

# 2020 Annual Members Meeting



*Change from within - and the world can change*

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## The World Changed Us in 2020!

- 2020 - the beginning
- An extraordinary year
- LGBTI workplace context
- Keeping Members Connected
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- Looking ahead



# Workplace Pride Members

## Leaders



Booking.com



Rijksoverheid



## Partners



PHILIPS



Baker  
McKenzie.



## Members



NOKIA

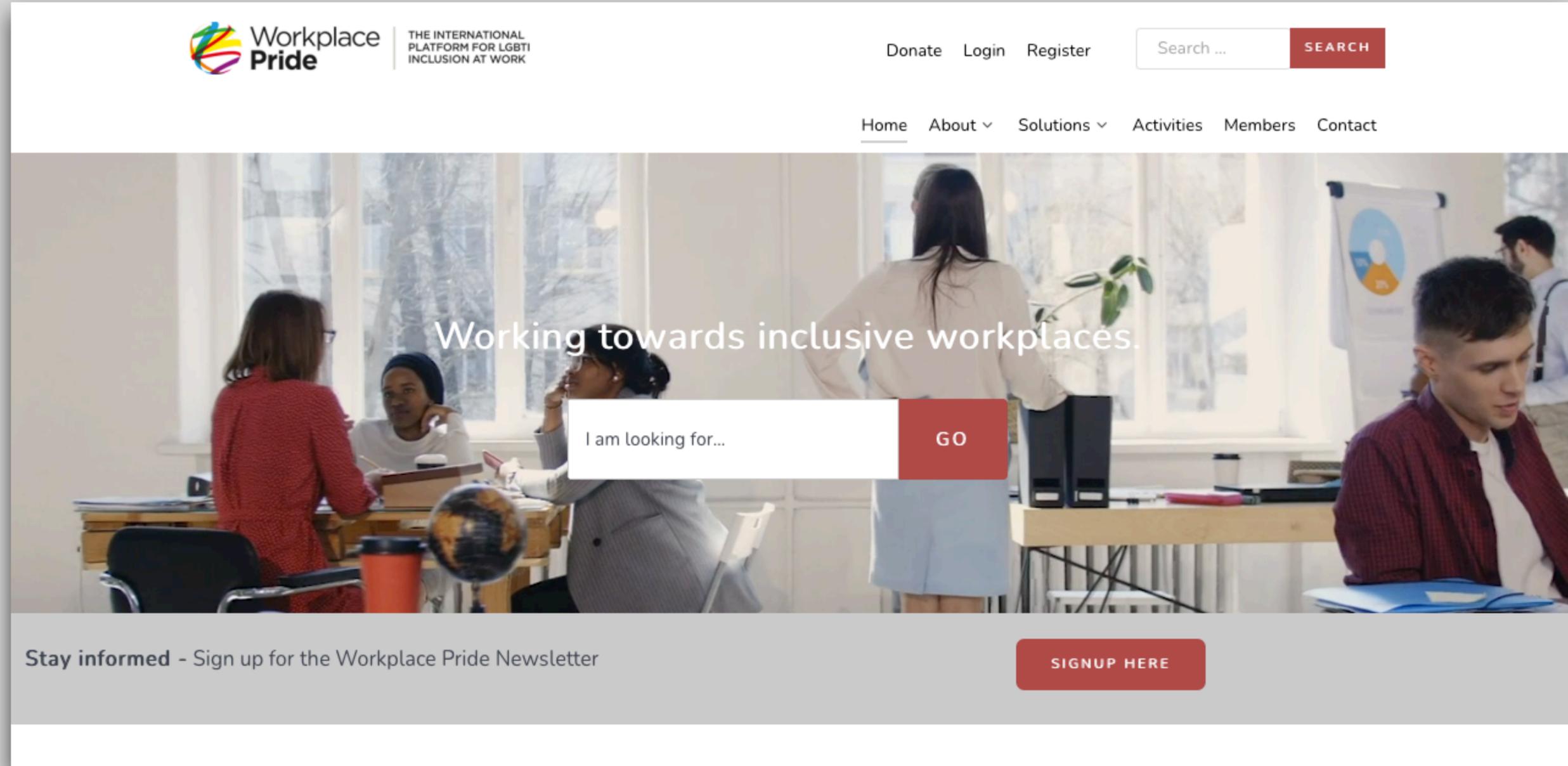


ASML



## New Website

- Activity Calendar
- Easier to use
- Member's only area



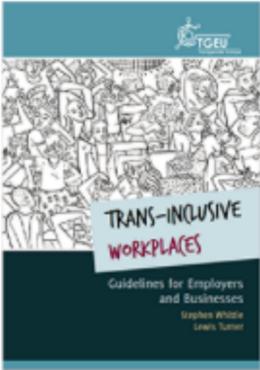
The screenshot shows the homepage of the Workplace Pride website. At the top left is the Workplace Pride logo and tagline: "THE INTERNATIONAL PLATFORM FOR LGBTI INCLUSION AT WORK". To the right are links for "Donate", "Login", and "Register", followed by a search bar with a "SEARCH" button. Below this is a navigation menu with "Home", "About", "Solutions", "Activities", "Members", and "Contact". The main content area features a large image of a diverse group of people in a meeting, with the text "Working towards inclusive workplaces." overlaid. A search bar is also present in the center of the image with the placeholder text "I am looking for..." and a "GO" button. At the bottom, there is a grey banner with the text "Stay informed - Sign up for the Workplace Pride Newsletter" and a "SIGNUP HERE" button.



Trans/Bisexual/Intersex Topics

Transgender Resources

Report 1



Trans-Inclu

Report 2

Transgender at Work



UWV Transg

Bisexual Resources



Bisexual at V

click here to

Intersex Resources

Member Dashboard

Welcome to the Workplace Pride members area.

GET YOUR HARD COPY OF THE NEW HORIZONS MAGAZINE HERE

 Resources	 UN Toolkit	 GBM Survey
 Employee Survey	 Contacts	 Activities

Research

Workplace Pride

Our research section is a great place to start.

RAINBOW PAPER



Harvard Business Review

LGBT-Inclusive Companies Are Better at 3 Big Things

Open For Business Reports

Report 1: Open for Business Channels of Influence



## New Website: Member's Only

- Dedicated Resources
- Useful Tools
- Practical Overview of Services

Global Benchmark 2020



THE INTERNATIONAL PLATFORM FOR LGBTI INCLUSION AT WORK

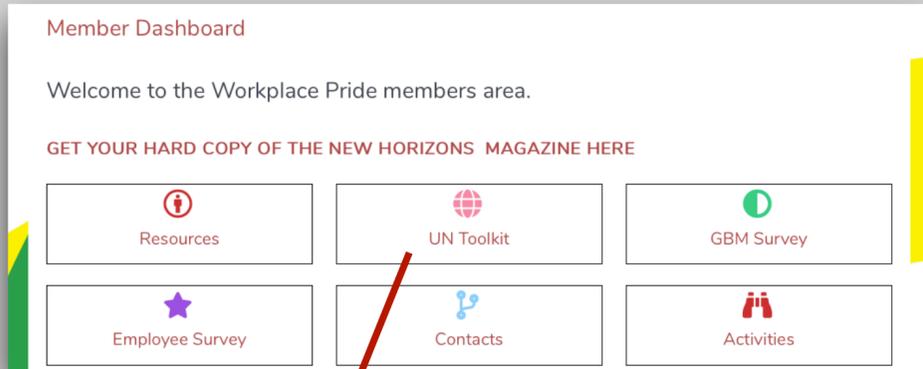
Toolkit:

# What does 'good' look like?




## New Website

- UN LGBTI Standards Toolkit



### ACTION PLANNING

Determine which actions have impact now and which in the future.  
For each of the UN LGBTI Standards we have identified two or three themes :

Respect human rights	Eliminate discrimination	Provide support	Prevent other human rights violations	Act in the public sphere
1. LGBTI Business Case →	3. International Mobility and Safety →	6. Awareness and Training →	9. Supplier awareness →	11. Advocacy and Diplomacy →
2. Code of Conduct →	4. HR Policy and Practice →	7. Leadership Development →	10. Customer access →	12. Civil society interface →
	5. Self-Identification →	8. Employee Networks →		

Each template provides guidance on:

- What Actions are Required?
- Who needs to act?
- Tools for Activation



### 1. LGBTI BUSINESS CASE

A clear and impactful description of the business case for LGBTI inclusion, relevant to the business and the people in the organisation. This to include economic, human, organisational and societal elements

What actions are required?	Who needs to Act?	Tools for Activation
<ul style="list-style-type: none"> <li>Develop a business case for LGBTI inclusion based on the framework developed by Workplace Pride.</li> <li>Ensure that your LGBTI inclusion business case is customised for your business goals, culture and environment. For example link productivity and performance to innovation and safety. Or link brand and reputation to sales performance and customer loyalty.</li> <li>In addition to the rational elements of the business case be sure to include the social/moral case linked to you companies values and to Corporate Social Responsibility (CSR) goals and other external commitments.</li> <li>Ensure your leaders are both accountable and visible in their commitment to LGBTI Inclusion. Develop an internal and external communications plan.</li> <li>Acknowledge that while this matters across the company, that this is not a 'one size fits all' approach. Allow for flexibility in local implementation and engage local leaders to build awareness of the business case.</li> <li>Develop and communicate metrics based on existing data for the key components of the business case.</li> </ul>	<ul style="list-style-type: none"> <li>CEO and Executive Team</li> <li>Local Business Leaders</li> <li>Communications Team</li> <li>D&amp;I Team</li> <li>Employee Networks</li> </ul>	<ul style="list-style-type: none"> <li><b>WORKPLACE PRIDE</b> Business Case for LGBTI Inclusion</li> <li><b>OPEN FOR BUSINESS</b> The economic and business case for LGBT+ Inclusion</li> <li><b>EY:</b> Nine ways to advance LGBT+ policy throughout global organisations</li> </ul>



# An Extraordinary Year



## and then...*Time for a Change*

- Black Lives Matter
- Political polarisation and uncertainty
- Climate Change impact
- #MeToo amplified
- ***The Covid-19 Pandemic***



## **Pandemic impact on the LGBTI Community**

- Isolation from colleagues
- Loss of sense of community
- Increased persecution in some regions
- Workplaces having to focus on other priorities

## **And the impact on Workplace Pride**

- Physical events slowly became impossible - *unclear for a long time!*
- Need from our members to stay connected
- Increased emphasis on social topics for everything, including the workplace
- Civil Society becoming more energised



# LGBTI Workplace Context



*“The Pandemic is a portal, a gateway between one world and the next. We can choose to walk through, dragging the carcasses of our prejudice and hatred behind us. Or we can walk through lightly, with little luggage, ready to imagine another world and ready to fight for it”*

**Novelist: Arundhati Roy**



***and so we pivoted!***



## Re-designing of 2020 Programming

- Move to limited sized-events
- Adapting to our members' needs
- Moving to digital-only platform
- Reaching more people than with live events



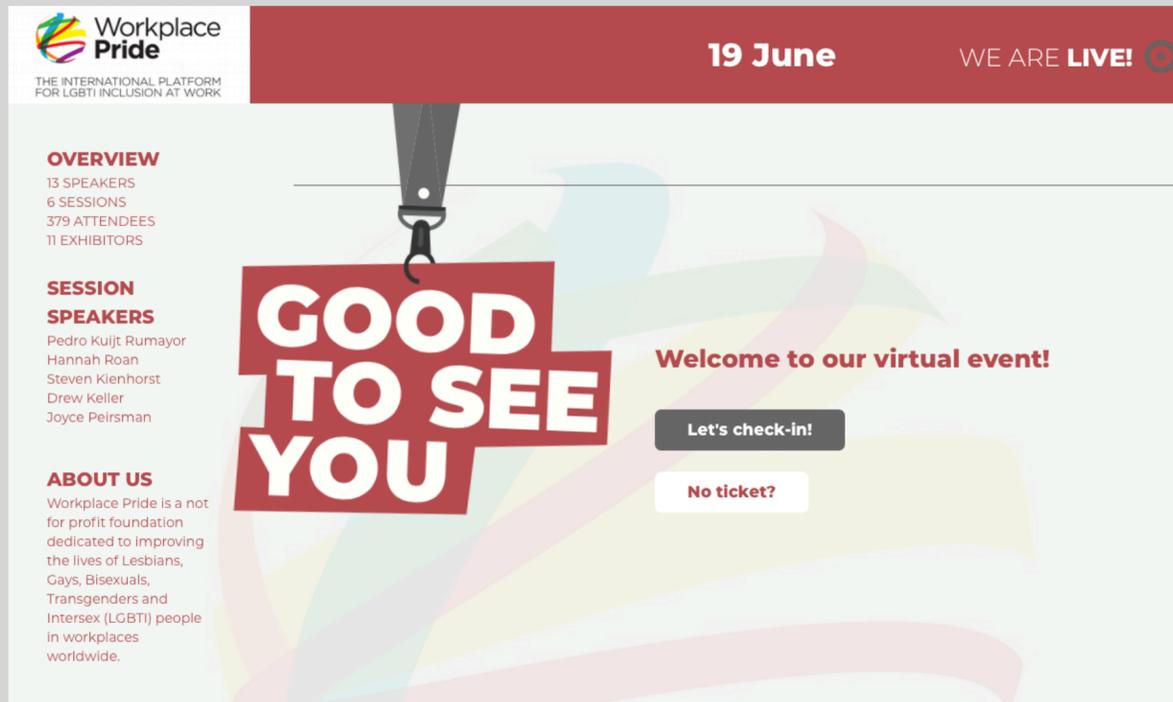
## Series of Webinars Focusing on LGBTI Workplace Topics

- **14 Online Events including:**
  - Female Leadership
  - LGBTI People of Color
  - Launch of Academia@WP
  - Trans Reintegration in the workplace
  - Tech@WP “Always a Rainbow in the Cloud
  - Etc.



## Online Symposium: Targeted event replicating a live conference as closely as possible

- Nearly 400 registered participants
- 40 countries represented
- Top-level speakers
- Focused breakout sessions


# Keeping Members Connected

## Hybrid Event

- Live event in Taipei
- Globally streamed conference from Amsterdam & Taipei
- Top governmental, diplomatic and business leaders as speakers
- Close cooperation with Taiwanese Civil Society



**TAIWAN**  
Trailblazing LGBTI Workplace Inclusion in Asia  
*Marriage equality in times of social change*  
October 27th, 2020

**PERSONAL INVITATION**

Organiser:  Workplace **Pride**  
THE INTERNATIONAL PLATFORM FOR LGBTI INCLUSION AT WORK

Hosts:  **EY** 安永  
Building a better working world

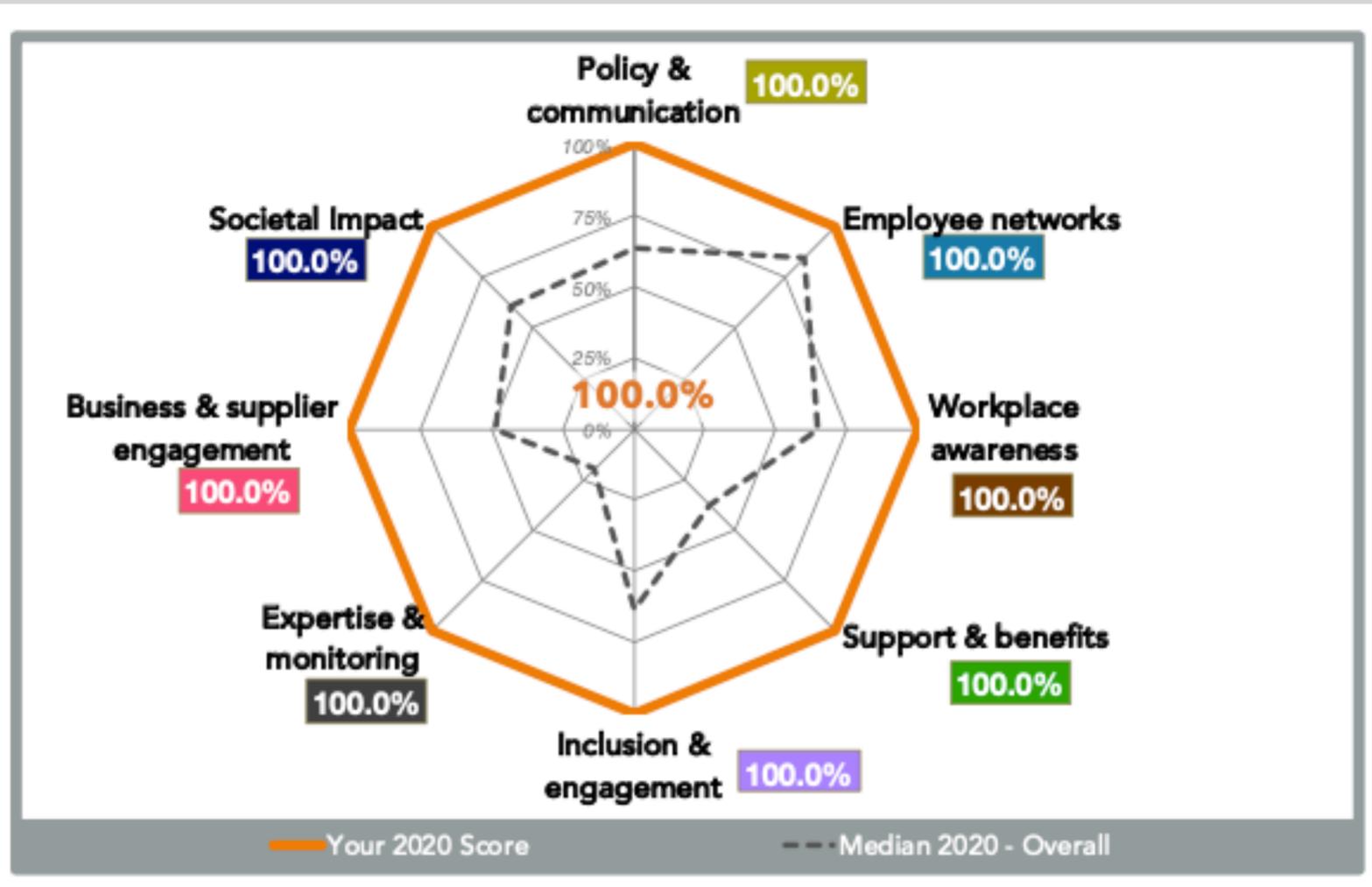
ASML

Partners:  **HOT LINE**  
同志諮詢熱線  
TAIWAN TONGZHI (GAY+)  
HOTLINE ASSOCIATION

 **彩虹平權大平台**  
TAIWAN EQUALITY CAMPAIGN



## The Global Benchmark: more & more an “*LGBTI Workplace Checklist*”



### PC Policy & Communication

*scope of your LGBTI workplace equality policy, inclusiveness of formal communications, and measures taken to ensure policy compliance*

You are strong in this area when ....

- Your Workplace Inclusion Policy explicitly references Sexual orientation, Gender Identity, Gender Expression and Intersex.
- Your Workplace Inclusion Policy implementation is structured (through diversity office/manager and formal training)
- There are ongoing efforts to ensure that all official docs and comms are inclusive (established feedback process and audit cycles).

### EN Employee Network

*the existence and structure of LGBTI-employee networks, and the role they play with regard to the organization's objectives*

You are strong in this area when ....

- Your LGBTI employee network has formally established roles and structure (e.g. chair, secretary, treasurer etc.)
- Leadership and HR are active in LGBTI Network leadership.
- Your LGBTI employee network is granted a budget and has a clear strategy with action plans that are tracked and communicated within the organization.
- There is a clear and explicit link between the goals and actions of your LGBTI Employee Network and the goals of your organization as a whole.



# 2020 Financials

<b>Workplace Pride (in €'000)</b>	<b>Forecast 2020</b>	<b>Budget 2020</b>	<b>Realised 2019</b>
<b>Contributions</b>	540	568	517
<b>Event related expenses</b>	95	117	157
<b>Consults / Staff</b>	260	265	212
<b>Housing</b>	40	42	41
<b>Sales / representation</b>	68	60	51
<b>Genex</b>	25	21	49
<b>Result</b>	<b>52</b>	<b>3</b>	<b>7</b>



# Looking Ahead to 2021

**Value to the Global LGBTI  
Community in the  
Workplace**

**Value For Members  
& Prospects**

**Focusing Knowledge on  
LGBTI Workplace  
Inclusion**

**Leadership re LGBTI  
Workplace Inclusion**

**Our Main Drivers  
for the future:**

**Value to the Global LGBTI  
Community in the  
Workplace**

**Value For Members  
& Prospects**

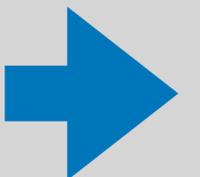
# Looking Ahead

## **Taking a more (pro) active public role**

- Strategic alliances with other organisations: Open for Business, ILGA Europe
- Toolkit for Civil Society to reach businesses (Global Equality Fund)
- Free2BMe Project: LGBTI workplace outreach in developing countries through our members

## **Digital Footprint / Learning & Development**

- Increased focus on digital & hybrid events
- Updating & fine-tuning communications channels with WP-APP
- L&D program to launch in 2021: Modules included in Members Benefits depending on level



Value For Members  
& Prospects

## Potential Modules for Learning & Development

- “The World of LGBT”
- “Why does LGBTI Inclusion Matter?”
- “Inclusive Language”
- “The New Generation has Arrived”
- “The Rainbow Change Makers”
- “Together Stronger, Women and LGBT”
- “LGBTI Business Leadership”
- “Translate the Knowledge into Action”
- Master Class as an Add-on Module



*Tailor made to the needs of the client: both online and live*



# Looking Ahead

## Focusing Knowledge on LGBTI Workplace Inclusion

## Leadership re LGBTI Workplace Inclusion

## Thought-leading Research

- White paper on Corporate Advocacy together with IBM
- Coordination role of LGBTI Workplace Track at World Pride 2021 Copenhagen's Human Rights Conference
- Re-focus communications output on more content and practical applications
- Creation of Good Practices data base from Workplace Pride's body of knowledge
- Workplace Pride Chair's Academic Conference, May 20-21st at Leiden University

## Leverage Foundation's Leadership

- Activating the Global Leader's Council for greater outreach
- "State of the State" for LGBTI workplace inclusion in the planning

# On-going Initiatives & Events



## When the pandemic subsides.....

- International Conference
- Connecting Members Live Events
- Dedicated Program for:
  - Women@WP
  - Young@WP
  - Tech@WP
  - Academia@WP
- Leadership Awards Gala
- Stories From the Heart
- Pride Walk
- International Events & Exec. Roundtables



## The LGBTI Community and Workplace Pride are resilient!

- The pandemic has been a blow to our community, but we have re-focused and are finding opportunities among the challenges
- The work/social equation has changed forever and employers have realised that they need to be more socially aware and involved: we will step into that space and be a bridge builder
- By providing more & better content and stepping up our interaction with our members in this difficult time, we are providing value to them and the community
- We have turned the corner: 2021 will be the year for the LGBTI community worldwide to make positive and sustainable changes in the workplace



# 2020 Annual Members Meeting Q & A



*Change from within - and the world can change*