2015**; **2020** was the **first time** that **Tec de Monterrey** featured on the list.

Companies on the list are categorized by **industry**, such as **aerospace, banks and financial services, culture, and universities or technological institutions**, with **Tec de Monterrey** being the **only organization** that appears in the latter.

**65 companies** were added to the list this year, **creating a total of 262**. **242 of them** obtained a score of **100%** in the **evaluation criteria, the Tec among them**.

***“We have worked to align our talent processes by encouraging equal opportunities and promoting actions allowing greater equity.” - Hernán García***

This program is a leader in the area of inclusion and assesses the following **areas**:

- Nondiscrimination / Equal Employment Opportunity Policies
- Private health benefits
- Organizational competency
- Education and training on LGBTQ+ diversity and inclusion

- Internal communication
- Public commitment (documentation of 3 public activities to support LGBTQ+ inclusion)
- Executive mentoring in which we invite and support our valued partners in their participation

<https://twitter.com/HRC/status/1466444564101799940>

During the **2020-2021 period**, **15 valued partners** joined this certification and the Tec accompanied and advised some of them during the process.

This included some certified **companies and institutions** sharing **experiences** and best **practices** to serve as a guide for other interested companies.

Work on this **program** by organizations such as **Tec de Monterrey, JP Morgan, Softtek** and **Experts Environmental Consultants** was recognized within the **HRC Equity MX** annual report.

**Zinia Padilla**, director of Institutional Culture and **Karla Elizabeth Urriola**, director of **the National Office for Gender and Safe Community at the Tec**, also formed part of **HRC Equity MX's 2021 Business Advisory Board**.

*"This year's results have shown that it's possible to **bring together** a group of **companies** making the **greatest advances** in **LGBTQ+ inclusion** in Mexico and **make that visible**.*

*"It's these **companies** that will be able to **guide** and **have an impact on** the progress of **workplace inclusion** in our **society**,"* said **Francisco Robledo**, implementing partner at HRC Equity MX.

This effort is coupled with the launch of the **Diversity and Inclusion report**, which details Tec's advances in working to become increasingly inclusive.

**See the full list of HRC Equity MX certified companies [here](#).**

**READ MORE:**

<https://tec.mx/en/news/national/institution/tec-shares-190-actions-diversity-and-inclusion-2021-report>