

# Tec certified for 5th year as Best Place to Work for LGBTQ+



[Tec de Monterrey](#) has been awarded the distinction of being the “**Best Place to Work for LGBTQ+ 2025**” as a result of the active participation of the **LGBTQ+ community** and the implementation of other inclusion policies.

This certification was awarded by the **Human Rights Campaign (HRC) Foundation** as part of the eighth **HRC Equidad MX program**.

For **Inés Sáenz**, Vice President of Inclusion, Social Impact, and Sustainability at the Tec, this **certification is a recognition** that encourages the institution to continue working to be an **inclusive university** that values and respects diversity:

*“We reiterate our responsibility at the Tec to build an **inclusive environment**, where all people are respected and valued. This achievement reaffirms the Tec community’s ongoing commitment to diversity and inclusion in the workplace.”*

This is the fifth consecutive year that **Tec de Monterrey** has received this certification and is the only educational institution to achieve this.



## Tec obtains recognition for fifth consecutive year

305 companies participated in this year's **Human Rights Campaign (HRC) Foundation** assessment, of whom more than **85%** managed to obtain the certification of being the “**Best Place to Work for LGBTQ+**” in 2025.

**Tec de Monterrey** is the only educational institution that has obtained this recognition for the fifth consecutive year

The institution received a score of **100 out of 100** for its commitment to inclusion in five key areas:

- *Prohibits discrimination based on **sexual orientation** across all its operations (15 points).*
- *Prohibits discrimination based on **gender identity and/or gender expression** across all its operations (15 points).*
- *Has a formal, and operational, **Diversity and Inclusion Council** and/or there is an Affinity Group that works in favor of Sexual and Gender Diversity (20 points).*

**Hernán García**, Vice President of Talent, said that the Tec is working to build a significant **educational legacy** for the coming decades, as well as serving as a platform for **transforming realities** through an excellent academic education.

*“At our institution, **we always put people at the center of all our decisions**,”* he said.

*“We are committed to ensuring that **we are an inclusive institution that appreciates and recognizes diversity**, and a place where all people can develop and grow personally and professionally,”* he added.

García added that members of the institution will continue in their **commitment to positive actions** that impact these communities.

**“We are committed to ensuring that we are an inclusive institution that appreciates and recognizes diversity.” - Hernán García**

Empleador	Ubicación Corporativo	Criterio					Posición		
		15 Puntos	15 Puntos	20 Puntos	20 Puntos	30 Puntos	2025 Puntaje	2024 Puntaje	500 Expansión
		Criterio 1	Criterio 2	Criterio 3	Criterio 4	Criterio 5			
Schneider National de México	Ciudad de México	15	15	20	20	30	100	100	
T&C Group	Ciudad de México	15	15	20	20	30	100	80	
Maritimex	Ciudad de México	15	15	20	20	20	90	100	
Practitravel	Estado de México	15	15	20	0	30	80	100	
Kuehne + Nagel	Ciudad de México	15	15	20	20	0	70		425
Universidades e Institutos Tecnológicos									
Tecnológico de Monterrey	Nuevo León	15	15	20	20	30	100	100	

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### Advances in workforce inclusion

The HRC Equidad MX program began by prioritizing the development of **skills with a focus on inclusion**, and starting in 2025, it placed a **special focus on trans, queer, and non-binary people**.

From that point, companies have provided **evidence** of specific actions that ensure the inclusion of **trans and non-binary people**, such as:

- **Legal and social recognition of three genders** (male, female and non-binary).
- **Support protocol for trans people**, covering aspects such as:
  - *Access to inclusive bathrooms and clothing.*

- Use of pronouns and chosen name.
- Support for transition processes (legal, psychological, and medical support).
- Gender neutral sanitary facilities.

This approach reinforces its commitment to **creating safe, equitable, and respectful work environments for all LGBTQ+ people.**

According to the evaluator, **major employers in Mexico and Latin America** are incorporating **LGBTQ+ inclusion** as a **central component** of their business strategies.

This year, the results show significant growth in the number of organizations strengthening their efforts in this area, with more than 85% achieving certification.

# HRC EQUIDAD MX 2025

Programa Global de Equidad Laboral  
Fundación Human Rights Campaign

**Evaluación de empresas  
empleadoras en equidad para  
personas Lesbianas, Gays,  
Bisexuales, Trans y Queer**

**305** grandes empresas  
demuestran su compromiso con la  
equidad e inclusión LGBTQ+

**305** Empresas  
participantes

**261** Empresas  
certificadas

**Dan empleo a más  
de 1.4 millones de  
personas**

## About the Equidad MX program

The **Human Rights Campaign Foundation (HRCF)** has launched the **eighth annual HRC Equidad MX program**, a corporate inclusion index for LGBTQ+ people in Mexico.

Annually, this index evaluates **LGBTQ+ inclusion in the work environment** of Mexican and multinational companies.

The organization is based in the United States and has global alliances which promote the inclusion of the LGBTQ+ community in the workplace.

The program collects its data through an **annual survey of workplaces** within companies. It awards the “**Best Places to Work for LGBTQ+**” certification based on the results it finds.

[You can read the complete report here.](#)

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