Workplace Pride | THE INTERNATIONAL PLATFORM FOR LGBTI INCLUSION AT WORK

Annual Member's Meeting

December 10th, 2019

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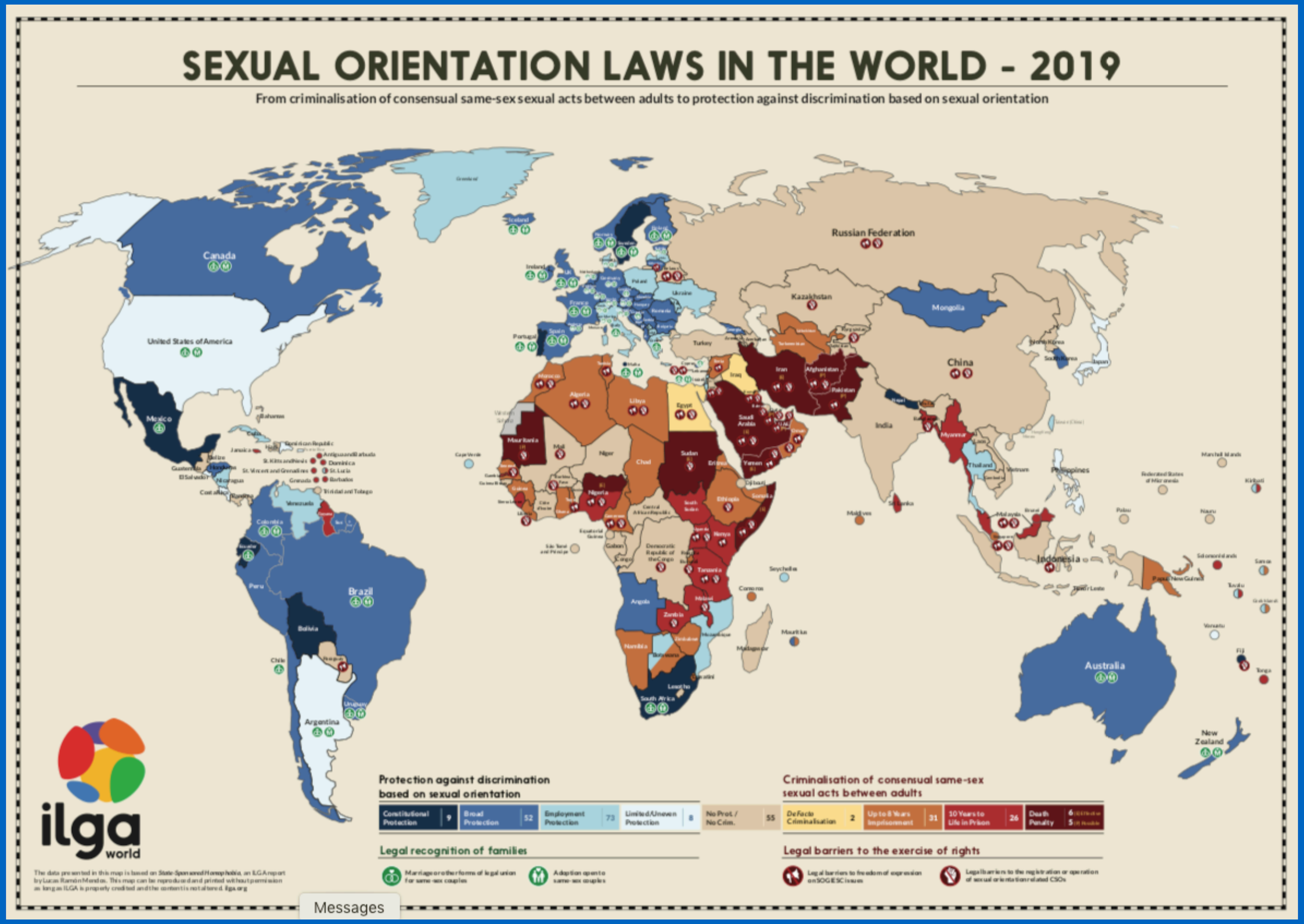
LANDSCAPE



Messages

LANDSCAPE / GLOBAL

Why we do what we do: Recent developments…

- **Decriminalisation of homosexuality:** **Angola, Bhutan, Botswana, Trinidad and India**
- **Marriage Equality:** **Taiwan**
- **Yet setbacks persist:**
  - **Kenya, Brunei, Indonesia** (municipalities and provinces), **Malaysia** (similar patterns) introducing criminalising acts provisions and articles.
  - **Gulf States:** Islamic morality and values debates in moderate muslim countries and among muslim populations in other countries
  - **Poland, Eastern Europe, USA, South Korea:** Strong influence from Christian evangelicals on policy making
  - **Russia,** Anti LGBTI propaganda laws being copied and propagated in Egypt, Former Soviet States

Workplace Pride Members are present in most of these countries

Source:

OUTRIGHT ACTION INTERNATIONAL
Human Rights for LGBTIQ People Everywhere

LANDSCAPE / NL & EU

Here at home; good, but far from perfect!

- “More than other groups, women and LGBTI persons face sexual assault and other forms of violence or feel unsafe, both in public space and at home, at school, at the workplace, in healthcare and in sport".

- "Whilst the Netherlands considers itself part of a European community of values, unfortunately those values are not always shared in practice across the continent. Especially when it comes to the freedom of LGBTI persons to be who they are, the picture is a very mixed one. In some regions legal protections, equal treatment and the social acceptance of sexual minorities are making significant advances, but elsewhere this space is actually shrinking".

We can NEVER be complacent, even here!

Source:

Gender & LGBTI Equality Policy Plan
2018-2021 | The Netherlands
Putting principles into practice

Government of the Netherlands

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MEMBERS

OUR MEMBERS INCLUDE:

Major Dutch and multinational businesses, both public & private sectors plus academia and civil society organisations who support LGBTI workplace inclusion

35%

increase over 2018

POSITIVE!
that more organisations have LGBTI inclusion on their agendas

CHALLENGE!
Need for the Foundation to adapt and evolve

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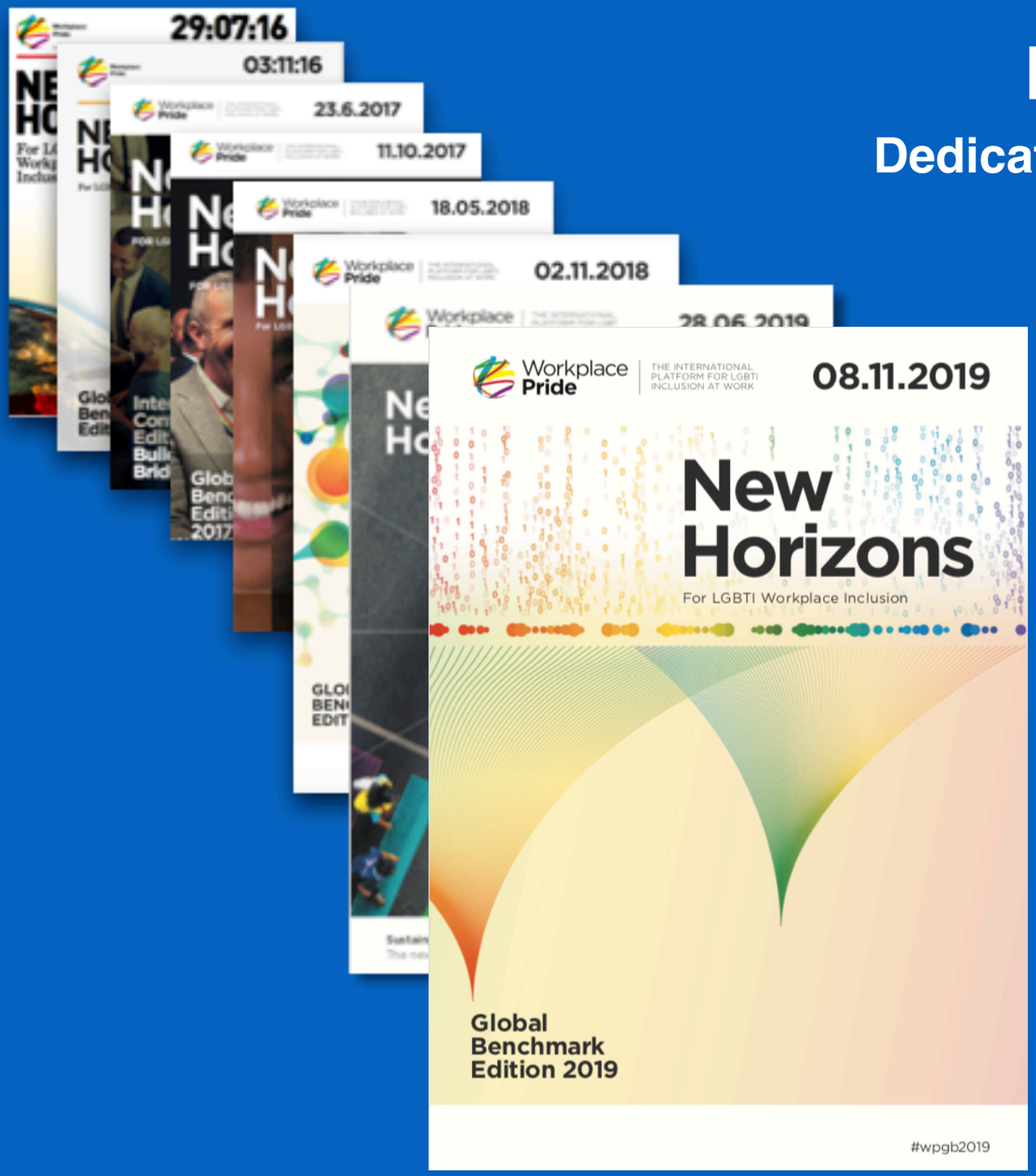
HIGHLIGHTS



Mission Statement:

Dedicated to improving the lives of LGBTI people at work

- Global Benchmark
- Connecting Members
- Local and Global Activities
- Publications
- Programs: GLC, Young, Women and Tech@WorkplacePride
- Research

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HIGHLIGHTS

Global Activities

Singapore

Kiev: Women@WorkplacePride

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HIGHLIGHTS

Global Activities

Amsterdam: International Conference

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HIGHLIGHTS

Local Activities

- Pride March
- Stories from the Heart
- Leadership Awards Gala

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HIGHLIGHTS

Local Activities

- **Connecting Members**:
  "Privacy and transparency at work" hosted by Elsevier

- **Tech@Workplace Pride**:
  Conference Diversity & Inclusion in (High)Tech Twente: LGBTI & Allies leading the way

- **Launching events**:
  - NWO
  - FMO
  - LUMC
  - Gem. Delft
  - PMI
  - Paloalto Networks
  - Uber
  - Belastingdienst

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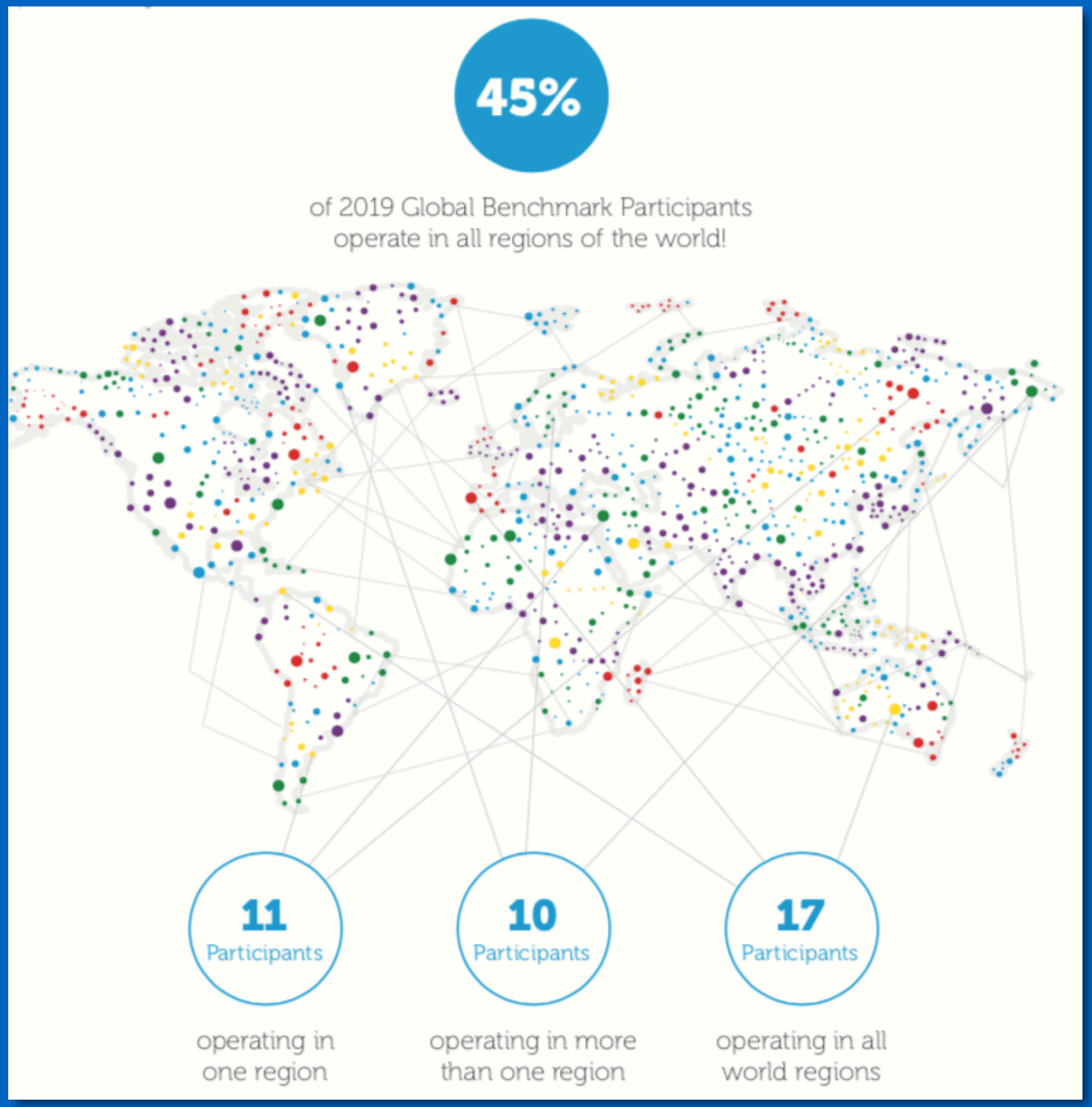
HIGHLIGHTS

2019 Global Benchmark

- **26% increase** in number of participants over 2018
- **Greater focus** on evidence produced more intense interaction
- **Used as a checklist** of member's LGBTI policies and practices
- **Best practices** captured in New Horizons
- **Free** to Workplace Pride Members



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HIGHLIGHTS

Strategic Programs

Workplace Pride Chair at Leiden University

- **On-going research and publications by Professor van der Toorn in 2019 include among others:**
  - The palliative effects of system justification on the health and happiness of lesbian, gay, bisexual, and transgender individuals. ***Personality and Social Psychology Bulletin***
  - Naar een inclusieve werkvloer: Seksuele oriëntatie en genderidentiteit op het werk. ***Gedrag & Organisatie***
  - Looking beyond our similarities: How perceived (in)visible dissimilarity relates to feelings of inclusion at work. ***Frontiers in Psychology***

Funded by kpn

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HIGHLIGHTS

Strategic Programs

Global Leaders Council:

- **Quarterly forum** in which Workplace Pride members can have a high-level exchange of LGBT+ best practices and strategies amongst peers.
- **2019 Hosts** have been PwC, ING, Shell & NL Min. of Foreign Affairs
- **Instrumental in support and sponsorship** of groundbreaking Singapore conference at IBM, plus ongoing Executive Roundtable there and in Moscow. Planning now for Taiwan and Sao Paulo in 2020.

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CHALLENGES

Increase in number of members, activities, programs, demand for external representation and offering to members has resulted in:

- **Adding of 2 Relationship Managers & streamlined staff operations:**
  - Christine Holtkamp and Laurens Hoekstra
- **Increased involvement of WP Board**
  - Bianca Nijhof: Presentation at NL Embassy, Warsaw
  - Angelique Meul: Representing WP at European Commission, Brussels
  - Mark Emdin: Representing WP at ILGA Europe, Prague
  - Marion Mulder: Representing WP at European Lesbian Conference, Kiev
  - Aad Buis: Participation in LGBTI inclusion project in Africa
- **Re-evaluation of Foundation's focus going forward**
  - Better serving members with more content, more user-friendly tools, member-only services and support

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PLANNING 2020

Focus:

- **Continue to enhance our value to our members and the LGBTI community through new services:**
  - Supporting of internal events
  - LGBTI Employee Survey(s)
  - UN LGBTI Standards Toolkit
  - 'Member's-only' area on updated website

Update benefits & costs:

- Slight increase in membership fees due to greater resources requirement, inflationary costs, no increase for 5 years.
- Not applicable in 2020 for 2019 joiners, public sector, academia and civil society

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2020 MEMBERSHIP BENEFITS & RATES	Foundation Member €5.500.- incl. VAT	Foundation Partner €11.000.- incl. VAT	Foundation Leader €19.500.- incl. VAT
MEMBER EVENTS & NETWORKING			
1. Hosting of Connecting Members events with support of Workplace Pride		●	●
2. Participation in 'Connecting Members' events throughout the year	●	●	●
3. Sponsorship opportunities for events and publications	●	●	●
4. Invitation to annual New Year's reception	●	●	●
5. Tickets to annual International Conference	2	3	5
6. Member-only events during Amsterdam Pride	●	●	●
7. Leadership Awards Gala		1/2 table	full table
8. Members Discount for additional tickets to all paid events	●	●	●
9. Participation in Annual Members Meeting	●	●	●
INTERNATIONAL STRATEGY & CONNECTIVITY			
10. Global Leaders Council participation for senior leadership	●	●	●
11. Hosting of Global Leaders Council Meetings		●	●
12. Hosting opportunities for international roundtables & conferences	●	●	●
13. Optional sponsoring of global roundtables & conferences			●
RELATIONSHIP MANAGER/TAILORED SUPPORT			
14. Dedicated relationship manager to get the most out of your membership	●	●	●
15. Supporting internal events (e.g. launching or speaker events) **NEW**	1	2	4
16. Annual LGBTI strategy meeting for LGBTI Networks or D&I Function		●	●
17. Annual LGBTI strategy presentation/brainstorm with your top management			●
18. Consultation with Executive Director			●
STRATEGIC CONTENT SUPPORT			
19. Free participation in annual Global Benchmark survey, results and written analysis	●	●	●
20. Consultation of Global Benchmark results		●	●
21. Presentation to your management of Global Benchmark results			●
22. Free participation in LGBTI Employee survey, results and written analysis **NEW**	●	●	●
23. Consultation of LGBTI Employee results **NEW**		●	●
24. Presentation to your management of LGBTI Employee results **NEW**			●
PUBLICATIONS, RESEARCH AND PROMOTION			
25. Use of Workplace Pride logo for member's website	●	●	●
26. Promotion of member's events on Workplace Pride's Social Media Channels **NEW**	●	●	●
27. Member logo on Foundation Website & in New Horizons Magazine	3rd level	2nd level	1st level
28. New Horizons Magazine: 2x yearly advertisement or article		1/2 page	full page
29. Logo placement on International Conference App	10% discount	50% discount	●
30. Presentation by Workplace Pride Chair at Leiden University (if available and at cost)	●	●	●
31. New Horizons Magazine: Hard copies with branded back cover (at cost)		●	●
32. Opportunities to participate in Foundation-sponsored scientific research		●	●
33. Dedicated 'executive' articles in New Horizons			●
SPECIAL PROGRAMS AND SERVICES			
34. Participation in dedicated LGBTI programs for Women, Young and Tech-oriented LGBTI people	●	●	●
35. Member's discount of 10% on all Workplace Pride inclusion merchandise	●	●	●

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PLANNING 2020

Activities

23 JAN	New Year's Reception: Vodafone-Ziggo, Utrecht
23 JAN	Launching Employee Survey(s)
FEB	Opening Global Benchmark Survey
10 APR	LGBTI in business focused event, Taipei (Host EY)
12 JUN	Workplace Pride International Conference, Rotterdam
AUG	Amsterdam Pride: Stories from the Heart/ Pride Walk Brunch
AUG	LGBTI in business focused event, Sao Paulo (Host Cargill)
NOV	Leadership Awards Gala
DEC	Annual Member's Meeting
Quarterly	Global Leaders Council: Q1 2020 @ BakerMcKenzie

CONCLUSION

- Challenges of LGBTI Inclusion at work greater than ever, but opportunities for positive change are within our reach
- Workplace Pride must ‘up our game’ to keep pace with the challenges internally and externally
- Through greater visibility, connection and interaction with our members here and around the world, we have a better chance of having a positive impact for LGBTI communities
- 2020 will be a year of accountability for our members and for the movement

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Annual Member's Meeting Q & A