



**Workplace
Pride**

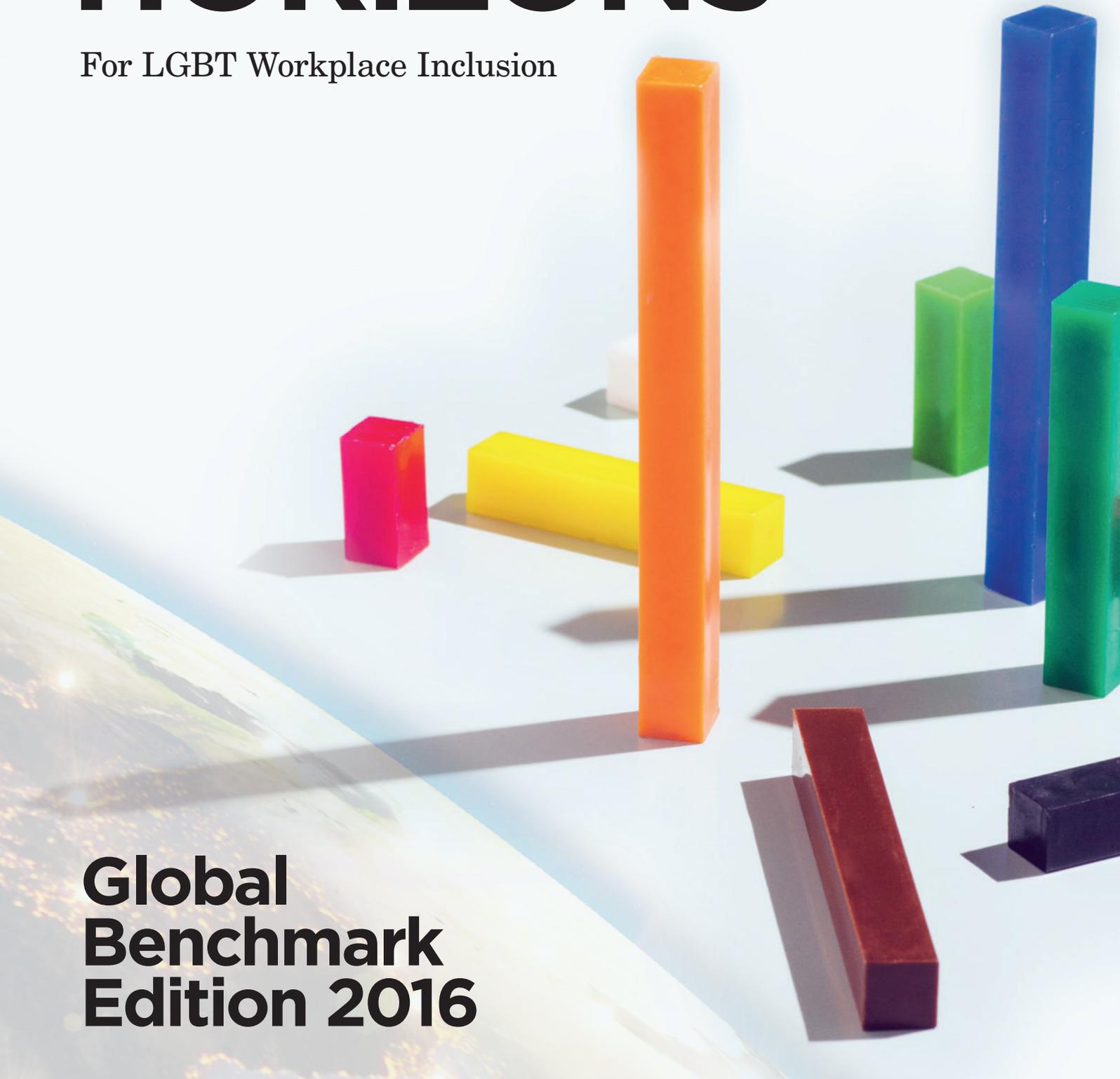
International platform for LGBT inclusion at work

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NEW HORIZONS

For LGBT Workplace Inclusion

**Global
Benchmark
Edition 2016**



WELCOME TO
NEW HORIZONS
FOR LGBT WORKPLACE INCLUSION

Hello and Welcome,

Workplace Pride is pleased to present the Global Benchmark edition of our bi-annual magazine, "New Horizons for LGBT Workplace Inclusion". This edition takes a detailed look at the results of the 2016 Global Benchmark Survey which scores participating organizations on their international LGBT policies and practices.

Now in its 3rd year, the Global Benchmark has come to symbolize the desire and even the need for internationally-active organizations to reach beyond borders and address LGBT workplace topics for their employees, clients, and many other stakeholders.

As an indication of the importance of this topic, the 2016 edition of the Benchmark has seen a large increase in the number of participants from 21 in 2015 to 30 in 2016. Remaining at the crest of the international workplace LGBT inclusion wave, and setting the tone for leadership in this field is IBM which, for the 3rd year in a row, and with a score of 89.11%, is the top scoring participant.

In addition to the Global Benchmark results, this edition showcases a number of our international partners around the world. Although active in different cultures and legal settings, together we are all striving for the same goal of greater LGBT inclusion in the workplace.

Finally, ongoing and developing initiatives of Workplace Pride, such as our women and youth programs, plus the Chair at Leiden University, will be explained in more detail to demonstrate both the personal element and the breadth of this topic.

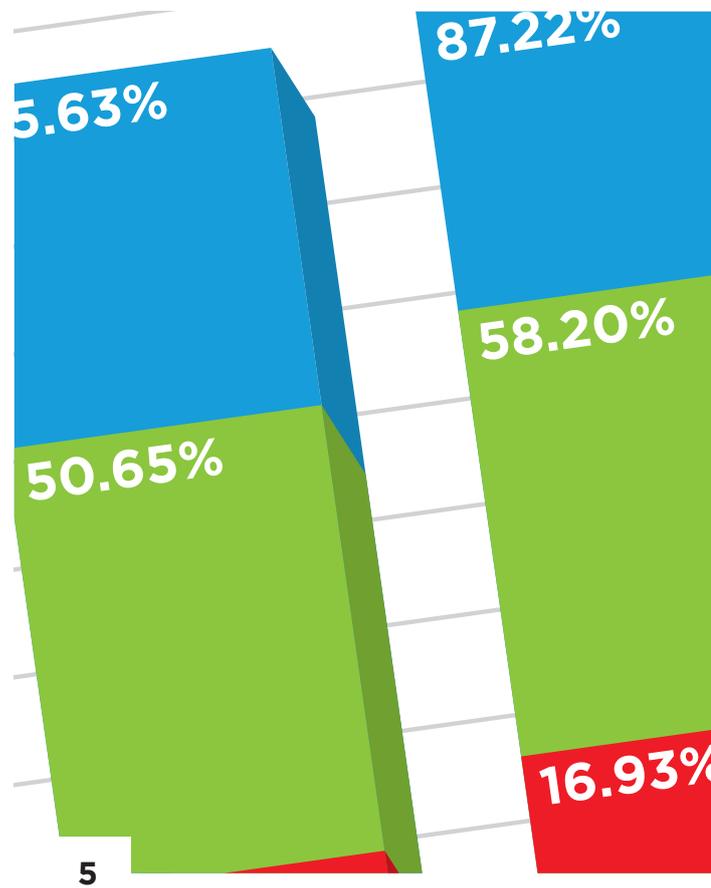
Workplace Pride applauds all organizations that have taken part in the 2016 Global Benchmark.

Through their support for LGBT workplace inclusion and willingness to demonstrate leadership, they encourage all stakeholders to continue the momentum and create change that is both realistic and sustainable.

DAVID POLLARD

Executive Director

WORKPLACE PRIDE FOUNDATION



COLOFON

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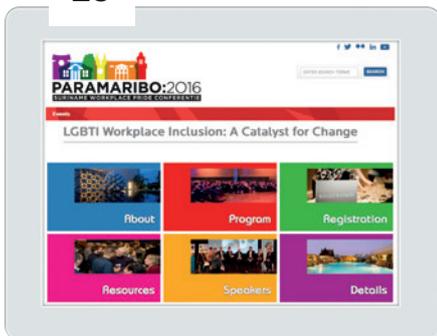
CONTENTS

ISSUE 2

NOVEMBER 2016

3	Global Benchmark Background
5	2016 Global Benchmark Results
11	Workplace Pride Chair at Leiden University
21	Global Benchmark Best Practices
25	Our Members
27	Women@WorkplacePride Launched
29	Workplace Pride International Conferences
31	Rainbow families in the workplace
33	Young@WorkplacePride
35	Sexual Orientation Map
39	The Declaration of Amsterdam
42	Global Benchmark Partners
50	Workplace Pride: Who are we?

29



11



Global Benchmark BACKGROUND

The Workplace Pride Global Benchmark was initiated in 2011 from an initial study “LGBT-Equality in the Global Workplace”¹ conducted with the University of Twente.

This resulted in a program that included stakeholders from the LGBT community and from major private and public sector employers across different countries. It also sought to create a measurement tool for greater LGBT workplace inclusion that:

- challenge the status quo
- establish realistic and achievable goals

In 2014, the first Global Benchmark survey was a success with 19 organizations participating and has grown to the 30 organizations that participated in the 2016 edition.

PURPOSE

The Global Benchmark primarily addresses LGBT Workplace Inclusion by looking at the implementation and/or achievements linked to LGBT workplace policies and practices. It takes into account the challenges associated with implementing across multiple locations where legislation, culture and development vary dramatically, while also providing a basis for employers based in only 1 country.

In both instances, the results provide a baseline score against which organizations can change policies and practices to improve LGBT Inclusion and Equality in the workplace.

METHODOLOGY

Global Benchmark participants, both member and non-members of Workplace Pride, complete a free, multiple-choice online survey. In addition to questions based upon their own organizations’ policies and practices, there are questions to help us group and classify results with the aim of facilitating comparison and action planning. Evidence is required for a number of questions in order to validate the claims of the participant.

The overall score for a given participant represents standing against the 100% ideal – which is reviewed and adjusted yearly to ensure that we raise or adjust the bar in line with the evolution for LGBT employees around the world. This evaluation takes place as the Global Benchmark is being prepared and includes Workplace Pride members, leading LGBT organizations (voice of the community) and our Global Benchmark Partners.

TOPICS EVALUATED:

- LGBT inclusive policies and communication
- Integration of LGBT employee networks
- LGBT awareness in the workplace
- Inclusive support and benefits for LGBT employees
- Inclusion and engagement of LGBT employees
- LGBT workplace expertise and monitoring
- Business and Supplier engagement on LGBT equality

EVALUATION OF RESULTS

Scores are determined through statistical evaluation of a pre-designed weighted scoring grid and analysis of the evidence provided.

Global Benchmark survey statistical design process and the calculation of the final results were validated by Leiden University.



**Universiteit
Leiden**

1 LGBT Equality in the Global Workplace: Organizational responses to Administrative Challenges around LGBT Workplace Equality: J.J. Boerties, University of Twente 2012

ACKNOWLEDGEMENTS

Special thanks goes to the following people and organizations who have played a direct role in the 2016 Global Benchmark:

Brian Yothers (BriYo Services): Global Benchmark Project Manager & Contributing & Coordinating Editor New Horizons Benchmark Edition

Dr. Tina Nane (Leiden University/TU Delft): Statistical collection and analysis (Leiden University/TU Delft)

NautaDutilh: Host of the 2016 Benchmark Member Focus Group

IGLA Europe: Host of the 2016 Benchmark Voice-of-the-Community Focus Group

Finally, Workplace Pride would like to acknowledge all of our members, non-members and many volunteers who participated in the success of the 2016 Global Benchmark. Your dedication, courage and innovation continue to improve LGBT workplace inclusion around the world for hundreds of thousands of LGBT. Thank you !

Introduction

2016 was a year of tremendous growth for the Workplace Pride Global Benchmark. The number of participating organizations increased by more than 40% from 2015, and now represent over 3 million employees worldwide.



DRIVING CHANGE

Participating in Global Benchmark drives progress for LGBT Inclusion in the workplace for companies and organizations. We see an average growth of more than 12% from 2014 to 2016 in overall scores of the organizations that have participated in all 3 years of the Global Benchmark. From this we can conclude that Global Benchmark results help drive focus and actions that make a positive difference.

“Doing the research in order to complete the survey is a very valuable exercise in itself”, re-enforcing that gathering the Global Benchmark survey information has a positive impact of its own.

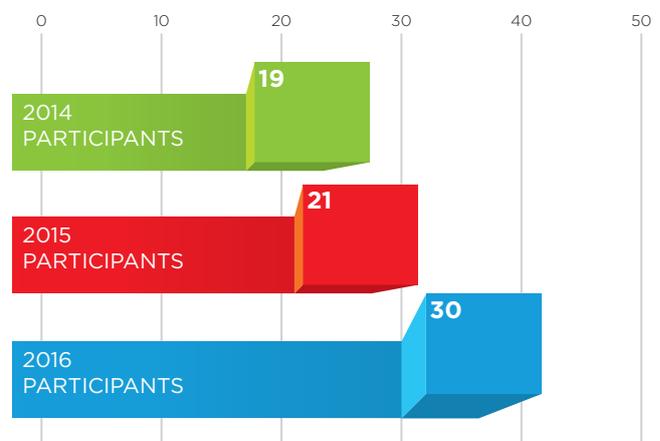


USE OF MEDIAN SCORES

The growth in number of participants in the 2016 Global Benchmark has an impact on the summarized results. With 11 organizations participating for the first time in 2016, they represent 37% of the total. Having no historical results to work from, these organizations scored on average 25 points lower than those organizations that have participated in the past. For these first-time organizations, the Global Benchmark is establishing a baseline from which they will grow.

With this larger number of lower scores, the overall average declines slightly (from 56.78% in 2015 to 56.56% in 2016). “In the presence of data with some very low or some very high scores (we call this a skewed distribution), the median is a more appropriate summarizing measure than the mean (average).”

explains Tina Nane - Assistant Professor of Applied Probability and Workplace Pride Global Benchmark Advisor. The median (the number of which 50% of the participants score above, and 50% score below) will be referenced throughout this report.



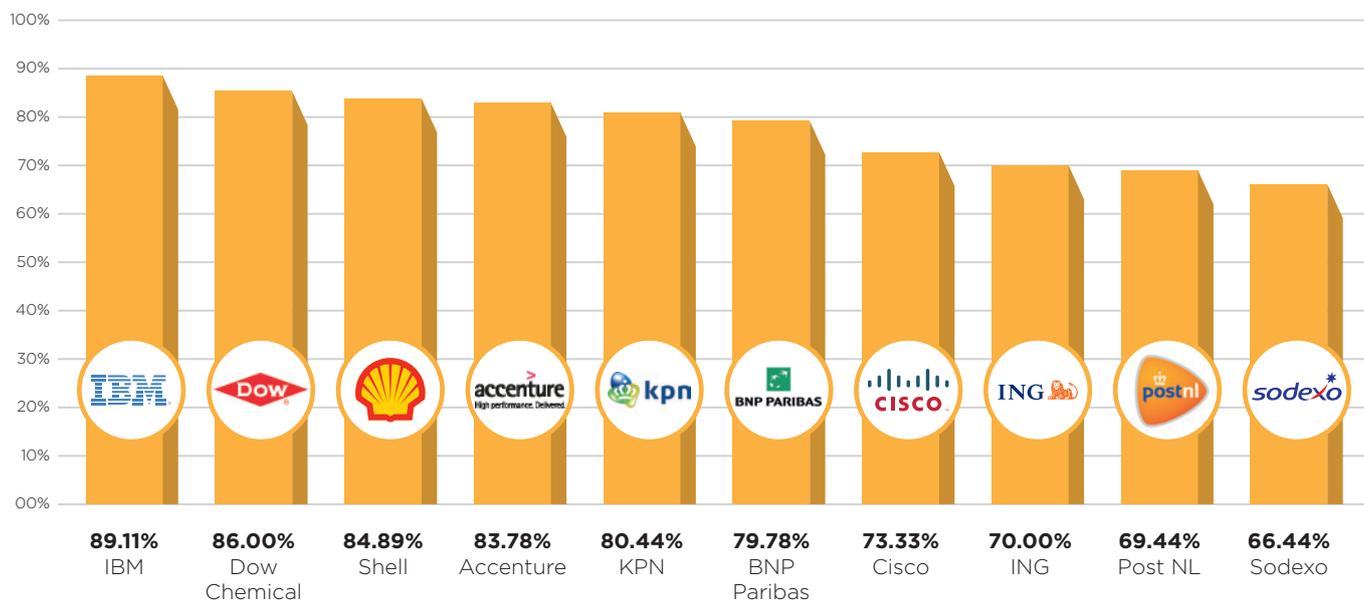
Overall Results

TOP SCORES

For the third year running, IBM, with an overall score of 89.11%, has achieved the highest score of all participating organizations. They scored 1st in the Policy & Communication section, and were in the top 4 across all of the remaining sections of the Global Benchmark.

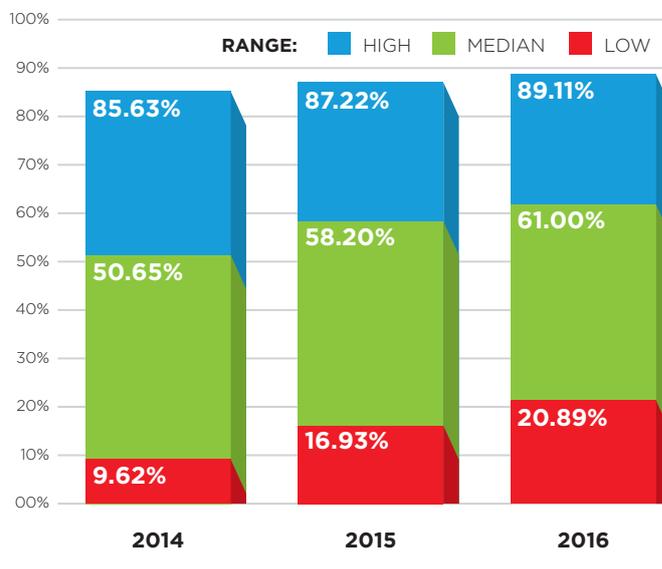
Dow Chemical moved from an overall 4th place in 2015 to 2nd in 2016 with an score of 86.00%. They share top honors in the Support & Benefits section of the survey.

Royal Dutch Shell held it's overall 3rd place position, and Accenture achieved an impressive 4th position in their first year participating in the Global Benchmark.



OVERALL SCORE TRENDING

The 2016 median score is 61.00%, up from 58.20% in 2015 and 50.65% in 2014, showing that there is overall progress being made. We also see the low score growing faster than top scores, supporting evidence that the Global Benchmark helps organizations focus and improve LGBT Inclusion in their workplace.



IBM Scores the Highest on the Workplace Pride Global Benchmark for the 3rd Year Running

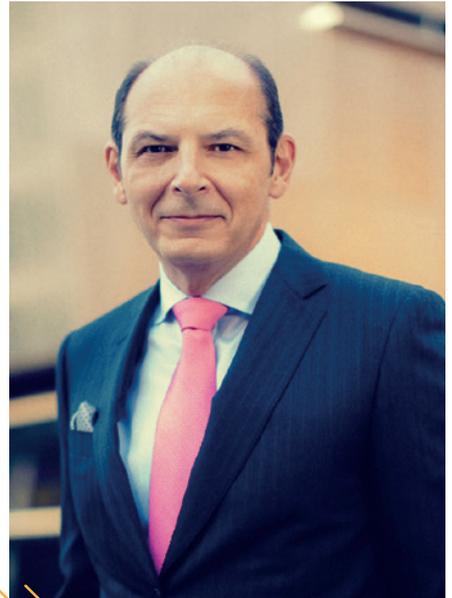
For decades, IBM has been at the forefront of diversity and inclusion because they believe that supporting all employees in the workplace is good for innovation and business.

“Being inclusive in the workplace has always been part of our culture and our values as IBMers,” says Bruno Di Leo, Senior Vice President, IBM Sales & Distribution and sponsor of the LGBT Council at IBM, this year’s Global Benchmark top scorer.

In fact, as far back as 1953, IBM CEO T.J. Watson, Jr. famously declared, “It is the policy of this organization to hire people who have the personality, talent and background necessary to fill a given job, regardless of race, color or creed.” And more than 30 years ago, IBM was one of the first companies to include sexual orientation as part of its Equal Opportunity policy. The company extended domestic partner benefits to gay and lesbian employees in the U.S. almost 20 years ago.

Over the years, IBM has built upon this policy and embedded it throughout its business activities around the world. Today the company supports LGBT efforts with local stakeholders, including many civil society representatives; in countries where being openly LGBT at work can still be quite a challenge. Coupled with specialized training, LGBT management support systems, an empowered LGBT executive council, LGBT self-disclosure mechanisms, an active and wide-ranging LGBT network (EAGLE) and a pro-active stance in those areas of the world still struggling with how to deal with this sensitive topic, IBM has continually shown its leadership to not only the corporate world, but also to governments and civil society.

“We are very proud to have been recognized by Workplace Pride,” said Di Leo. “However, we know that in the very dynamic world we live in, we must be vigilant. We work with all stakeholders to make sure that the path to progress is constant and genuine. Our vision remains: we want all of our employees to be able to be themselves at work, no matter what their background, their sexual orientation, gender identity or expression.”



SCORE GROWTH (YEAR OVER YEAR):

Randstad Holdings is in the list of Top Improvers for the second year running, jumping 35.11 points from their 2015 result - with their largest gains in Employee Networks and Business & Supplier Engagement sections.

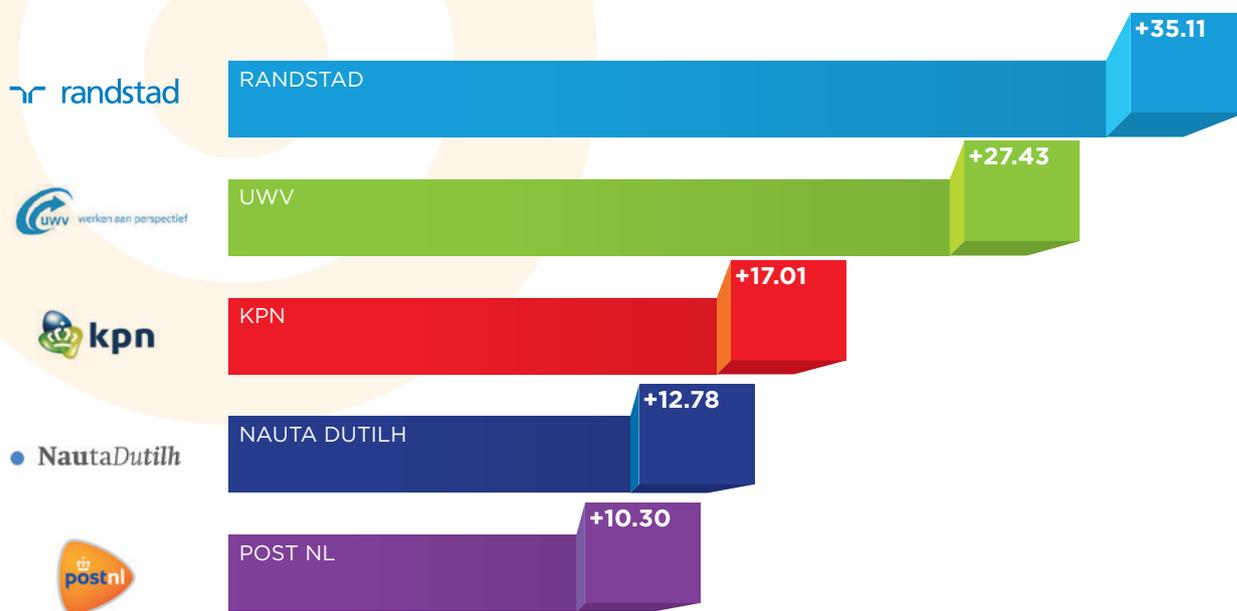
UWV is leading the way in the Public sector with a 27.43 point increase over their 2015 score with growing results across all sections of the survey, and a 1st place finish in the Employee Networks area.

THE OTHER 3 PARTICIPANTS WITH DOUBLE-DIGIT GROWTH ARE:

KPN 1st place score in Policy & Communication and Business & Supplier Engagement sections.

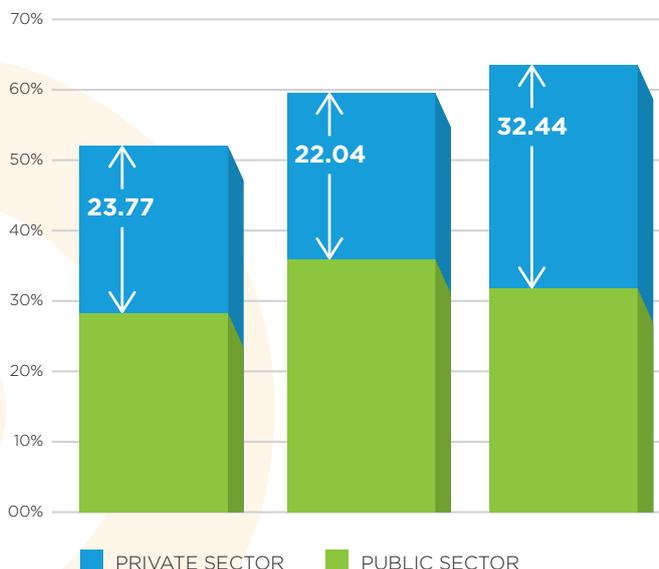
Nauta Dutilh (Also a Top Improver in 2015) with strength in Workplace Awareness

Post NL 1st place score in the Expertise and Monitoring section.



PRIVATE / PUBLIC SECTOR ANALYSIS

In 2016, the gap in median scores between the Private sector and Public sector has widened to 32.44 points (Private sector median 64,22% / Public sector median 31,78%). Though this is partially due to the large number of first time participants in the Public sector segment, it continues to reinforce that there is more work to be done in the Public sector.



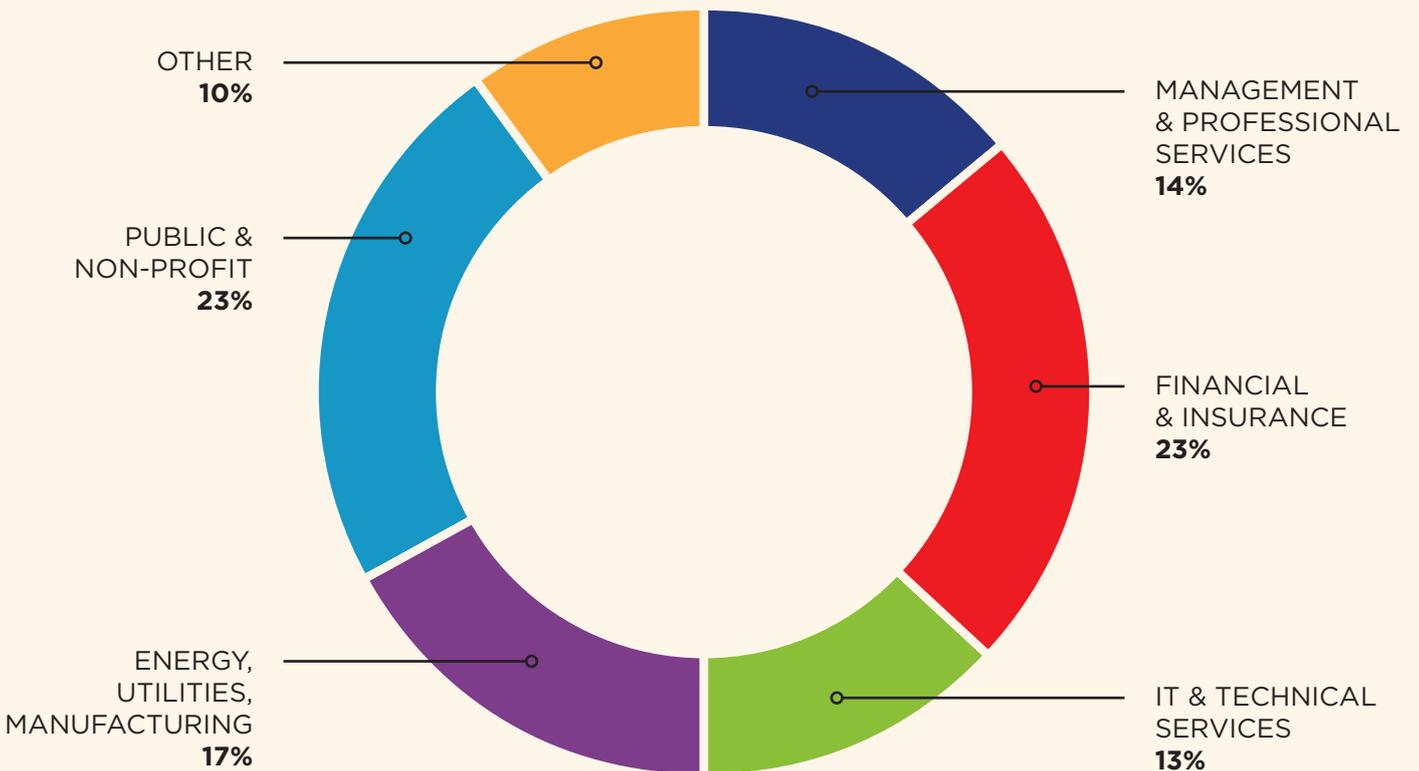
High Scores by Size



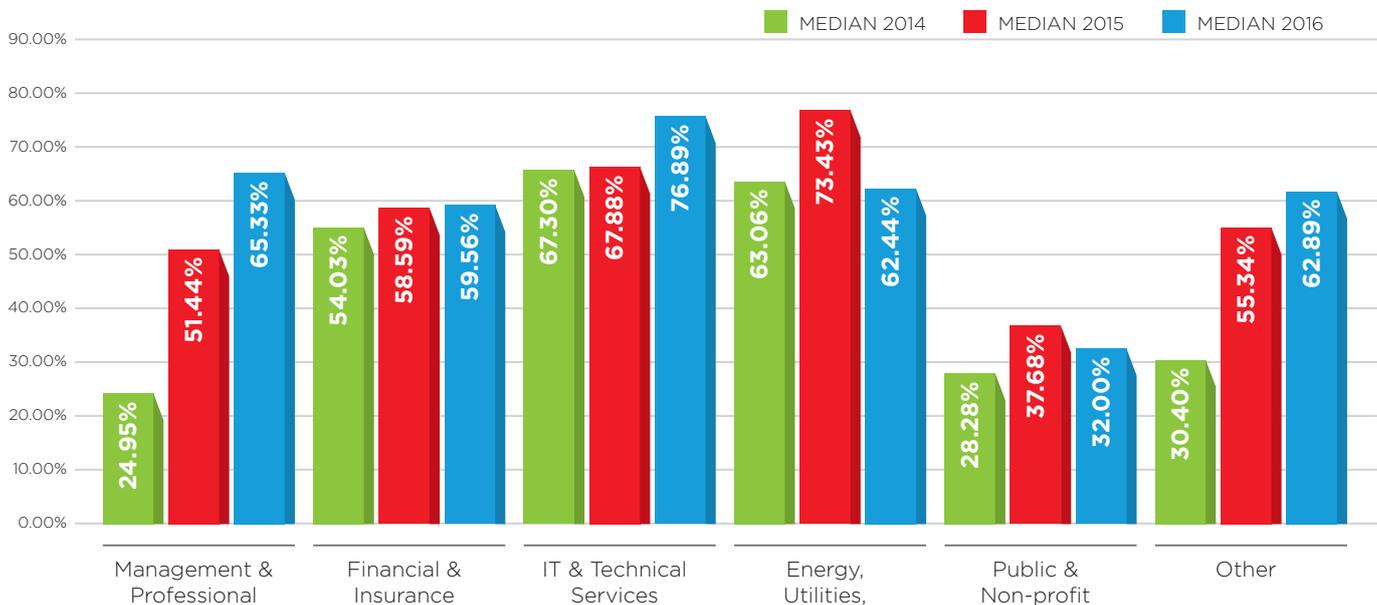
Industry Sector Analysis

2016 GLOBAL BENCHMARK PARTICIPANTS
REPRESENT A VARIETY OF INDUSTRY

For reasons of confidentiality, participants from industry segments with few participants have been grouped into the 'Other' sector.



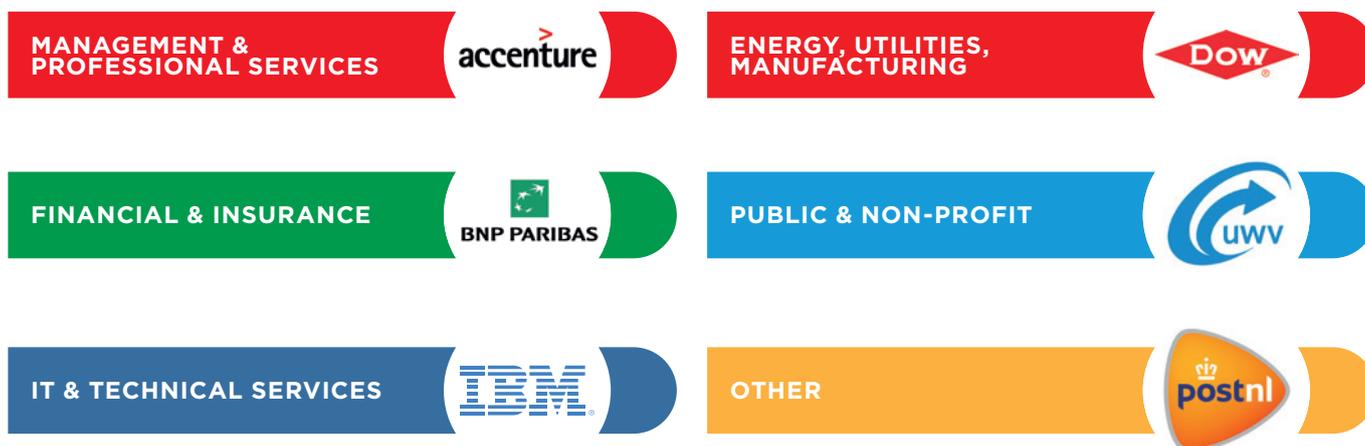
MEDIAN SCORE TREND BY SECTOR



Median scores and trends show that IT & Technical Services organizations are leading the way, with Public Sector participants showing the most opportunity for growth, and a strong engagement with the largest % of first time participants in 2016. The Management & Professional Services sector continues to be the sector making the most improvement year-over-year, with the Financial & Insurance sector also maintaining steady growth. Buoyed by strong individual performers, the 'Other' sector also posted strong growth. First-time participants in the Energy, Utilities & Manufacturing sector saw the median score dropping slightly in 2016.



High Scores by Industry Sector





Workplace Pride
Chair at Leiden
University

**DR. JOJANNEKE
VAN DER TOORN**

After years of preparation, and with the generous support of KPN, Workplace Pride and Leiden University are delighted to kick-off the scientifically-based work of the Chair. Professor van der Toorn tells in her own words what the Chair involves and how she will go about fulfilling the role.

“My past and current work examines the circumstances under which people are either more or less likely to support social change. In this, I have researched manifestations of heteronormative (where heterosexuality is the norm) dominance among both straight and gay individuals. LGBT+ people face specific challenges at work in organizational climates that underestimate the importance of being able to express one’s personal identity. A lack of visibility, openness and acceptance are important issues for companies and organizations to consider.

To enhance the scientific body of knowledge on the workplace inclusion of LGBT+, I will work on three broad and interrelated lines of research. A first focus will be to identify the factors that influence the workplace inclusion of LGBT+ people and to examine their dynamics. A second aim will be to contribute to evidence-based solutions to workplace inclusion by examining what are (and aren’t) effective types of policies and interventions. A third focus will be on how diversity policy is best communicated and implemented in order to mitigate resistance and enhance both majority and minority members’ support for it.

I will carry out these tasks in collaboration with international scientists and practitioners from diverse disciplinary backgrounds and perspectives, and in close cooperation with companies, organizations, and civil society partners. I expect the Workplace Pride Global Benchmark to be an extremely valuable tool in uncovering what companies and organizations are currently doing to increase the inclusion of LGBT+ people and how we can work together to improve these solutions.

To increase societal awareness of LGBT+ inclusion at work, I aim to integrate the research findings in the university teaching curriculum and to communicate them to societal partners and a wider audience.

Finally, I look forward to working closely with Workplace Pride and its members to help expand on the knowledge and experience that they have gathered over the past decade.”

Dr. van der Toorn can be contacted at j.m.vandertoorn@uu.nl



SHORT CAREER BIO:

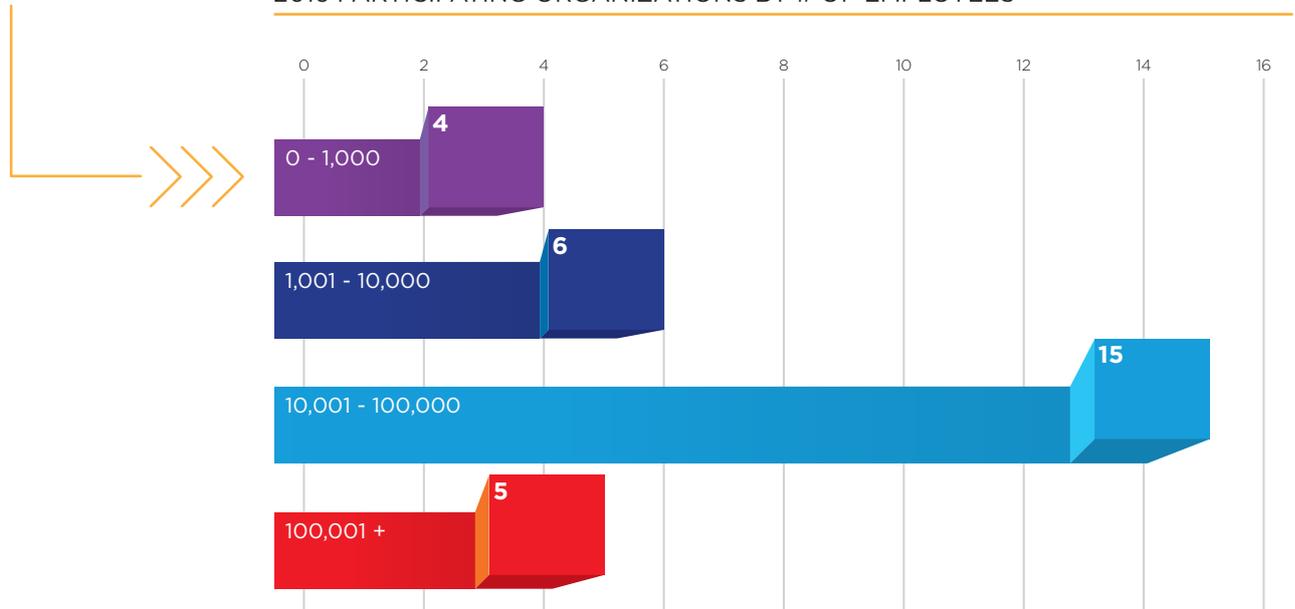
After obtaining Master’s degrees in work & organizational psychology and cultural anthropology from the Free University Amsterdam, Dr. van der Toorn completed a PhD in social psychology from New York University. She then worked as a post-doc at Yale University and as an assistant professor at Leiden University. As the Chair by Special Appointment on International LGBT Workplace Inclusion, she will combine her current position at Utrecht University with her activities at Leiden University.

2016 GLOBAL BENCHMARK RESULTS

ORGANIZATION SIZE ANALYSIS

Out of the 30 participating organizations, 20 of them have more than 10,000 employees, with half of all participants falling into the 10,001 – 100,000 range. Together these 30 participants employ more than 3 million people worldwide.

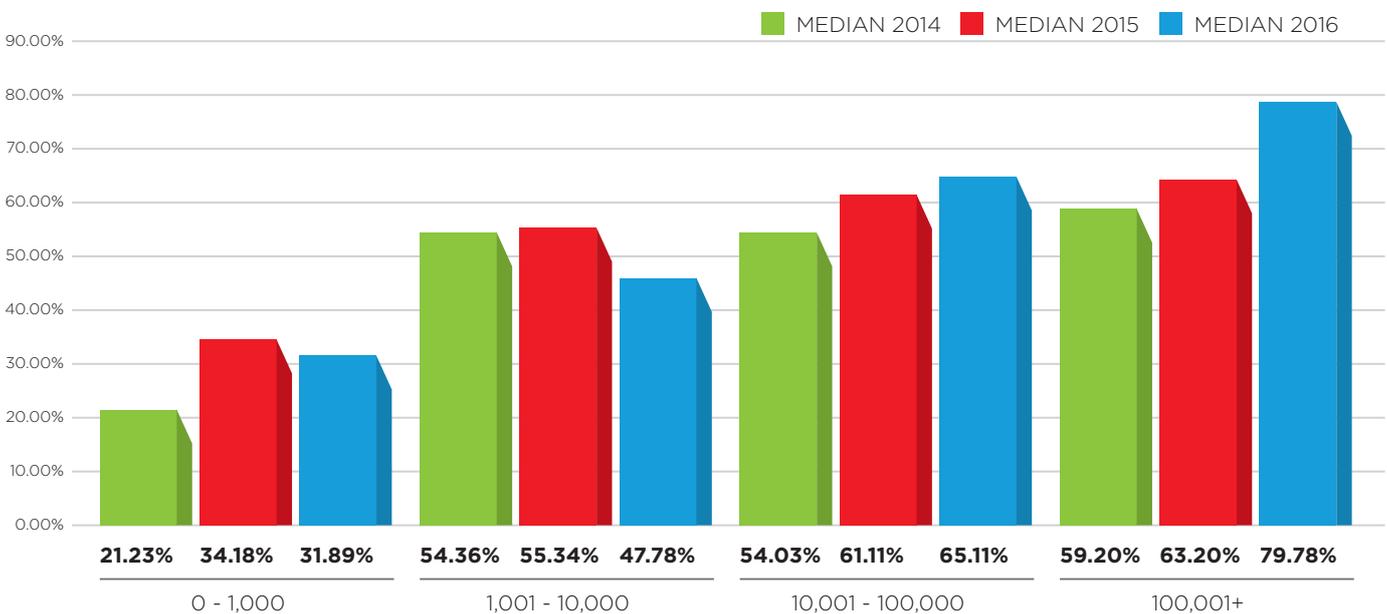
2016 PARTICIPATING ORGANIZATIONS BY # OF EMPLOYEES



The median score trending shows a direct correlation between the number of employees and overall score, suggesting that, though having more employees presents challenges of scale and variation, it may also yield advantages in terms of focus and resources.



MEDIAN SCORE TREND BY # OF EMPLOYEES



True colours,
here I come



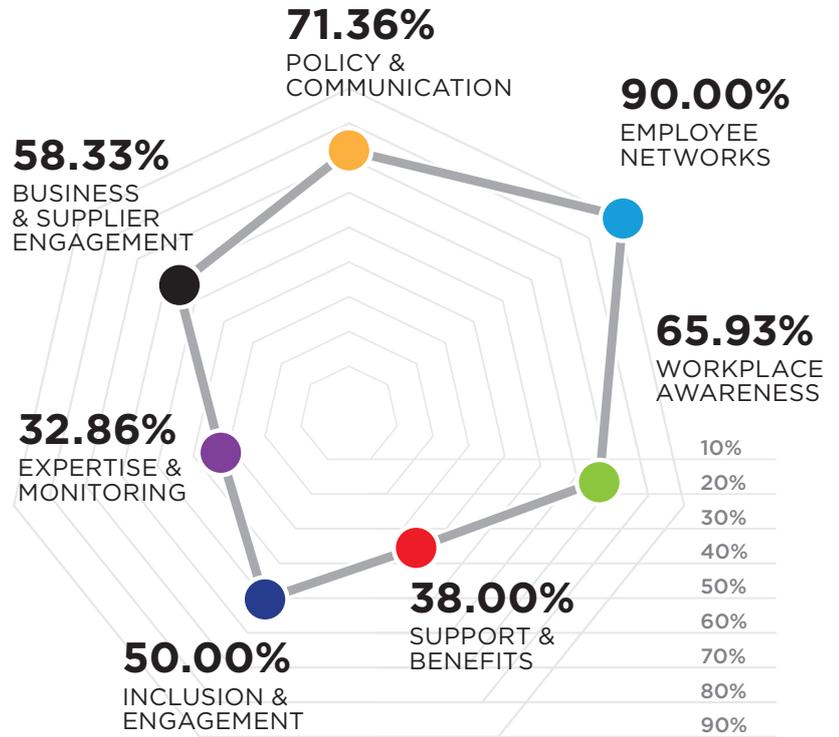
Proud participant
Europride 2016



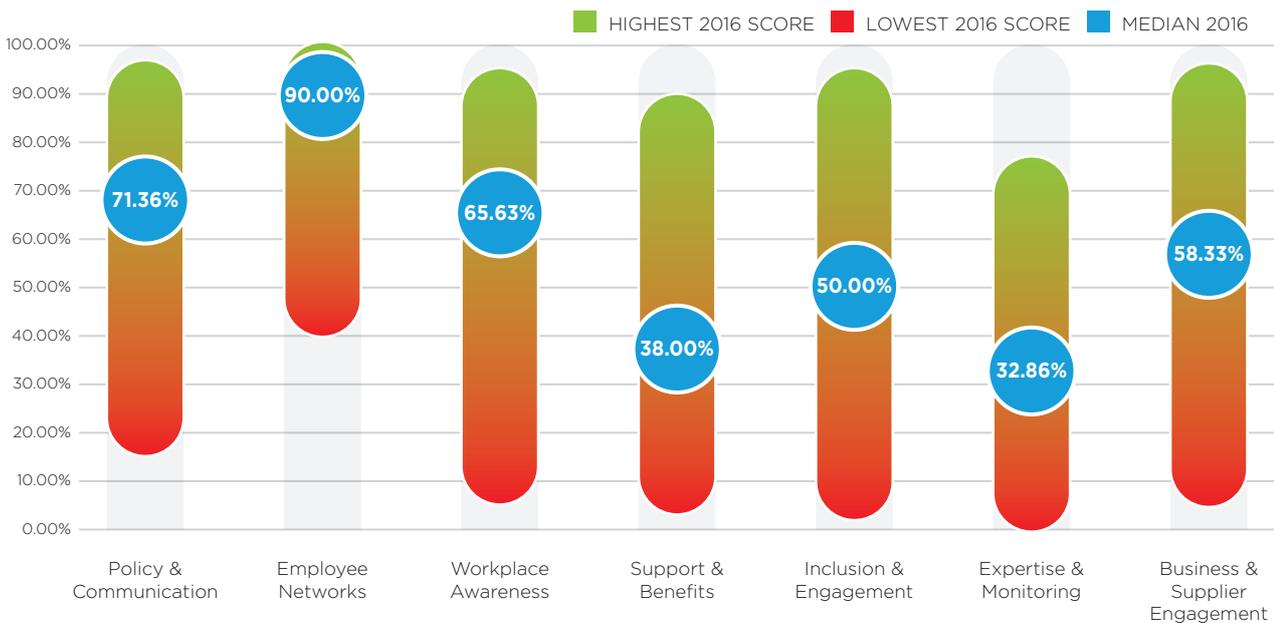
Section Analysis

The Global Benchmark consisted of 43 questions in total. There were 24 core evaluation questions divided into the 7 key Global Benchmark sections:

We see that Employee Networks is the strongest area for participants, with the highest top score, low score and median score when compared to the other sections. Expertise and Monitoring is the area of biggest opportunity, however we are seeing progress by some leading organizations. The largest gaps between top scores and low score are in Inclusion & Engagement and Business & Supplier Engagement, and provide the chance for leading companies to share their best practices with those that are looking to grow in these areas.



2016 SCORE RANGES BY SECTION



Focus Areas

In addition to the questions that contribute directly to the overall scoring, the Global Benchmark also asks participants to share what challenges they met, and key initiatives or measures they undertook with respect to LGBT workplace equality.

There were three areas with respect to LGBT workplace equality that participants identified as the greatest challenges



Initiatives

As for initiatives that were most effective - there were also some key themes that were repeated through many of the Global Benchmark submissions

INFLUENCING FORMALLY SUPPORTING CRITICAL LGBT LEGISLATION AND/OR OPPOSING DISCRIMINATORY LEGISLATION

MONITORING USE OF SELF-IDENTIFICATION TO MEASURE LGBT WORKPLACE EQUALITY

MARKETING CREATING EXTERNAL VISIBILITY AS AN LGBT SUPPORTIVE EMPLOYER

NETWORKING ENGAGING WITH OTHERS TO BENCHMARK, MENTOR, AND SHARE BEST PRACTICES

INTERNATIONAL EXPANDING LGBT EMPLOYEE NETWORKS INTO COUNTRY LOCATIONS THAT ARE CHALLENGING WITH RESPECT TO LEGISLATION OR ACCEPTANCE

PROGRAMS AND EVENTS STRAIGHT ALLY PROGRAMS, AND INFORMATION AND AWARENESS EVENTS ON CURRENT TOPICS IMPORTANT TO LGBT EMPLOYEES

We can see that there are some overlaps and common dynamics within the challenges participants are facing, and initiatives they are undertaking.

Leveraging this qualitative information in addition to the Global Benchmark results, Workplace Pride aims to bring parties together who are addressing similar issues to bring to bear the power of many – and to connect those that may have best practice with those that are facing a challenge in the same area.



The Hague

The Hague International City of Peace and Justice Working towards a better world

The Hague is the international city of peace and justice. Here, every day, tens of thousands of people jointly pursue a more peaceful, just and secure world. They work in around 160 organisations, hundreds of companies and various knowledge centres. And also in the Peace Palace, the symbol of international justice for more than 100 years. The Hague is the place where conflicts are prevented and peacefully solved. It is, furthermore, the host city for international conferences and a meeting place for dialogue and debate. For everyone; both now and in the future.



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The value of new horizons

GLEE@PwC is our inclusive business network for Gays, Lesbians and Everyone Else within PwC. Our goal is to break down the barriers of differences and connecting people at work. Celebrating that we're all unique regardless of our sexuality, race, gender, religion or ability. Just embrace the uniqueness of all people. Taking LGBT inclusion to the next level and create new insights and find new horizons.

Being a member of *Workplace Pride* gives us the opportunity to be connected with other business networks and to build relationships.



To read more about why we believe in diversity or about PwC in general go to www.pwc.nl or www.werkenbijpwc.nl



Section Summaries

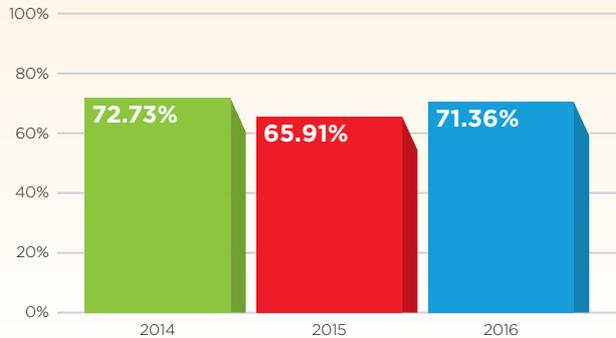
S1. POLICY & COMMUNICATION

Measures the scope of the LGBT workplace equality policy and inclusiveness of formal communications and the measures taken to ensure policy compliance in all branches of the (global) organization.

TOP SCORES

1. IBM & KPN (TIE)
3. DOW CHEMICAL

Rebounding after a dip in 2015, indicates there is focus and progress being made



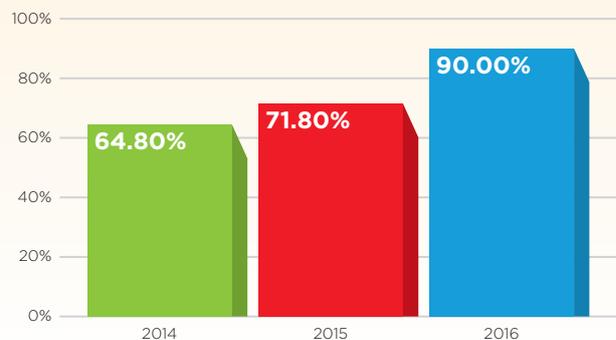
S2. EMPLOYEE NETWORKS

Measures the existence, structure and role of LGBT-employee networks within the (global) organization with regard to the organization's objectives.

TOP SCORES

1. UWV
2. SHELL
3. DOW

Strong upward trend and high scores show this as an baseline area of strength



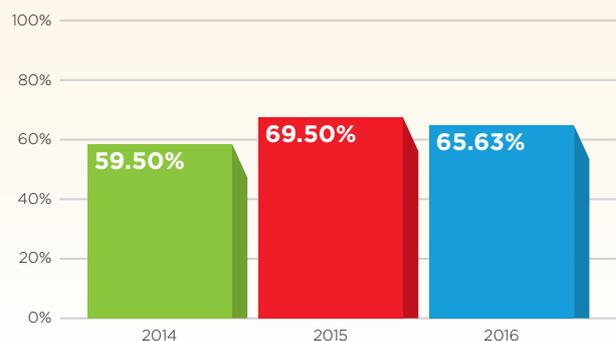
S3. WORKPLACE AWARENESS

Measures the way participants raise awareness for LGBT inclusion within the organization, and depth and substance of (LGBT) workplace diversity training.

TOP SCORES

1. SHELL
2. IBM
3. NAUTA DUTILH

We see a decrease in scores here – in part as a new question was added in this section of the 2016 survey



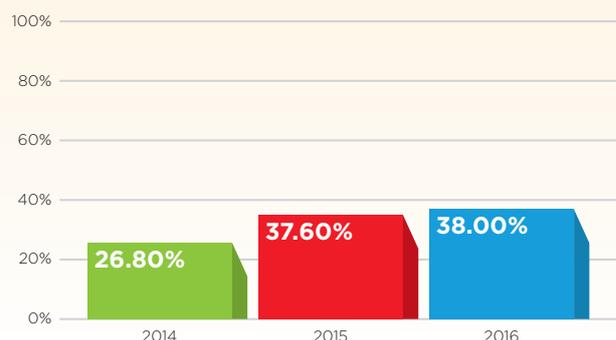
S4. SUPPORT & BENEFITS

Measures the ways organizations support LGBT-employees on an individual basis (e.g. workplace safety, support during coming-out/transition) and equal benefits for LGBT-employees (and their spouses and families).

TOP SCORES

1. ACCENTURE & DOW (TIE)
3. IBM

Small amount of progress here – remains positive as we continue to raise the bar in this area



2016 GLOBAL BENCHMARK RESULTS

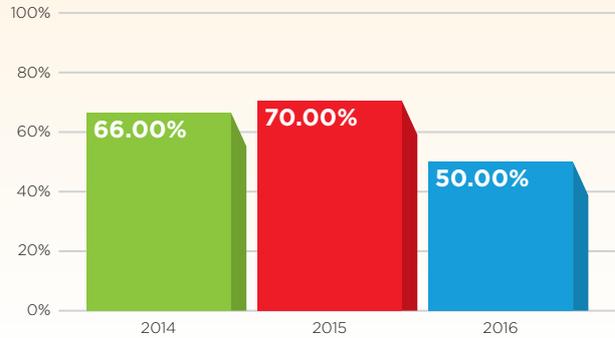
S5. INCLUSION & ENGAGEMENT

Measures the ways LGBT and non-LGBT employees support each other (verbally and actively) within the organization, and the level of leadership support, straight allies (supporters) and cross-mentoring initiatives.

TOP SCORES

1. SHELL
2. IBM
3. DOW CHEMICAL

This is the largest drop in the 2016 survey. There was a realignment of questions that resulted in an additional question being evaluated in this section – however this is an area where more focus is needed



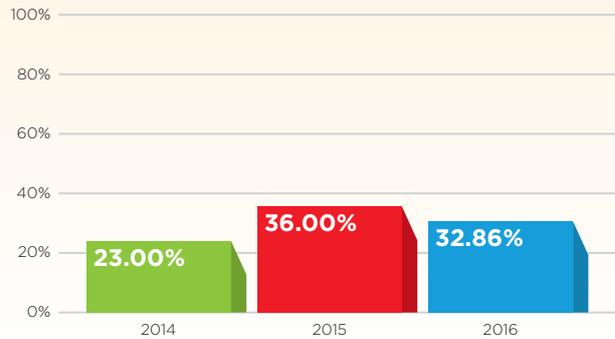
S6. EXPERTISE & MONITORING

Measures the ways LGBT workplace diversity objectives are identified and monitored, and how expertise and best practices are used.

TOP SCORES

1. POST NL
2. IBM
3. ACCENTURE & DOW (TIE)

Here we see a slight decline in score, however we raised the bar with respect to monitoring in 2016 as we are seeing organizations meet the many challenges faced in this area



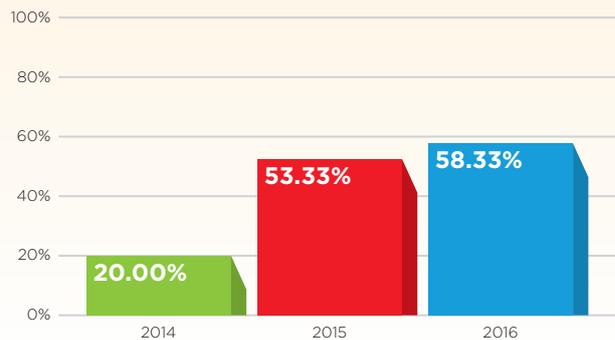
S7. BUSINESS & SUPPLIER ENGAGEMENT

Measures the extent to which organizations externally profile themselves as LGBT-inclusive employers.

TOP SCORES

1. KPN
2. ACCENTURE
3. IBM & ING (TIE)

Solid positive trending here, largely due to organizations reaching out more explicitly to suppliers and customers





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IBM recognizes the unique value and skills every individual brings to the workplace. We believe that innovation comes from seeking out and inspiring diversity in all its dimensions.

Consciously building diverse teams and encouraging diversity of ideas helps us make the greatest impact for our clients, our colleagues and the world.

**Diversity of People. Diversity of thought.
A smarter way to innovate every day.**

For over 30 years, we've been proud supporters of the LGBT community.

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2016 GLOBAL BENCHMARK BEST/GOOD PRACTICE EXAMPLES

Workplace Pride aims to provide information, share practices and make connections to help member organizations accelerate their own efforts. Once again this year, Global Benchmark participants have shared examples where they have been successful in furthering LGBT Equality in the Workplace. Areas of expertise and hot topics include:

GENDER-NEUTRAL SERVICES

Cisco	Policy stating that employees should select the bathroom aligned to the gender they identify with.
Elsevier	Conducted survey on Gender Neutral toilets - 69% were in favour

TRANSGENDER EQUALITY

Dow	Partnered with the National Center for Transgender Equality to ensure our Transgender Transition Guidelines are best-in-class
ABN AMRO	CEO meets with Transgender employees

DIFFICULT COUNTRIES/REGIONS

Accenture	LGBT FACES workshop involved India leadership - highlighting the significant role Leaders play in enabling inclusion at the workplace
IBM	Developed an LGBT Resource Guide for Employers for China and India Organized the 1st annual LGBT Executive Forum in Bangalore bringing together corporations from across India to share best practices and LGBT marketplace strategies

EXTERNAL - INDUSTRY SECTOR LEADERSHIP

Nauta Dutilh	Founded a Legal LGBT Network – Forward to promote the acceptance, acknowledgement and visibility of LGBTs in the Dutch legal services industry
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EXTERNAL LGBT ADVOCACY

PostNL	Issued a EuroPride postage stamp in cooperation with AGP (Amsterdam Gay Pride)
KPN	Pridestream campaign (www.pridestream.org) - online live stream from the Amsterdam Canal Parade
ING	Pink ATMs and all Pride theme on Amsterdam ATM screens
Sodexo	Created a new word “hétérallié” (French for “straight allies”), word is now used by other companies and clients
BNP Paribas	Met with representatives of French trade unions to present the network and discuss the stakes of LGBT inclusion
Shell	Ran a Valentine’s Day promotion providing several gay couples with an upgraded car and free Shell V- Power gasoline to fuel their first year of marriage
Nuon	‘Roze Stroom’ campagne
Daimler	Started an Advertising campaign “S-Class Cabriolet: Driving the American Dream” featuring gay couples

PostNL	Pink mailboxes during EuroPride in Amsterdam and at the Tilburg Carnival
Gen Den Haag	Sports clubs in Den Haag work on LGBT emancipation: “The key is with the club (De kracht ligt bij de vereniging)”
KPN	Opened the Amsterdam Stock Exchange in celebration of Amsterdam Gay Pride
ABN AMRO	Ran a mainstream advertisement featuring a gay marriage
BNP Paribas	Organized public events (open to clients) in the UK - BFI Flare Film Festival & London Pride.

EXTERNAL - LGBT RESEARCH

KPN	Is a founding partner for the Workplace Pride LGBT-chair at Leiden University
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EXTERNAL - GOVERNMENT ACTIVISM

Cisco	Cisco sent an email to all of US/North Carolina workforce, similarly, for HB2 “Bathroom Bill”
Dow	Participated in US White House round tables on furthering LGBT equality Testified in front of the US congress on the business case for equality Endorsed several pieces of legislation by joining letters to the courts (amicus briefs).
IBM	Interacted with various state governments

EXTERNAL - BEST PRACTICE SHARING

Swiss Re		
Dow		
ING		Meet and share with various other companies, suppliers and customers
KPN		
Nauta Dutilh		

EXTERNAL - MENTORING

Shell	Taken a leadership role in formal “Mentoring Program” at National Gay & Lesbian Chamber of Commerce convention. Mentor, coach and connect with several LGBT suppliers aimed at helping the suppliers expand their supply chain connections, build a sound strategy for growing their business, and act intentionally
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EXTERNAL/INTERNAL - NEW TALENT

Nauta Dutilh	Masterclass workshop on diversity for potential hires
Shell	Provide mentoring support and awareness building on LGBT inclusion for university students considering joining Shell

INTERNAL/EXTERNAL - ACTIVE SENIOR LEADERSHIP

ABN AMRO	Several out, visible roles models in C-Suite on Managing Board
ING	Global Head of HR informally meets with LGBT employees during business trips
PostNL	CEO is the executive sponsor of the PostNL Pride Network and was keynote speaker at 2016 Workplace Pride International LGBT Conference CIO was one of the speakers during the EuroPride Freedom concert.
Accenture	Group Chief Executive speaker at World Economic Forum in Davos on why LGBT equality in the workplace is key to success and why it is a business issue

INTERNAL - MONITORING

IBM	Voluntary self-identification in HR system in 39 countries covering approximately 86% of our employee population (there where legally possible to collect this data). The data from this indicator is matched with the data of our high potential employees on an annual basis, which creates a list of our LGBT pipeline. We target leadership development efforts like mentoring and internal and external training opportunities specifically at this audience and track career progression
Accenture	Enable our LGBT employees to voluntarily self-identify in our internal systems in the countries where this is legally possible and where it would not impact their safety – (questions about sexual orientation, gender identity, gender expression, who they have come out to)
PostNL	Annual diversity survey (44,000 employees/82% participation) - 4,2% identified as an LGBT audience. This data can monitor LGBT people by business unit, age, wage scale, position, sex, origin and disability
BNP Paribas	BNP Paribas UK monitors the leavers' reports to identify trends of departures (e.g. LGBT vs non LGBT; Male Vs Female). 48% of the staff has declared their orientation through a human resources system over the last year
Shell	Developed and ran Self ID survey in Canada
Dow	Global survey for all employees, where they can anonymously self- identify as LGBT, and can score Dow on Diversity and Inclusion, and provide open feedback
Cisco	Formed a Justice/Injustice team tasked with monitoring and improving LGBT diversity objectives

INTERNAL - STRAIGHT ALLIES

IBM	Have Straight Ally Certification module
Cisco	Produced a guidebook on helping allies become 'active' allies
DOW	Hold Ally coming out days

INTERNAL - LGBT ADVOCACY

Cisco	Communication to all employees in India stating 100% support for LGBT and allies, and zero tolerance for discrimination or harassment, in the wake of reinstatement of Section 377 of India's Penal Code
BNP Paribas	LGBT Video night – CEO present at viewing of LGBT documentary “Coming In” about challenges faced by French people coming out in the workplace. BNP Paribas bought the rights to the film so that it can be view widely
Russel Inv	Sent all US associate communication around the Supreme Court ruling on marriage equality

INTERNAL - CROSS-ERG COLLABORATION

BNP Paribas	The PRIDE network collaborated with the Parenting Network to run an event looking at 'Different Families' as part of Diversity Week
Shell	Create and maintain a shared D&I Calendar so all networks can see each others events

TOOLKIT - COMMUNICATIONS

Shell	Built a leadership briefing pack (including a business case for LGBT workplace inclusion) and an Internal Communications guide from a D&I perspective
Accenture	LGBT mobile app allowing our network members to connect from around the world and to find each other while they're traveling
Sodexo	LGBT managers conversation guide for LEGB Inclusion in 4 languages

We also have an internal cloud 9 platform supporting LGbTA and HR globally

Celebrate your true colors.



Accenture is proud to sponsor and celebrate Workplace Pride Conference's 10th anniversary. At Accenture, the power of diversity is one of our greatest strengths, and inclusion is fundamental to our success. We provide specialized training, networking support, and mentoring for our LGBT employees and help ensure a workplace of equality every day. We're proud to be a Stonewall Star Performer and maintain our perfect score on the Human Rights Campaign Corporate Equality Index. Learn more at accenture.com/LGBT

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Strategy | Consulting | Digital | Technology | Operations

accenture



A culture of respect, empowerment, and innovation.

Diverse backgrounds with different perspectives. Collaborating to create a great place to work with an intense customer focus. Together we can change the way we work, live, play, and learn.

To find out more, visit: cisco.com/go/diversity



**Achieve
MoreTogether**

LEADERS



PARTNERS



MEMBERS



FRIENDS

American Express

KPMG

BCG

Booking.com



National Postcode Loterij

Gemeente Nijmegen

Schiphol Group

WOMEN@WORKPLACEPRIDE LAUNCHED

Participation of lesbian, bisexual and transgender women in LGBT networks and organizations is essential to having our networks and workplaces fully reflect the diversity of our community.

Yet often LGBT women are not as visible as LGBT men in LGBT networks and companies. When all the LGBT colleagues are male and all the women are heterosexual, LGBT woman can experience isolation and lack of support. This can be because they are not out to their colleagues or because they are the only openly LGBT woman in their work environment.

The Women@WorkplacePride program was initiated by women in Workplace Pride member organizations to provide a platform for lesbian, bisexual and transgender women to meet, share and learn from one another. By organizing activities relevant to LGBT women, Women@WorkplacePride

aims to support LGBT women in their work settings, promote leadership of LGBT women and ensure that topics important to LGBT women are an integral part of Workplace Pride's programs.

Women@WorkplacePride was launched on Coming Out Day, 11 October 2016, at an event sponsored by the Gemeente Den Haag. Prior to the launch a number of events were held with women from Workplace Pride member companies to look at how to create a sustainable program for LGBT women in the workplace. A well-attended workshop was also held in July at the 2016 Workplace Pride conference which explored LGBT women role models and how LGBT women inspire others to be their authentic selves.

Interested in knowing more about Women@WorkplacePride?

*Visit the Workplace Pride website:
www.workplacepride.org*



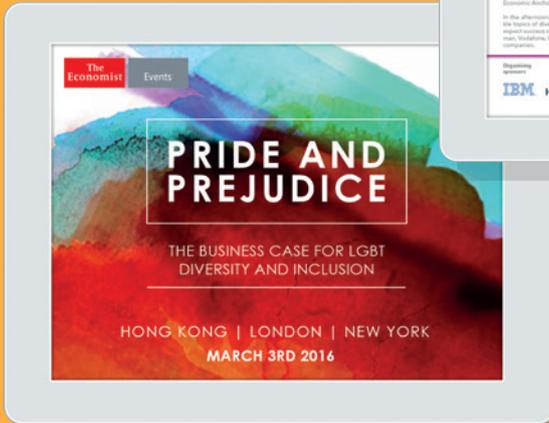


WORKPLACE PRIDE *International*

WHERE AND WHAT WE'VE BEEN UP TO

Prague

THE 2016 PRAGUE PRIDE BUSINESS FORUM ONCE AGAIN SAW WORKPLACE PRIDE AS THE INTERNATIONAL PARTNER.



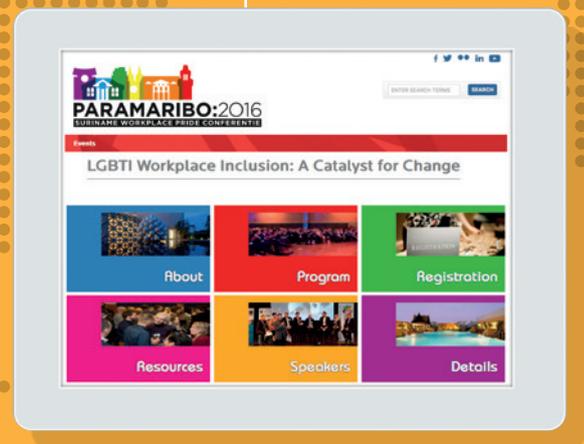
London

THE ECONOMIST LISTED WORKPLACE PRIDE AS A SUPPORTING ORGANISATION FOR THEIR 2016 PRIDE AND PREJUDICE EVENT.



Amsterdam

ON JULY 29TH, WORKPLACE PRIDE ORGANISED THE 2016 WORKPLACE PRIDE INTERNATIONAL CONFERENCE WITH MORE THAN 300 PARTICIPANTS FROM 20 COUNTRIES WORLDWIDE.



Paramaribo

THE 2016 SURINAME WORKPLACE PRIDE CONFERENCE WAS JOINTLY ORGANIZED BY WORKPLACE PRIDE AND PAREA IN PARAMARIBO.

International Conferences



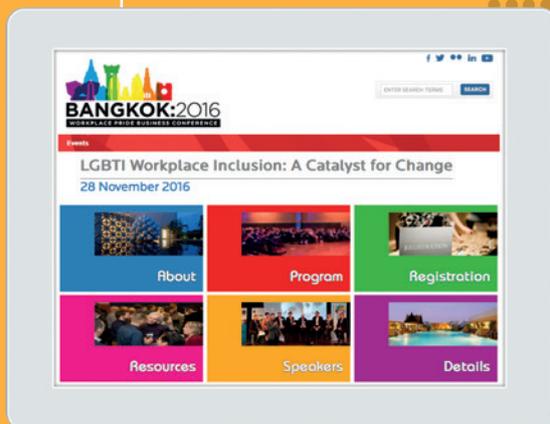
Prague

WORKPLACE PRIDE WAS THE INTERNATIONAL PARTNER IN THE 2015 PRAGUE PRIDE BUSINESS FORUM.



Krakow

THE 2015 LGBT WORKPLACE SYMPOSIUM IN KRAKOW WAS JOINTLY ORGANIZED BY WORKPLACE PRIDE AND THE LGBT BUSINESS FORUM IN WARSAW.



Bangkok

ON NOVEMBER 28TH, WORKPLACE PRIDE IS ORGANISING THE 2016 WORKPLACE PRIDE BUSINESS CONFERENCE IN BANGKOK, THAILAND, AS PART OF THE ILGA WORLD CONFERENCE.

RAINBOW FAMILIES IN THE WORKPLACE





During the Workplace Pride 2016 International LGBT Conference, the workshop on the topic of LGBT parents attracted more than 50 participants, the information was rich and the discussion was animated.

In today's working environment, where international mobility and foreign assignments are at times key career opportunities, being a rainbow family adds additional considerations into the mix.

Dr. Lisette Kuyper (the Netherlands Institute for Social Research) explained that while social acceptance for LGBT parents may be high in your home location (e.g. 83% in the Netherlands), that can be a very different story in your target location – 76% in Great Britain, 59% in Portugal and 44% in Hungary to name a few.

Beyond social and workplace acceptance, same-sex parents often face additional prejudice in terms of their ability to raise a child, despite dozens of studies showing that children of same-sex parents have equal or higher levels of development and well-being. Unfortunately many parents do not have access to this information.

Jelle Martens of the 'Meer Dan Gewenst' foundation for lesbian and gay intended parents, called for gender-neutral "maternity leave", and that collective labour agreements facilitate leave up to the child's third month. As an example, today in the Netherlands, the non-biological father in a same-sex surrogate birth is not entitled to any paid leave when the child is born.

Some good practices were also shared – as Netflix Media Relations manager Yenia Zaba explained, in 2015 her company introduced paid, flexible parental leave up to a year for all parents – regardless of your gender or biological relation to the child. Silvy Vluggen, IBM's Workforce Diversity and LGBT Markets, shared that IBM provides leave and health package benefits to parents regardless of their legal relationship, and in addition, their global non-discrimination policy (in place since 1984) protects IBM employees even if local legislation in the country does not.

Joanna Semeniuk from ING, the organizer of the workshop, facilitated the lively audience discussion which identified steps that employees and companies can take to better support rainbow families:

1. Better knowledge-sharing within the company – leverage real, personal stories to drive policy
2. Provide benefits analyses for LGBT parents in all countries of operation.
3. Medical insurance (for non-biological parent); it is just a matter of changing the name on the policy. Companies can make tailored contracts with insurers to include same sex families. In the countries where same-sex family members are not recognized, companies sometimes argue that they do not want to bare the extra cost by including them. However, that cost is already accounted for, since HR assumes that all employees may have (straight) families.
4. Accelerate legislation and encourage other companies to do the same. Companies can take political stances just by announcing their coverage for same sex families - and sharing other best practices.
5. Apply an LGBT lens to Corporate Social Responsibility and investments - this can influence the country and company suppliers.

YOUNG@WORKPLACEPRIDE

Young@WorkplacePride is a program with some very clear aims. One of these goals is to make progress on LGBT awareness in the early stages in the life of young non-LGBT professionals. To move this forward, they have engaged with AISEC, an international platform providing exchange programs and local board positions to young people for personal growth, to develop leadership potential, and to build a global mindset while expanding their international networks.

Early in 2016, Young@WorkplacePride was invited by AISEC to give a workshop on Unconscious Bias at their National Congress in the Netherlands. “We were excited to get the go-ahead for this - Young@WorkplacePride were there among the big corporates with their established workshops and their recruitment opportunities, and though the topic is not new, especially in companies with established I&D programs, it was an eye-opener for this audience.” says Hidde-Jan Beukers – Junior Strategy Consultant at Accenture Strategy and member of Young@WorkplacePride. Through role-modeling and sharing of personal stories of coming out in the workplace, Young@WorkplacePride made a strong impression with the audience of open, progressive and ambitious students.

Sabine Momma - ex-Board Member AISEC Netherlands told us “Young@WorkplacePride really hit the mark. We know that these students gained awareness and a new perspective that LGBT inclusion is a hot topic, and have gone back to their cities and shared this within their own groups, connections and networks.” The engagement with AISEC has grown even stronger with the AISEC Board recommending that Young@WorkplacePride continue to play a key role in their national congress. They will be working together to source a corporate speaker on the topic of ‘Being a Bisexual woman in the Corporate World’ for one of their later events.

“Young@WorkplacePride is able to engage on topics that may be seen as taboo for those older than us”, say Beukers proudly. That translates into lots of energy and ideas. Here are some of the plans that Young@WorkplacePride is currently driving:

- A recruiting event that will help us understand how LGBT students view corporations and to create a more complete picture of what it is like to be LGBT in the workplace
- A brainstorming session with the leadership of LGBT student organizations to learn how we can address the often-felt need to go back into the closet as young employees enter the workplace
- An LGBT mentoring program for young LGBT employees in our member organizations as they navigate their own challenges in the workplace.

Watch this space - there is much more to come!





WORK WITH PRIDE

in the heart of Amsterdam

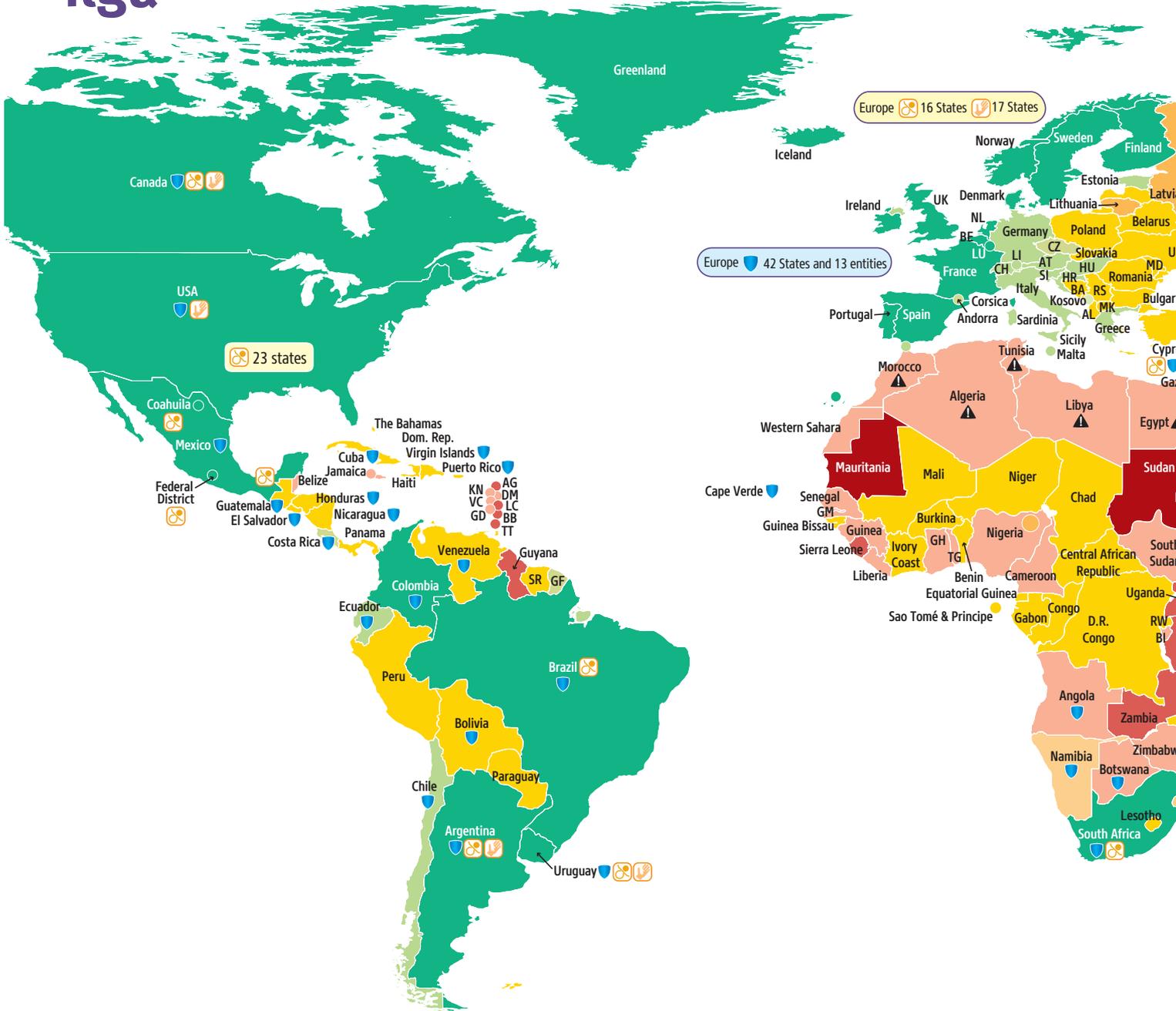
Join

Booking.com



SEXUAL ORIENTATION LAWS IN

ILGA, THE INTERNATIONAL LESBIAN, GAY



CRIMINALISATION

IMPRISONMENT
73 countries and 5 entities

DEATH PENALTY
13 States [or parts of]



Death penalty not known to be implemented



Morality laws (religion-based) that limit LGB freedom of expression and association

Death penalty
Imprisonment 14 Y - Life
Imprisonment up to 14 years
Promotion ('propaganda') laws limiting freedom of expression
No penalty specified

PROTECTION

ANTI-DISCRIMINATION LAWS
76 countries and 85 entities



Includes employment, Constitution, other non-discrimination protections, hate crime and hate speech.

NO SPECIFIC LEGISLATION

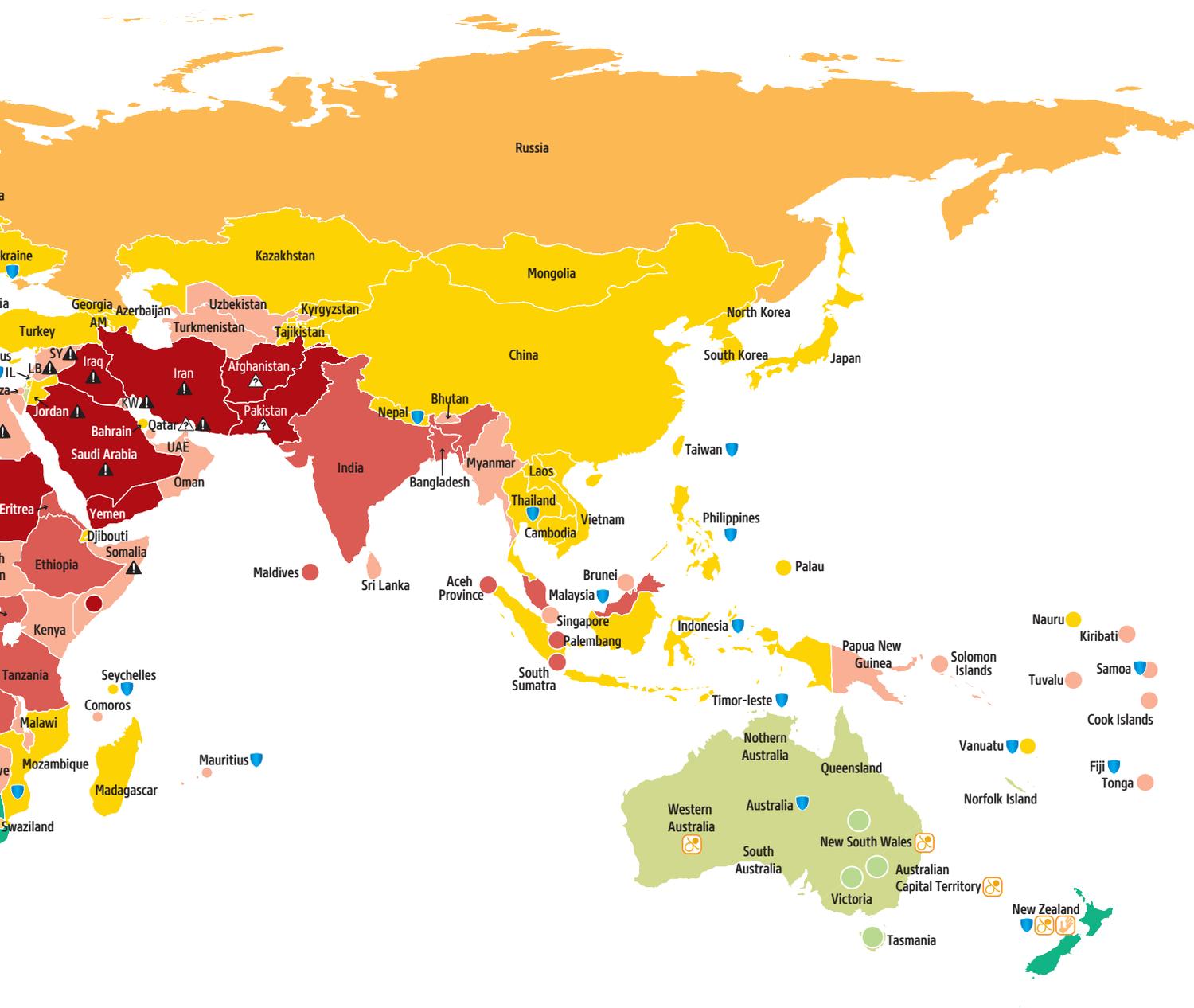
Laws penalising same-sex sexual acts decriminalised, or never existed

THE WORLD - OVERVIEW

...GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION

JUNE 2016

WWW.ILGA.ORG



RECOGNITION

RECOGNITION OF SAME-SEX UNIONS

47 countries and 65 entities

JOINT ADOPTION

27 countries and 28 entities

SECOND PARENT ADOPTION

17 countries and parts of Italy



Marriage

Equal (almost equal)
substitute to marriage

Clearly inferior substitute to
marriage

The data represented in this map, and the three accompanying separate maps on Criminalisation, Protection and Recognition, are based on *State-Sponsored Homophobia: a World Survey of Sexual Orientation Laws: Criminalisation, Protection and Recognition*, an ILGA report by Aengus Carroll. The report and these maps are available in the six official UN languages: English, Chinese, Arabic, French, Russian and Spanish on www.ilga.org. This edition of the world map (June 2016) was coordinated by Aengus Carroll and Renato Sabbadini (ILGA), and designed by Eduardo Enoki (eduardo.enoki@gmail.com).

A photograph of two women and a baby in a park. The woman on the left has blonde hair and is wearing a striped shirt. The woman on the right has brown hair and is wearing a red top. They are both smiling and holding a baby who is wearing a white shirt with a colorful floral pattern. The background shows a grassy area with trees.

REACHING FOR NEW HORIZONS THROUGH INCLUSION

At Shell we actively pursue greater diversity within our workforce and promote a culture of inclusion to harness that diversity. We believe that encouraging our employees to be themselves at work will enable them to be more productive and innovative, and so help us to achieve business growth. Shell employees share a set of core values of honesty, integrity and respect for people, and we expect these values to be extended to all groups, including Lesbian, Gay, Bisexual and Transgender (LGBT) employees.

Shell operates in many countries with different cultural factors at play. Our role is to ensure that we offer an inclusive workplace wherever we operate, where all our talents can flourish. Our Code of Conduct helps us to ensure equal opportunity for all regardless of race, colour, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin or nationality.

www.shell.com/diversity



WORKPLACE PRIDE ACADEMY

Mastering LGBT Inclusion in the Workplace

- Do you feel that you need to improve LGBT inclusion in your workplace?
- Are you struggling with identifying and implementing practical steps ?
- Is your international network prepared for this topic?

Workplace Pride Academy course are designed to help you master LGBT workplace inclusion, engage your organizations around the topic of diversity and help grow your business!

WHAT IS WORKPLACE PRIDE ACADEMY?

The Workplace Pride Academy offers professional training sessions for all types of organizations on the topic of Lesbian, Gay, Bisexual and Transgender (LGBT) inclusion at work. Starting with a preparatory interview, the training module is tailor-made for HR professionals, diversity managers, line managers, top decision makers and representatives of LGBT networks.

PARTICIPANTS OF THE WORKPLACE PRIDE ACADEMY WILL:

- Learn about key concepts and the benefits of LGBT workplace inclusion
- Understand the 6 critical success factors for LGBT workplace inclusion and apply them to their own organization
- Hear powerful personal stories that connect to their own life experiences
- Formulate concrete and practical steps to make progress in their organization
- Have an engaging, interactive and inclusive session with colleagues

PRACTICALITIES:

We can accommodate groups up to 30 people. The course program includes:

- Diversity Engagement Survey
- 3-hour session by accredited trainers
- Diversity Scan with LGBT workplace inclusion roadmap
- 45 minute Skype feedback session with decision makers



OUR TRAINER:

Master trainer Karen Kraan has been developing and delivering training programs for over 15 years. Karen has facilitated numerous sessions and delivered dozens of trainings around the world about LGBT inclusion within corporates, the public sector and nonprofits. She is in charge of content,

quality control and runs the Workplace Pride Academy trainers accreditation.

BACKGROUND:

Workplace Pride Academy is a program of Workplace Pride Foundation. Initiated in 2006, the Foundation is the international platform for the inclusion of LGBT people at work. Its 45 members employ more than 2.5 million people worldwide and share the vision to 'change workplaces around the world to be truly inclusive, ensuring that Lesbians, Gay, Bisexuals and Transgenders are fully visible, valued, empowered, and leading the way for others'.

COSTS:

- 8 - 20 participants: € 5.500,00
(€ 275,- per person up to 20 participants)
- 20 - 30 participants: € 7.500,00
(€ 250,- per person with 30 participants)

THIS INCLUDES:

- Diversity Engagement Survey.
- 4-hour session by accredited trainer(s).
- Diversity Scan with client specific roadmap how to move forward.
- 45 minute Skype feedback session with decision makers.



WORKPLACE PRIDE FOUNDATION

Lijnbaansgracht 298, 1017 RN
Amsterdam, The Netherlands
T. + 31 (0) 634 0566 04
E. info@workplacepride.org



**Workplace
Pride**

International platform for LGBT inclusion at work

The *DECLARATION* of *Amsterdam*

19 Major employers are striving for:

- Inclusive corporate cultures where LGBT employees feel valued, can be their authentic selves and realize their full potential.
- Working environments for LGBT people that go beyond minimum legal requirements of equality.
- Active leadership from straight [heterosexual] allies and LGBT role models who visibly support LGBT-inclusive workplaces.
- Dedicated, declared and active collaboration between employers and LGBT employees to realize mutually beneficial improvements.

Interested in your organization joining the enlightened few?

Write to: info@workplacepride.org

Call to Action:

1. Employers must provide a safe, comfortable, equal opportunity workplace and promote authenticity for LGBT employees.
2. Employers should work closely with and benefit from the knowledge of other parties (employee networks and NGOs) dealing with LGBT workplace issues to achieve improvements.
3. Employers should identify and support leaders and decision-makers (LGBT and straight) that actively strive to create LGBT-inclusive working environments.
4. LGBT employees should actively strive to be visible at work and collaborate with their employers on diversity and inclusion, leading the way for all employees.
5. LGBT employees should guide their employers on measures to support this declarations goal's and implementing best practices.
6. Employers and LGBT employees should create and support structures in the organization that ensure progress.
7. Employers should embed the Declaration's concepts in organizational principles, and include them explicitly in external communication such as Annual and Corporate Responsibility Reports.
8. Employers and employees should develop and establish measurements that identify the level and progress of LGBT inclusiveness within the organization and benchmark this externally.
9. Employers should dedicate a minimum of 1 euro per employee in the organization to support LGBT programs and Employee Resource Groups.
10. Organizations should visibly support the improvement of working environments for their LGBT employees in all the countries where they are active.

www.workplacepride.org



**Workplace
Pride**

International platform for LGBT inclusion at work

The organizations which have signed the Declaration of Amsterdam

	<p>ACCENTURE 19 JANUARY 2012</p>		<p>TNT 19 JANUARY 2012</p>
	<p>IBM 19 JANUARY 2012</p>		<p>CITY OF AMSTERDAM 15 JUNE 2012</p>
	<p>CITY OF THE HAGUE 19 JANUARY 2012</p>		<p>NATIONAL POSTCODE LOTERIJ 15 JUNE 2012</p>
	<p>CISCO 19 JANUARY 2012</p>		<p>ABN AMRO 17 JANUARY 2013</p>
	<p>ACHMEA 19 JANUARY 2012</p>		<p>PWC 17 JANUARY 2013</p>
	<p>UWV 19 JANUARY 2012</p>		<p>DOW BENELUX 4 SEPTEMBER 2013</p>
	<p>SHELL 19 JANUARY 2012</p>		<p>ELSEVIER 20 JUNE 2014</p>
	<p>ING 19 JANUARY 2012</p>		<p>KPN 09 OCTOBER 2014</p>
	<p>POST NL 19 JANUARY 2012</p>		<p>THE CITY OF UTRECHT 17 APRIL 2015</p>
	<p>PHILIPS 19 JANUARY 2012</p>		



Do you believe
in the power
to make a
difference?

At ABN AMRO we want every employee to feel welcome and safe, regardless of sexual orientation, cultural background or gender. We are a company where employees can be themselves and where they can use their talents to take the bank further in their own unique way. This is how our people make a difference for our clients.

**ABN AMRO is a proud participant in the
Workplace Pride Global Benchmark Survey**



ABN·AMRO

Global Benchmark Partners

UNIVERSITY OF LEIDEN

The oldest and one of the leading institutions of higher education in the Netherlands validates both the Global Benchmark process and results.

The following organizations partner with Workplace Pride on the distribution and promotion of the Global Benchmark in their home markets. They also advise Global Benchmark participants from their countries/regions on how to better implement LGBT policies and practices.



Universiteit
Leiden

AUSTRALIA



KENYA



EUROPE



NEW ZEALAND



FRANCE



NETHERLANDS



GERMANY



SLOVAKIA



ITALY



SURINAME



UNITED
NATIONS



Australia

Pride in Diversity is Australia's first and only national not-for-profit employer support program for all aspects of LGBTI workplace inclusion, and is the Workplace Pride Global Benchmark partner in Australia.

Though there has been a lot of progress in Australia, there is still work to be done. Dawn Hough – Director Pride in Diversity / ACON states “We are only now, really starting to look at how we can be more inclusive of those who do not identify on the gender binary. While we have done a lot of work around gender transition support and policies, we still have a lot to do for those who identify as gender fluid or bigender. This will be an ongoing area of focus for us moving forward.” She shares that a second issue that they plan to address is getting organizations fully engaged in supporting transgender people throughout the recruitment process.

Pride in Diversity also produces an annual benchmark, the Australian Workplace Equity Index – AWEI. The Index is comprehensive and rigorous, has been driving best practice in Australia and setting a comparative benchmark for Australian employers across all sectors for 6 years. The AWEI now stands as the definitive national benchmark on LGBTI



WWW.PRIDEINDIVERSITY.COM.AU



workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organizational culture as well as identifying and non-identifying employees.

“While employers see great work internally, without the external analysis and internal benchmark, it can become easy to lose track of current challenges, emerging areas of practice, current thinking and just how well other organizations are performing in this space. The index allows employers to benchmark their work against current practice; and that practice shifts every year so it is important to stay current.”

With respect to the Workplace Pride Global Benchmark, Hough sees that global indices play an important role in trying to bring some uniformity to policies and practices surrounding LGBTI inclusion across global offices. “While I don't believe a global instrument will ever replace local instruments because of the differences in local laws, culture, practice and even terminology, I do believe that they bring awareness to the importance of a global culture of inclusivity and respect.”

Workplace Pride is fully committed to continuing to drive progress for LGBT employees in the international space with the help and collaboration of our Global Benchmark Partners.

prideindiversity



France

WWW.AUTRECERCLE.ORG



Autre Cercle, the Workplace Pride Global Benchmark Partner in France, is an organization made up solely of volunteers, and is the only French association dealing with LGBTI issues across the workplace and all its components.

In 2012, Autre Cercle worked with Accenture to develop the exchange between businesses on LGBTI diversity policies, leading to the initiation of a “Charter of LGBTI Commitment”. The Charter was launched at a ceremony in January 2013 at the ‘Ministry du travail et Défenseur des droits’ (ombudsman) with 9 organizations signing. The number of signatories has continuously increased, reaching total of 47 today. Autre Cercle has also established a « Club des Signataires » which promotes collaboration to share best practices, and how to implement concrete changes.

“Today’s challenge is to ensure that this charter is deployed and measured in terms of results in all workplaces, from multi-national companies, small businesses, and public sector. We noted an increased number of local authorities interested in signing the charter. The charter helped employers to achieve an inclusive

workplace for their LGBTI employees.” states Christophe Margaine – Board member of Autre Cercle and co-leader of the international group. “Nothing should be taken for granted, as we saw during the debate on same-sex marriage in which some remained hostile to LGBTI rights and equality. We need to stay vigilant.”

The current focus is to provide support to the signatories in applying the charter in their European branches outside of France. Margaine views the Workplace Pride Global Benchmark as an established tool to track and monitor worldwide progress in corporations over the years. “As we continue to strengthen the application of the Charter of LGBTI Commitment, we will look to the signatories to support mobility of employees to the European Union, even in countries where LGBTI rights are not so advanced. We look forward to continued collaboration with Workplace Pride”.



Germany

WWW.PROUTATWORK.DE



The aim of PROUT AT WORK, our Global Benchmark Partner in Germany, is equality in the workplace regardless of sexual orientation, gender identity, or gender expression and to drive this through events, research, publications, and international cooperation.



Among the biggest challenges PROUT AT WORK is facing in Germany are the lack of top management sponsors or straight allies for LGBT diversity and the absence of Out executives or role models. On the subject of indexes and measurement, Albert Kehrer - Chairman and Diversity Expert at PROUT AT WORK states: "There is still quite a resistance to indexes in Germany and we believe that there are enough indexes on LGBT around the globe. Therefore we actively promote the Workplace Pride Global Benchmark in Germany, since its global perspective is quite unique. Going forward, we will continue our partnership with Workplace Pride by working with German participants to the Global Benchmark and continuing the conversation on their learning and needs."



Ireland

WWW.GLEN.IE



GLEN (Gay & Lesbian Equality Network), our Workplace Pride Global Benchmark Partner in Ireland, is a policy and strategy focused NGO which aims to deliver ambitious and positive change for lesbian, gay and bisexual people (LGB) in Ireland, ensuring full equality, inclusion and protection from all forms of discrimination.

During the 2015 Irish Marriage Equality Referendum, GLEN was instrumental in the Biz4Yes campaign - highlighting the positive impacts of marriage equality for business. The campaign was a huge success and the results of the referendum were an overwhelming victory with 62% voting Yes for marriage equality. Davin Roche (Director of Workplace Diversity - GLEN) proudly states “In voting yes, Ireland became the first country in the world to introduce marriage equality by popular vote of the people.”

Building on the success of The Workplace Pride Global Benchmark and other measurement tools, GLEN launched the Workplace Equality Index - Ireland’s Benchmark of LGBT Inclusive Workplace in September 2015. The Index recognises and celebrates top performing organisations, and provides best practice

framework for all employers at whatever stage of diversity and inclusion journey they are at. The 2015 WEI found that 93% of participating companies had made public commitment to being LGBT inclusive, 70% had out senior LGBT role models, and 60% had an LGBT employee network.

With the passing of marriage equality in Ireland and the results of the first Workplace Equality Index in 2015, Roche proclaims that LGBT inclusion is now a litmus test of an organisation’s culture, and more and more employees are choosing to work for companies that reflect their personal values. “In GLEN, we are delighted to recognise the employers who are leading the way in making Irish workplaces fully inclusive of LGBT people. We value our important relationship with Workplace Pride. Going forward we look forward to learning from each other’s experiences, successes and challenges.”



Kenya

Sullivan Marketing is Workplace Pride’s Global Benchmark Partner in Kenya. Sullivan is committed to increasing the bottom line of organizations operating in Kenya through better brand engagement, providing market insights and championing for inclusive workplaces for LGBT persons.

In 2015, Sullivan published a report from a pilot study that they conducted with HIVOS and the support of Workplace Pride. The aim of the study (“State of LGBT Workplace Diversity Among Multinational Corporations in Kenya”) was to explore the LGBT organisational policy and legal framework, to assess employer and employee attitudes toward LGBT people, to identify challenges employers face in implementing LGBT policies, and to develop recommendations for creating a more inclusive workplace for LGBT employees.

Multi-national companies with operations in Kenya generally have an employee base of up to 95% local (Kenian) employees. Along with criminalisation of homosexuality in Kenya, the social and cultural barriers are also significant among the local people.



With the findings from the study as a baseline, Levis Maina (CEO - Sullivan Marketing) sees

WWW.SULLIVANAFRICA.COM



that business should play the role of social change agent - helping to form and evolve the societies in which they operate. Sullivan is engaging with companies in Kenya to create a roundtable forum that initiates discussion, sparks debate, and formulates solution, and sees Workplace Pride as critical partner. “Workplace Pride is authority on working with multi-nationals around LGBT Workplace Equality, and they have a strong network of influential and progressive member companies that can serve as examples and a source of good practices for us to leverage here in Kenya.”



Suriname

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In Suriname, Workplace Pride partners with Parea, an organization that aims to lead by example and foster a positive image of the Surinamese GBT community, and serves as a support network providing gay professionals with local and business contact to further their careers and enrich their lives. Parea is our first Global Benchmark Partner in the South America and Caribbean region.

Juan anticipates working closely with Workplace Pride to create a national benchmark in Suriname largely based on Workplace Pride’s Global Benchmark. “... For us, measuring progress with LGBT workplace inclusion demonstrates to employers in Suriname that large organizations are embracing this topic positively. We hope to be an agent of change here and in the Caribbean, and see this as an important step in that direction.”

In a discussion with Juan Pigot, Chairman of Parea - the main issue in Suriname is the interpretation of equality for same-sex partners within the law. The current Minister of Justice in Suriname has established an Inclusion & Diversity committee so there is forward motion. Parea sees that the private sector companies can play a positive role in impacting and accelerating change in Suriname. Parea is collaborating intensively with Workplace Pride to leverage the Global Benchmark and member networks to help inspire change with the private sector in Suriname.



Using Workplace Pride’s Declaration of Amsterdam as a model, Parea is authoring The Declaration of Paramaribo tailored to the needed focus areas in Suriname.



who are we?

Workplace Pride is a non-profit umbrella foundation based in Amsterdam that strives for greater acceptance of Lesbian, Gay, Bisexual, and Transgender people in the workplace and in society.

Workplace Pride's Members include major multinationals, large domestic companies, public sector, non governmental organizations and academia.

The Foundation interacts with many members of society to help it provide a more cohesive voice for the international LGBT community. Its major activities include providing a point of reference for employers, employees, and many other stakeholders to exchange their experiences and gain support, to increase knowledge on LGBT workplace issues and to define and progress the LGBT corporate agenda.

***Our Vision:* CHANGE WORKPLACES AROUND THE WORLD TO BE TRULY INCLUSIVE, ENSURING THAT LESBIANS, GAY, BISEXUALS AND TRANSGENDERS ARE FULLY VISIBLE, VALUED, EMPOWERED, AND LEADING THE WAY FOR OTHERS.**

Workplace Pride had its beginnings in 2006 when the LGBT employee networks of 4 multinationals cooperated on having the joint theme of "Personal Pride = Company Pride" during the Amsterdam Pride Canal Parade. This led to the creation of the Company Pride Platform in 2008 which evolved into the Workplace Pride Foundation in 2012.

Currently, its 49 members employ more than 3 million people worldwide.

FOR MORE INFORMATION:

Visit our website at www.workplacepride.org
or email to info@workplacepride.org.



**Workplace
Pride**

International platform for LGBT inclusion at work

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10 YEARS OF PROGRESS AND PRIDE

