

Dedicated to improving the lives of LGBTI people in workplaces all over the world

# New Horizons

FOR LGBTI WORKPLACE INCLUSION



Challenge

Inspire

Commit

Network



## Global Benchmark Edition 2017



# Welcome to New Horizons

Hello and Welcome,

From Manila to Nairobi, and from Amsterdam to Chicago, achieving greater LGBTI inclusion in the workplace is an ongoing effort that requires the attention of Workplace Pride, its members and the LGBTI community. With many existing policies and practices being questioned or even attacked, (eg trans rights in the USA) and LGBTI people continuing to live and work in increasingly hostile legal and cultural environments (eg Chechnya, China and the entire Middle East), we are forced to question if we will continue to have the support from governments and businesses that has been so forthcoming in the past.

Within this landscape it becomes even more important for workplaces all over the world to use the best tools available in identifying, quantifying and validating their LGBTI policies and practices.

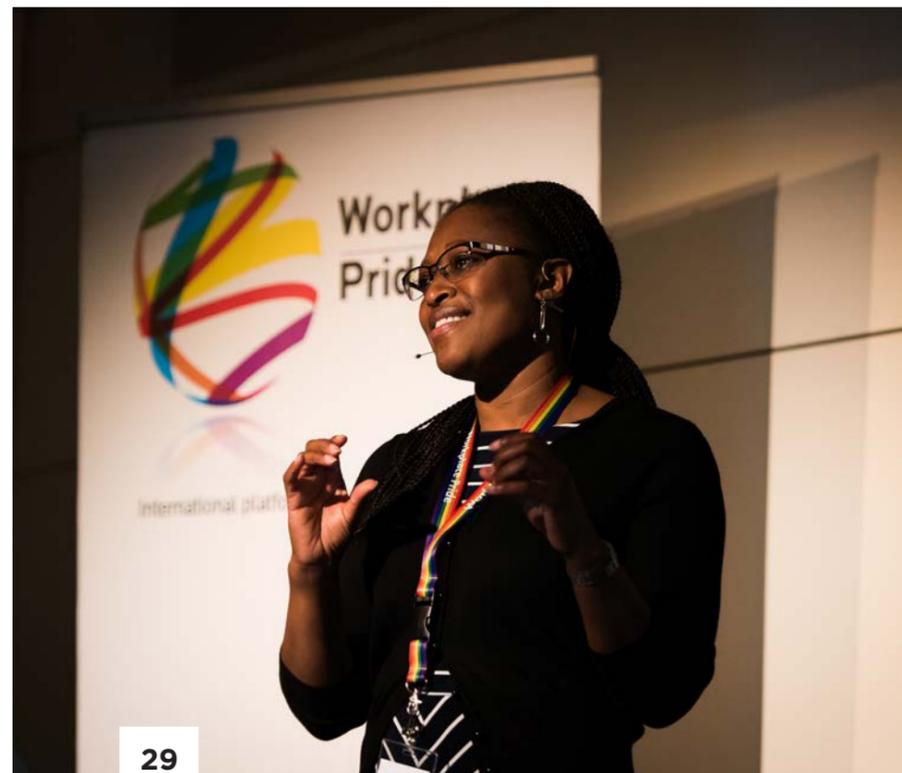
Now in its 4th year, the Workplace Pride Global Benchmark does just that. What's more, the survey itself and the results presentation have been updated to focus less on the competitive aspect of benchmarking and more on the actual results that employers are achieving both within their own organizations and in the societies in which they do business. We congratulate all 2017 Global Benchmark participants and particularly the "Advocates" and "Ambassadors" who have gone the extra mile in the past year to create LGBTI inclusive workplaces.

This edition of New Horizons covers much more though than just the Global Benchmark. We will also dive into the debate about corporate sponsorship of Pride events, hear about the great progress being made in the Philippines and other countries, better understand what employers can do to promote safety for their LGBTI global employees, get a clearer picture of Public Sector efforts at LGBTI inclusion, and many other stories that illustrate how varied, topical and indeed life-changing the work of LGBTI inclusion around the world continues to be.

Finally, we thank all of our members, many volunteers, and the community at large who are joining us on our journey to make the world safer, better and more inclusive for LGBTI people at work.

**David Pollard**

Executive Director  
Workplace Pride Foundation



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### Colophon

Workplace Pride Foundation  
Lijnbaansgracht 298,  
1017 RN Amsterdam, The Netherlands  
email: info@workplacepride.org  
Chamber of Commerce Amsterdam nr  
34294570

Editor in Chief: David Pollard  
Coordinating Editor: Brian Yothers  
Editor: Mikel Heijman  
Contributor: Skylar Leslie  
Graphic design: www.moi.xyz

## 2017 Global Benchmark Result summary

We'd like to start by thanking all of the companies and organizations that invested the time and effort into their participation in the 2017 Global Benchmark. Nearly all 27 participants have also taken part in previous years. The data submitted has once again provided insights into trending over time, where progress is being made, and where challenges remain.

### MEASUREMENT AREAS - SURVEY SECTIONS

The measurement and focus areas for the Global Benchmark have not changed since its establishment in 2014. Policy and practices of participants are measured across 7 areas all of which are important building blocks for building LGBT Inclusion in the Workplace. Those areas are:

**POLICY & COMMUNICATION** - Measures scope of the LGBT workplace equality policy, inclusiveness of formal communications, and measures taken to ensure policy compliance.

**EMPLOYEE NETWORKS** - Measures existence and structure of LGBT-employee networks, and the role of LGBT employee networks with regard to the organization's objectives.

**WORKPLACE AWARENESS** - Measures how awareness for LGBT inclusion is raised within the organization, and the substance and target audience of (LGBT) workplace diversity training.

**SUPPORT & BENEFITS** - Measures support and workplace safety for LGBT-employees, coming-out/transition support, and (equal) benefits for LGBT employees and their families.

**INCLUSION & ENGAGEMENT** - Measures the ways that LGBT and non-LGBT employees actively support each other, leadership support, straight ally and cross-mentoring initiatives.

**EXPERTISE & MONITORING** - Measures the ways participants identify and monitor LGBT workplace diversity and objectives and how sources of expertise and best practices are used.

**BUSINESS & SUPPLIER ENGAGEMENT** - Measures the extent to which the organization profiles itself as LGBT-inclusive both internally and externally (with clients, customers, suppliers, and the community).

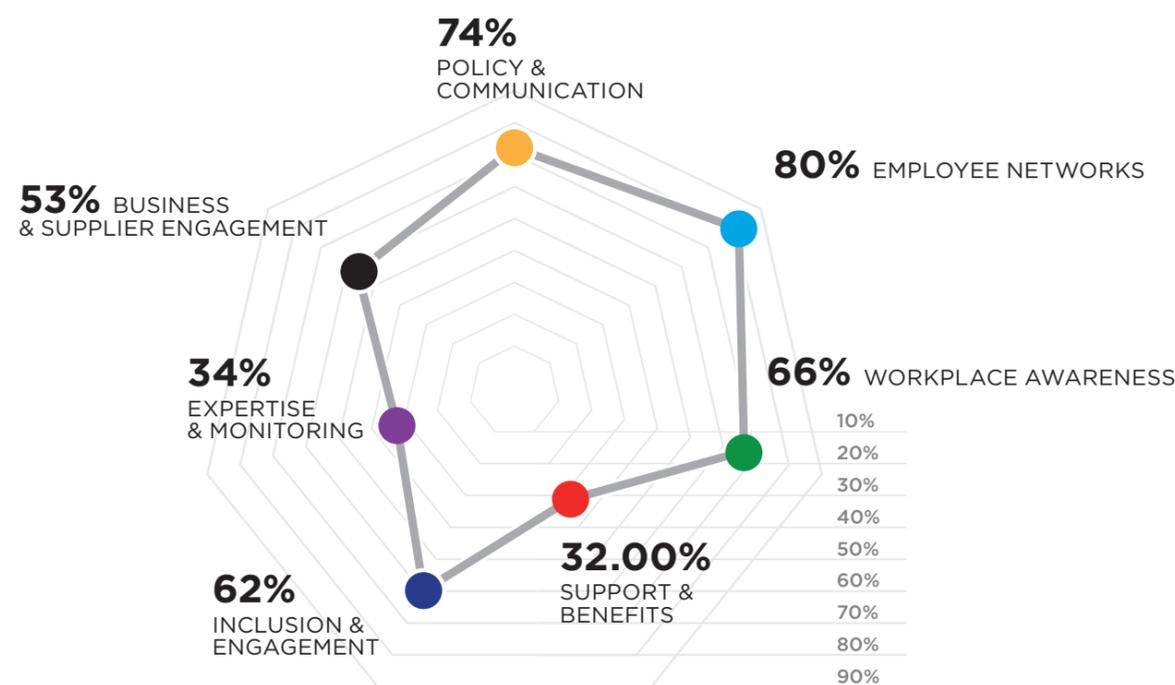
### REPORTING

As in previous years, in the 2017 Global Benchmark there were companies and organizations that were participating for the first time. Generally, first-year participants are learning from the Global Benchmark so that they can create plans for improving in subsequent years. **Note: New participants often begin with lower scores and these balance against the progress that more experienced organizations are making, with the result that overall median scores do not necessarily increase year-over-year.**

The overview provided here is a high level summary. Workplace Pride provides participating companies or organizations with a detailed individual report including a breakdown of their specific achievement and, if they have participated in the past, a view of their trending and progress across all of the sections of the Global Benchmark.

## Overview of the 2017 results

This year we continue to see focus and growth in the areas of Policy & Communication and Inclusion & Engagement, both of which are fundamental in driving LGBT Inclusion in the Workplace. Expertise and Monitoring, and Support and Benefits remain challenging areas and it is encouraging to see a positive trend here. Though the remaining sections do not show progress over 2016, they have all increased since the initiation of the Global Benchmark in 2014 – which reaffirms that progress is being made.



	2017	2016	2015	2014
Policy & Communication	74%	67%	64%	63%
Employee Networks	80%	83%	82%	65%
Workplace Awareness	66%	66%	70%	60%
Support & Benefits	32%	38%	30%	23%
Inclusion & Engagement	62%	50%	52%	46%
Expertise & Monitoring	34%	33%	36%	21%
Business & Supplier Engagement	53%	58%	53%	20%
Total	55%	56%	52%	45%

## 2017 Results

Starting in 2017 we have replaced the leader-board ranking of results with Tiered Achievement awards. While recognizing levels of achievement, we aim to steer the competitive side of the Global Benchmark more toward achieving progress within individual organisations on LGBTI inclusion rather than to scoring higher than another participant.

### ADVOCATE

#### TOP LEVEL ACHIEVEMENT

Leading the way and breaking new ground

Highest level of achievement recognizing organizations that are breaking new ground for LGBT Inclusion in the workplace and setting the tone for change beyond the workplace in society at large.



SCORES ABOVE  
**90%**



### AMBASSADOR

#### DISTINGUISHED ACHIEVEMENT

Setting the example for others

Excellent achievement recognizing organizations that show ongoing leadership in driving progress for LGBT Workplace Inclusion and act as role-models for others as they undertake their own LGBT Workplace Inclusion journeys.



SCORES ABOVE  
**66.6%**



## 2017 Advocate Level Achiever



# ACCENTURE

"I am part of the LGBT Network of Accenture, which is a truly committed network dedicated to educate people within and around Accenture about the LGBT community. We'd like to share experiences with clients, working together to get diversity and LGBT inclusiveness on the agenda, as well as sharing experiences with Accenture colleagues in other countries.

A recent example is the "Inclusion starts with I" campaign with the powerful message that inclusion and diversity is not just about gender, ethnicity, sexual orientation, background, disability, culture, age or mental health, but expresses the important message: 'It's about you. It's about me. It's about all of us'.

Although campaigns like this are a great way to start the conversation, what makes Accenture stand out in my opinion, is their actions. I recently experienced this at the LGBT Leaders Learning (L3) training in Dublin. LGBT colleagues and allies from all over the world joined together to share experiences and best practices. It was great to hear about the many actions and initiatives all over the world, like for example the first Trans Leadership Summit in Ireland, or hearing how our colleagues in Mexico connected with other companies through their Pride Connection summit. It makes me feel proud to see first-hand that Accenture really does practice what they preach."

Maartje Scholten



## 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](http://www.pwc.nl) or [www.werkenbijpwc.nl](http://www.werkenbijpwc.nl)

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The PwC logo is displayed in white lowercase letters against a background of vertical rainbow stripes.

## 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 member of Workplace Pride Foundation.



## 2017 Advocate Level Achiever

# DOW BENELUX

"Dow continues to actively engage with all of our stakeholders to advance rights and inclusion for the LGBT community," said Karen Carter, chief inclusion officer. "It's both a moral and business imperative that we create an environment where all individuals are supported and valued. By fostering an inclusive culture both within and beyond the Company, we're ensuring that everyone has the ability to unlock their true personal and professional potential."

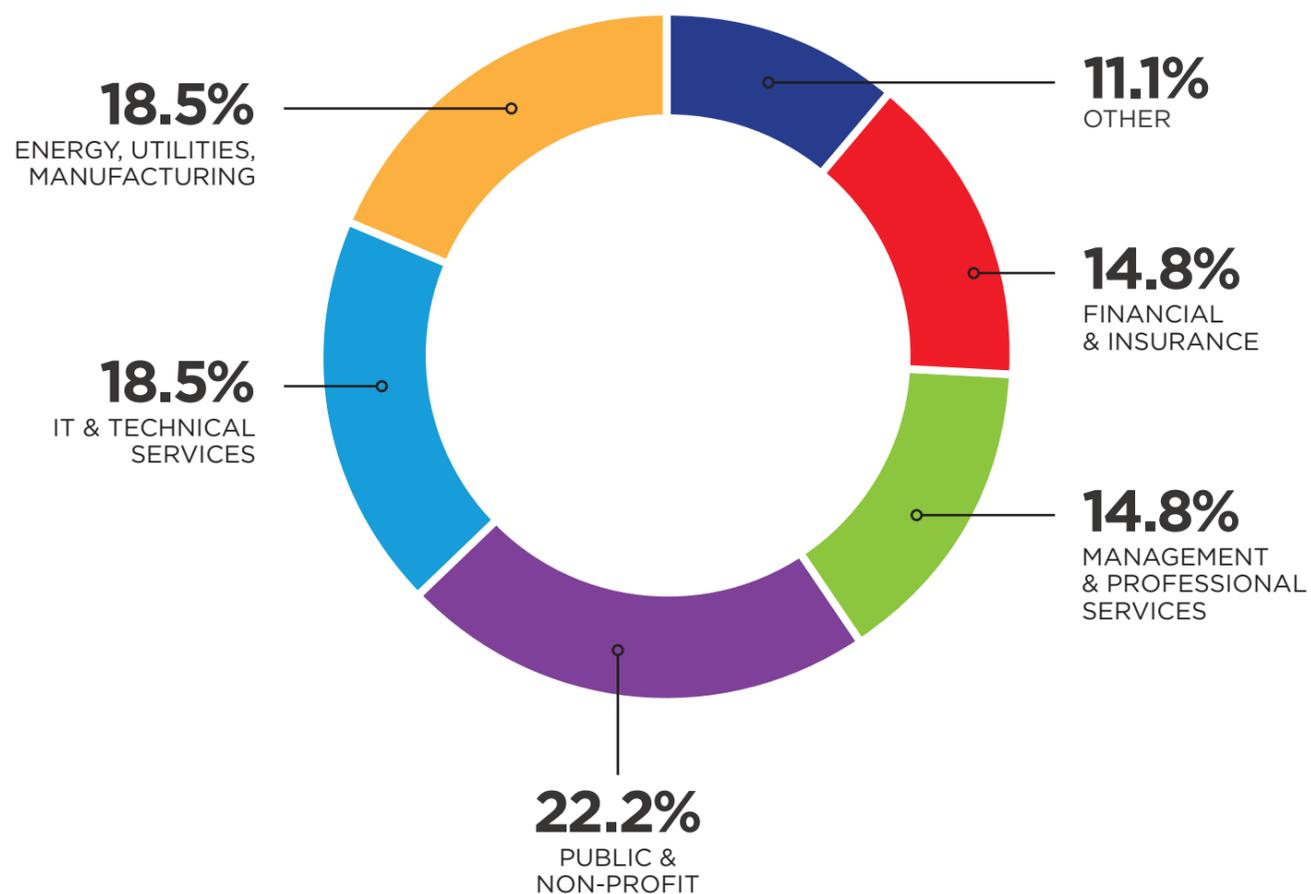
Karen Carter



## Global Benchmark Participants

Participants in the Global Benchmark represent a broad range of sectors, industries and sizes, all with their unique challenges. There is no one-size-fits all solution in LGBT Workplace Inclusion, and the participants' collective learning and experience are resources that can be tapped to make a difference around the world.

### 2017 PARTICIPATION BY INDUSTRY SECTOR



## 2017 Advocate Level Achiever



# SHELL

"At Shell we see inclusion as a fundamental business principle and our focus on LGBT+ inclusion makes good business sense. The Workplace Pride annual benchmark helps us to calibrate our efforts and learn from others about the best approaches to driving a truly inclusive culture for everyone at Shell" says Guy Outen, Executive Vice President Strategy & Portfolio at Royal Dutch Shell.

"As a global energy company, we operate in many countries where being LGBT+ can be challenging. However this is not a barrier to us, as a company, actively respecting our LGBT+ colleagues where ever they are. In the past year, we have started new LGBT+ employee networks in Brazil, The Philippines and Australia. Externally Shell colleagues have spoken about LGBT+ inclusion at events in Brussels, Chennai, Dublin, Johannesburg, Krakow, London, Manila, Rio de Janeiro and Washington. We do this because it's one more way to show care for all our people as well as seeking to leverage the clear business value of LGBT+ inclusion. Most importantly in my opinion, this is simply 'the right thing to do'. There remains much to be done but with ambition and commitment there is much that can be achieved".

Guy Outen



**MOST IMPROVED**

This year, 4 out of the top 5 'improvers' participated for the first time in 2016. This re-enforces the value that participation in the Global Benchmark brings in building support and executing plans that make a difference in your organization!

**1. Gemeente Amersfoort** tops to the list of improvers this year after participating for the first time in 2016. They have made great strides, improving tremendously across all 7 areas of the Global Benchmark. Most notable progress was in Policy & Communication and Workplace Awareness.



**2. Sodexo** is a Global Benchmark veteran and has participated every year since its inception in 2014. They have also has grown every year, and took a big step forward again in 2017, moving into the distinguished Ambassadors tier. They showed especially strong growth in the area of Support & Benefits.



**3. Alliander** leveraged the baseline information they received from their initial participation in 2016 and grew strongly across the board with biggest improvements in foundational areas of Policy & Communication and Inclusion & Engagement.



**4. Achmea** Also leveraging the learnings from their first-year participation in 2016, **Achmea** focused on Workplace Awareness and on Support & Benefits to take things to the next level.



**5. Ministry of Foreign Affairs of the Netherlands** Rounding out our top 5 we have the **Ministry of Foreign Affairs of the Netherlands** who also learned a lot from their debut with the Global Benchmark in 2016. Scores increase across most all of the 7 areas with the biggest wins in Workplace Awareness.



**Congratulations** – your hard work is paying off! It is great to see the fantastic progress that organizations are making and for confirming to us that the Global Benchmark is helping you along the way.



**2017 Advocate Level Achiever**

**IBM**

IBM Scores Among the Highest in Workplace Pride Global Benchmark.

Throughout its 106-year history, IBM has been a progressive leader in diversity, advocacy and innovation. These essential elements are woven through the fabric of IBM's values and culture.

In fact, IBM wrote its first Equal Opportunity policy for hiring "regardless of race, color or creed" in 1953 – a decade before the Civil Rights Act. And long before sexual orientation was recognized by most companies, IBM was one of the first firms to include it in its nondiscrimination policy more than 30 years ago.

Additionally, the company extended domestic partner benefits to the LGBT community almost 20 years ago, and has continued to expand benefits to more than 50 countries around the world - 11 within the last 18 months. Three countries with gender affirmation treatment benefits have also been included.

IBM is proud to provide its LGBT+ IBMer community with resources that include specialized and curated education, management support systems, and an empowered executive council. We also have a global network for Out Role Models, active LGBT allies, and partners that we share best practices with. IBM recently introduced a new symbol of its ongoing commitment to diversity, acceptance, inclusion, and equal opportunity with a rainbow version of its iconic 8-bar logo.

In 2017, IBM senior executives took a firm stance against the passage of Texas "bathroom bill" by voicing opposition with state legislators over the bill's negative impact to IBM's ability to attract and retain top talent in Texas. IBM leaders made clear that discriminatory measures have no place in the 21st century and were pleased that the bill was not passed.



"No one should face discrimination for being who they are," said Diane Gherson, CHRO and Senior Vice President of Human Resources at IBM. "We're honored to be recognized by Workplace Pride as the leader in workplace inclusion for four consecutive years. There is still work to be done, and so we'll continue to advocate for diversity and inclusion in matters affecting our talent and our workplace."



## 2017 Ambassador Level Achievers



By fully embracing all dimensions of the human network, Cisco fosters innovation and talent in the workplace and engages more effectively with its customers and partners. Cisco is proud to be recognized as an Ambassador for our support of LGBT equality in the global workplace as well as in our communities.

We believe that the right company culture is critical in fostering LGBT (and other) diversity and inclusion. By being explicit about our ING Orange Culture and values, we gain the trust of society and of the thousands of colleagues who do the right thing to take ING forward every day.

“From the start of KPN Pride, KPN has valued the importance of LGBTI+ in the workplace and made it an integral part of our Diversity & Inclusion policies. The ranking as Ambassador is not only a recognition for what has been achieved, but also an encouragement to continue improving the inclusion of all LGBTI+ in our workplace and beyond.”

Post NL has been at the forefront of progressive change with LGBTI inclusion in an organization comprised of many employees who don't even have regular internet access. Their creativity and perseverance, from both the top management level and the LGBTI employee network have 'paid dividends' through a continually higher ranking in the Global Benchmark.



“We support our LGBT employees and encourage their engagement in forwarding their careers at Sodexo. We believe all our LGBT employees should have the right to be themselves at work and where they live in the world. Corporations need to collaborate with each other, unify in their work and share diversity & inclusion best practices to build a brighter future for the next generations. We can only change the world one step at a time and together it will move and progress faster.”

UWV has various networks in which thousands of UWV employees are participating. The executive board is a proud supporter of these initiatives. We offer them space within UWV and conduct the conversation on a regular basis. Our networks are part of our corporate social responsibility. They stimulate dialogue about the organisation's diversity. Bruno Bruins - Chairman of the Executive Board of UWV



# EQUALITY IS NON-NEGOTIABLE

Accenture is proud to be a corporate leader in supporting the LGBT community. Our commitment to inclusion and diversity is unwavering. Embracing all people, regardless of their sexual orientation, gender identity and expression makes us greater than.



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## 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](http://cisco.com/go/diversity)



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## 2017 GLOBAL BENCHMARK RESULTS

### HIGH SCORES BY INDUSTRY SECTOR



### HIGH SCORES BY SIZE



# PRACTICAL TIPS FROM THE 2017 GLOBAL BENCHMARK

## CHALLENGES, INITIATIVES AND BEST PRACTICES

In addition to the scoring (quantitative) questions that measure progress across the primary 7 areas of focus, the Global Benchmark includes open-ended (qualitative) questions. These items allow participants to add context and nuance and provide a rich source of information about the common issues that organizations are having with LGBT Workplace Inclusion, and where there is experience or expertise that could be leveraged by others.

### COMMON CHALLENGES

Almost without exception, all of the challenges that participants shared in their Global Benchmark submissions fall into one of the following four areas. None of these are new, but they clearly need to remain a focus as we look to build and share expertise throughout the Workplace Pride network.

- Keeping momentum in the LGTB employee network
- Maintaining support from the organization (funding and prioritization)
- Engaging leadership to be active in their support of LGBT inclusion
- Navigating difficult legal and cultural challenges

### BEST PRACTICES AND INITIATIVES

Here is where we share a sampling of the great work that is being done. Global Benchmark participants have shared examples of initiatives and best practices - where they have been focusing their efforts to further LGBT Equality in the Workplace, so that others can learn from their experience. The list is not meant to be exhaustive, but is a summary by key topics of some of the great work that is being done.

### POLICY & COMMUNICATION - LEADERSHIP

Accenture	Gender non conforming dress code policy in the the Philippines
IBM	An Advisory Board of LGBT+ Out Executives and Senior Leadership Allies
Royal Dutch Shell	Integrated business-led communications strategy focused on values, business case and respect
DOW	Partnered with the National Center for Transgender Equality to ensure our Transgender Transition Guidelines are best-in-class
RELX Elsevier	Implementation of Gender neutral toilets

### EMPLOYEE NETWORKS - INTEGRATION AND GROWTH

RELX Elsevier	Cross-chapter coaching support growth of network
Royal Dutch Shell	Toolkit to support cross border collaboration between our networks e.g. in setting up new chapters
Accenture	"Building Bridges" platform with leaders to address issues of equality across all of our employee resource groups

### WORKPLACE AWARENESS - VISIBILITY

Randstad	Hosted 'unconscious bias' seminar for external job seekers
ING	The ING Diversity Manifesto: Success through difference, explains what diversity means to ING, why it is important, and what employees can all do to promote diversity
Aegon	National Coming Out Day - Aegon is PROUD OF YOU
Accenture	Audited all countries on LGBT Inclusion activities ( Fifteen countries 80% reported organizing training that include LGBT) using a global framework based on 4 components (Talent actions, Leadership, Inclusive culture, External engagement). Maturity measured against a set of established criteria and areas of improvement identified. Progress tracked and reported to leadership
ING	The First Culture book to all ING employees in the Netherlands. LGBT "Did you know's"
KPN	Gender Neutrality Workshop
NautaDutilh N.V.	IDAHOActivites (i)inclusive message on the narrowcasting screens + intranet, (ii) "love-is-love" chocolates for employees, and (iii) rainbow flags for desks
Royal Dutch Shell	International Coming Out Day - comprehensive and line led approach, resulting in active recognition in 28 countries across office and industrial sites
Sodexo	Guide book - 'Welcome to the LGBT Conversation'

### WORKPLACE AWARENESS - RECRUITING

Booking.com	Hack with Pride - Booking.com's first LGBT- oriented open hackathon to attract new tech talent
Cisco	Talent Acquisition Strategy defines partnershipsthat should be considered and prioritised to best reach potential LGBT talent - including success measures
Royal Dutch Shell	Our recruitment website includes a specific page on LGBT inclusion with stories from employees designed to position Shell as an LGBT inclusive workplace
Sodexo	Focus on Trans

# True colours, here I come

**WORKPLACE AWARENESS - TRAINING**

Accenture	LGBT Leaders Learning - a global flagship program
Accenture	Exclusive training for High-Potential LGBT execs + self-guided course on LGBT Equality in the Workplace
IBM	Specific Leadership Development for LGBT Talent offering
Royal Dutch Shell	Knowledge of D&I program with intensive 90 minute segment on Sexual Orientation

**WORKPLACE AWARENESS - BI AND TRANS FOCUS**

Sodexo	Global Webinar 'Understanding the B in LGBT'
UWV	Transgender Handbook & Congress
Booking.com	Transgender and Inclusion Workshop
Cisco	Specific Transgender training
Daimler AG	Guideline for transgender and transsexuality
ING	A transgender software developer winner of third annual ING Lioness Women of the Year elections
ING	Video awareness (ING intranet) - 'Meet Erika aka Daniel ! We live diversity. Why I do drag.'
Sodexo	Video - Trans employee talking about his transition

**SUPPORT & BENEFITS - LGBT BENEFITS**

ING	Support for Rainbow Families - assessment and updates in progress
Sodexo	International Web Toolkit - network contacts and location information for international travel and relocation
IBM	Expanded same gender medical benefits in 12 countries not known as being LGBT+ friendly
IBM	Resources - a network of LGBT engagement partners are available globally
Royal Dutch Shell	Expatriate transfer advisor/organization that supports expatriates and their partners/families - trained on LGBT Awareness training, gender neutral language and avoiding assumptions around partners
Sodexo	Extensive and detailed Trans medical benefits policy

**SUPPORT & BENEFITS - LGBT EMPLOYEE SUPPORT**

DOW	Use self-ID data to understand and pinpoint any gaps in employee engagement, productivity, and health & safety
IBM	LGBT Pipeline - Our top LGBT+ performing leaders are identified within succession planning and are given visibility at the highest level through executive mentoring, special development projects and CEO Talent review
IBM	Comprehensive process for engaging Transgender employees throughout the workplace transition process



# ING: RAINBOW FAMILIES IN THE WORKPLACE

ING introduced their diversity manifesto, an official bank policy, in 2016. This year, they took things further with the announcement of the Rainbow Families project during Amsterdam Pride week 2017.

They made a big splash with rainbow flags on Dutch ING buildings, the ING logo converted into rainbow colors, and special Snapchat filters that enabled users to transform themselves from an orange lion to a rainbow lion!

The Rainbow Families Project ensures that LGBT employees have equal access to opportunities and benefits and will eliminate any policy gaps that impede LGBT inclusion.

The program is already having impact. In July, Daniël Edelenbosch-Groot and husband Giel became parents of a beautiful little boy, Tobias. Even in the Netherlands, there were quite a few obstacles that Daniël and Giel needed to navigate. Within the framework of the Rainbow Families Project, ING offered Daniël eight weeks paid leave to travel to the United States for the birth of their child.



ING employee Daniël Edelenbosch-Groot (right) with new baby boy Tobias and husband Giel.

*"I'm lucky to work for a company that is driving this topic forward. Two days before my leave started, the whole department even organised a baby shower for me. That was truly amazing,"* said Daniël.

Joanna Semeniuk was one of the first to speak up for rainbow families at ING.

*"We have a strong presence in many countries and long history in promoting diversity. ING can be a frontrunner in this area – looking at the definition of family, pension rights, parental leave, health insurance, international mobility, just to name a few of the many concerns that Rainbow Families regularly face."*

*"It goes even further than rainbow families, ING is concerned about all forms of families. Today there are so many different kinds of family units – it's a different world from 20 years ago,"* said global diversity manager Mathieu Verougstraete.

The first step is to understand the local culture, legal frameworks, beliefs, knowledge and norms across the regions and countries where ING operates.

*"Governments have to change the laws, but we can promote the our Orange Code values and behaviours and set the example,"* added Verougstraete.

ING is committed to accelerating the development of diversity and inclusion. It's not just having the coolest boat at Amsterdam's canal pride, but also actions to improve practices and inclusion.

## INCLUSION & ENGAGEMENT - OUT ROLE MODELS AND ALLIES

IBM	Out Role Models across 29 countries who assist employees by providing advice and counsel about being LGBT+ within their global market and local culture
Royal KPN NV	Executive ally visibility and support
Accenture	Ally program - annual campaign, 'What it means to be an Ally' portal
Booking.com	"B.Proud" sticker ally program
DOW	Annual global "Ally coming out day" events
IBM	Ally Program & Certification module

## EXPERTISE & MONITORING - SELF-ID AND MONITORING

Accenture	Self-identification program rollout ongoing - coordinated global review - where deemed legally possible to proceed, in-country discussions about the cultural and safety challenges of self-identification to adapt data privacy policies, wording of questions, promotion messaging, and program overview
Gemeente Den Haag	Self-ID included in employee satisfaction survey
IBM	Self-ID stored in HR system in 39 countries covering approximately 87% of our employee population (where legally possible to collect this data)
NautaDutilh N.V.	Included self-ID in Employee Survey 2016. Purpose is to be able to break down the results of the survey and compare the LGBT population against the non-LGBT population
Royal Dutch Shell	Self-ID in place In Canada business case for self-identification on a global basis in progress

## BUSINESS ENGAGEMENT - BUSINESS DEVELOPMENT

IBM	Diversity and Inclusion Practice formed in 2016 - additionally there is a dedicated LGBT Business Development team in place
Aegon	Tools and calculators we have developed for customer use include same-sex couple option

## BUSINESS & SUPPLIER ENGAGEMENT - SUPPLIERS

IBM	IBM requires the inclusion of diverse-owned suppliers in ALL of our RFPs in ALL geographies
Royal Dutch Shell	Supply chain initiative in the US "Building LGBTE sustainability through mentorship, sponsorship and education



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**ibm.com/diversity**  
#inclusiveIBM

**you**IBM

Ella  
Joined IBM 2014

**BUSINESS & SUPPLIER ENGAGEMENT - VISIBILITY, MEDIA AND ADVERTISING**

Accenture	Group Chief Executive spoke at a panel event at the World Economic Forum in Davos and discussed the business case for LGBT equality in the workplace
Accenture	Leaders writing about LGBT equality in Huffintong Post and Gay Star News (LGBT media) and in the Economist and Diversity Inc
Alliander NV	Coming Out Day - animated banner - 'Only Meters belong in the Close'
Gemeente Amersfoort	Rainbow flag on town hall and local newspaper stories
ING	New Year's commercial: resolution to "come out of the closet" in 2016 + ING's famous lion changed from orange to rainbow-coloured
NV NUON Energy	Pink Energy' campaign during Euro Pride - that included donations to COC (dutch national LGBT organiation)
PostNL N.V.	Issued a special LGBT-themes postage stamp and special pink mailboxes throughout Amsterdam during the Euro pride 2016
Randstad	Placed television commercials on Out-tv during the 3 week period of EuroPride
Royal Dutch Shell	Retail advertising featuring same sex couple. + Valentines Day campaign that included same-sex couples
Daimler AG	Marketing blog "First get the Gays"
DOW	6 executives and leaders named to the "OUTstanding in Business" list published by The Financial Times
Sodexo	Awarded the Phenicia prize by the LGBT Chamber of Commerce of Quebec for position as a role model for the integration of LGBT employees

**BUSINESS & SUPPLIER ENGAGEMENT - COLLABORATION AND PARTNERSHIP**

Gemeente Den Haag	Worked with Workplace Pride and The Hang-Out 070 (a local LGBTI organisation) to organize events focused on specific groups of the LGBTI community: youngsters, women and bi-cultural people.
IBM	Support research (e.g. EC - Good Practices for Promoting LGBTI Inclusion in the Workplace
KPN	Fund of Professor Van der Toorn at LGBT Chair at Leiden University
KPN	Supported an initiative from McKinsey and Russell Reynolds initiative for a leadership course for multinational LGBT-leadership potentials
KPN	Partnered with Spotify to create the KPN Gaylist (www.spotify.com/kpngaylist) also included the possibility for KPN clients participating in the campaign to be part of the Amsterdam Gay Pride as guest on the KPN boat during the Canal Parade
NautaDutilh N.V.	Lauded as industry sector leader.Nauta Dutilh Board supports and sponsors 'Forward', the Dutch Legal LGBT Network, which was, on the initiative of ND GLOBE, founded by representatives of NautaDutilh and other major law firms in the Netherlands
Royal Dutch Shell	LGBT network works directly with suppliers and NGOs to ensure we are positioned as a LGBT friendly company in the US
Sodexo	Sponsored trainings across canad with Pride at Work Canada, and delivered training with IBM and Canadian banks
Sodexo	Partnering with American Express to support Global traveling and risk assessment

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LEADERS



PARTNERS



MEMBERS



FRIENDS

American Express

BCG

National Postcode Lotterij

Gemeente Nijmegen

Schiphol Group

### BUSINESS & SUPPLIER ENGAGEMENT - SPONSORING AND LEADERSHIP

Accenture	Hosted FACES - a workshop highlighting the significant role leaders play in India
RELX Elsevier	Sponsored, and co-produced (with Workplace Pride and Solidarity Foundation) the first LGBT Workplace Inclusion Conference in India (Chennai)
DOW	PFLAG/Dow Scholarship Fund supporting students who exhibit a commitment to LGBT equality and a passion for careers in STEM
Accenture	Sponsorship of the Economist Pride & Prejudice Conference in NYC in March and a private lunch session with 20 C-suite level attendees from other corporations
Achmea	Sponsorship/visibility - Pride Photo Exhibition
Aegon	Pride Photo award exhibition
DOW	Hosted the launch of the Corporate Equity Index 2017 in Mexico, and the Human Rights Campaign Equity MX program featuring the first certificate of its kind in Mexico that based on LGBT inclusion in the working context
DOW	Out & Equal Executive Forum in San Francisco panel discussion entitled 'Courageous Companies' on how and why Dow and other public companies engage on public policy for LGBT equality
IBM	Global sponsors - Economist Pride & Prejudice
KPN	Proud partner of the Amsterdam Gay Pride Organization (AGP), the organizing committee for the Amsterdam Gay Pride
RELX Elsevier	External leadership - sponsoring and producing India conference

### LEGAL AND LEGISLATION

Cisco	Took a public stance on discriminatory, anti-LGBT and anti-business legislation such as HB 757 in Georgia and HB2 in North Carolina. Joined 68 other companies signing HRC's Amicus Brief Supporting DOJ Effort to Block NC's Discriminatory HB2, as well as the HRC Business Coalition for Equality
Cisco	Cisco's CEO, Chief Diversity Officer and others, tweeted in opposition to HB2 in support of our LGBT and Ally employees and those they love. All North Carolina sites and employees received email communications reinforcing Cisco's supportive policies, and were invited to an open-dialog town hall meeting, attended by over 1000 employees. Cisco executives in North Carolina, Government Affairs, Legal, HR, D&I, and PR/Comms leaders conducted an intensive effort to influence externally through lobbying and private conversation
DOW	Active advocacy, mainly in North America, through Amicus briefs for positive LGBT legislation on State and Federal level and active opposition against negative LGBT legislation.
IBM	IBM has taken a public stance against LGBT+ discriminatory legislation around the world
Royal Dutch Shell	Willingness to engage externally with peers, politicians, NGOs and other to support the case for LGBT inclusion



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[workingatbooking.com](https://www.workingatbooking.com)

Join



# 2017 WORKPLACE PRIDE INTERNATIONAL CONFERENCE

## TAKING LGBTI INCLUSION TO THE NEXT LEVEL

### The Workplace Pride 2017 International Conference in Brussels set a new standard bringing together a wide range of stakeholders, from private sector organizations to civil society; European Parliament Members to EU Commissioners; international activists to LGBTI network leaders.

With 'Building Bridges' as the overriding theme, the conference modeled strong partnership as co-organizers Workplace Pride and ILGA-Europe cooperated extremely closely from planning through to the close of the conference itself.

The theme of cooperation was present throughout the entire event beginning with the Executive Roundtable held at the European Parliament and moderated by Harry van Dorenmalen, Vice-Chair of IBM Europe. The interactive session highlighted challenges and strategic solutions to help businesses and institutions make more progress with LGBTI workplace inclusion. Belgian EU Parliament member Hilde Vautmans also reinforced how vital it is to promote inclusion of everyone throughout Europe.

The theme of cooperation in the main continued with keynotes from EU Commissioner Günther Oettinger, and Yvonne Agyei, Chief People Officer Booking.Com. Later a panel of executives spoke frankly about challenges and solutions facing organizations concerning 'Out' LGBTI leaders, international legal and cultural barriers, and institutional hurdles.

#### A SERIES OF INTERACTIVE WORKSHOPS GAVE CONFERENCE PARTICIPANTS THE OPPORTUNITY TO LEARN, CONTRIBUTE AND TO TAKE BACK CONCRETE ACTION POINTS TO THEIR OWN ORGANIZATIONS. THESE SESSIONS LOOKED AT A VARIETY OF KEY TOPICS:

- leveraging intersectionality, building sponsorship, staying true to core values in difficult locations, and creating sustainable progress within your organization
- introduction to the United Nations (in development) guideline for businesses to help them increase LGBTI Inclusion
- how building trust and common purpose generates partnerships that can drive real progress on many levels.
- a guide to expanding focus from LGB to LGBTI
- how to build strong engagement for your LGBTI Inclusion efforts within your organization
- how business and organizations can further influence the public conversation on LGBT inclusion and equality.
- cooperating with regional and local NGO's to drive progress
- concrete, proven actions to build and maintain a strong LGBT employee network and to maximize the impact they have within your organization.



We rounded out the day with Dr. Jojanneke van der Toorn, Workplace Pride Special Professor of LGBTI Workplace Inclusion, citing academic research highlighting the sociological dynamics within organizations that impact progress of LGBTI inclusion in the workplace.

With more than 200 attendees, this year's international conference was extremely well received by all. The knowledge gained by participants will help progress LGBTI workplace inclusion in Belgium, among the EU institutions, with the private sector, and among the many members of the LGBTI community for whom this movement is so important.

# New Members

## BNY MELLON



### Joined Workplace Pride on June 2017

"I am of the strong belief that where a company creates an environment where people feel safe, protected and looked after that this will get the best out of people. We as BNY Mellon want to ensure an inclusive environment and therefore I am proud of PRISM's efforts and our culture where we are all encouraged to speak up, contribute and grow."

Leonique van Houwelingen, Executive Director of BNY Mellon SA/NV

BNY Mellon is one of the oldest financial institutions in the world with an extraordinary history that started in 1784 in New York. BNY Mellon's award winning PRISM Network promotes an open and supportive environment for all lesbian, gay, bisexual, transgender, queer or questioning and their ally (LGBTQA) employees.

By fostering outreach to LGBTQA employees, Prism contributes to the company's role as a leading corporate citizen. At BNY Mellon we want our staff to thrive and grow in a diverse, inclusive environment. It is only through embracing our differences that we recognize our strengths.

#### For more information about PRISM please contact

Jessica de Kramer,  
jessica.de.kramer@bnymellon.com.



## ASML



### Joined Workplace Pride on June 2017

"ASML prides itself on its technology leadership and innovative strength. Innovation starts with keeping an open mind and seeking out different perspectives. That's why we foster an environment of diverse backgrounds, talents and passions, and we know that this diversity makes us stronger. ASML supports diversity and inclusion programs such as Workplace Pride because we want to be a place where people can bring all of themselves to work and realize their full potential."

Peter Wennink, Chief Executive Officer

ASML is one of the world's leading manufacturers of chip-making equipment. Our vision is to enable affordable microelectronics that improve the quality of life. ASML is a multinational company headquartered in Veldhoven, the Netherlands with offices in 60 cities in 16 countries, employing more than 17,500 people.

#### For more information, please contact

Monique Mols, Media Relations and Public Affairs  
monique.mols@asml.com



## ALLEN & OVERY



### Joined Workplace Pride on July 2017

"At A&O we recognize that people are different, in ways that we can see and ways that we can't. We think that is a good thing. Being diverse and ensuring that we are inclusive helps us to attract the best people, innovate and understand and relate to our clients. Our goal is simple, we want A&O to be a place where a diverse group of people can be themselves and bring the best of themselves to their careers."

Wim Dejonghe, Global Senior Partner at Allen & Overy.

Allen & Overy is an international legal practice that is the recognized market leader in corporate transactions, banking & capital markets, corporate governance & regulatory and disputes. With 44 offices in 31 countries worldwide. Allen & Overy LLP employs approximately 5,400 people with specialists in areas including corporate, finance & securities, competition, employment, litigation, administrative law, tax, real estate and IP.

#### For more information on LGBT inclusion at Allen & Overy, contact:

Martine Brouwer 't Hart –  
email: martine.brouwer-thart@AllenOvery.com  
tel: 0031 (0) 20 674 1600  
or visit [www.werkenbijallenover.nl/diversiteit-en-inclusie](http://www.werkenbijallenover.nl/diversiteit-en-inclusie)



## VODAFONE



### Joined Workplace Pride on July 2017

"Vodafone has an active inclusion agenda and we have come a long way in our journey towards greater inclusion for our LGBT+ staff and better engagement with our LGBT+ customers. We believe in the power of networks to connect people, and that's why we're very proud to support and bring people together through our international LGBT+ networks. Senior leaders across our markets are Friends of LGBT+ and we offer training and mentoring opportunities for LGBT+ employees."

Vodafone Group is one of the world's largest telecoms operators, with mobile operations in 26 countries, partnerships with mobile networks in 49 more, and fixed broadband operations in 19 markets. As of 30 June 2017, Vodafone Group had 523.5 million mobile customers and 18.5 million fixed broadband customers, including India and all of the customers in Vodafone's joint ventures and associates.

#### To find out more, visit:

[www.vodafone.com/belong](http://www.vodafone.com/belong)  
[www.twitter.com/vodafonegbt](https://www.twitter.com/vodafonegbt)  
[www.facebook.com/groups/VodafoneLGBT](https://www.facebook.com/groups/VodafoneLGBT)



# THE GREAT SPONSORSHIP DEBATE



## Why Corporate Support should be Encouraged at Pride

Recently, discussions centered around corporate sponsorship of Pride have come to the forefront; not because it never crossed people's minds that Pride has to find its funding somewhere, and not because everyone fears disingenuous involvement from companies, but mainly because people are questioning in how much companies themselves should be a part of Pride events.

The central concern here, and most common argument against corporate sponsorship seems to be Pinkwashing; the idea that companies are only supporting LGBTI people for self-serving reasons, and that when it is no longer Pride month or a hot topic in the media companies will revert to discrimination of LGBTI people. While a distrusting concept, it is not inherently true or untrue; in some cases, LGBTI sponsorship may be a simple ploy to look good to consumers.

The issue however is that this way of thinking overlooks a few very important facts: First, many companies participate in Pride activities thanks to the tireless effort of LGBTI employees within those companies. The catalyst to participate is often driven by members of the LGBTI community, who seek acceptance within their workplace and hope to show others what they have achieved through their advocacy and hard work. To ignore this seems to miss the point; our community fought to be sponsored, to be safe in our place of work and elsewhere.

Second, many companies are involved with LGBTI issues in places where the government is not necessarily supportive, or in some places blatantly hostile towards LGBTI people. Where this occurs, many companies have adopted a long-term view of LGBTI inclusion; while governments may come and go, companies that are rooted in a country tend to amass a large amount of political power and social capital. By adopting an "embassy" approach (LGBTI inclusion within the company) or an "advocate" approach (encouraging LGBTI inclusivity in the country they are operating in) companies actually support

LGBTI people in ways the government either cannot or will not. By taking initiative, companies increase the legitimacy of Pride and LGBTI people in places where this may not already be the case.

In conversing with Paul Overdijk about corporate involvement and OutBKK, an LGBTI non-profit in Bangkok, he stated,

*"In Bangkok, OUT BKK - the leading foundation to organize Pride - is supported by a number of Corporates (on a local level) and foreign Embassies. There is also non-financial support from important institutions like UNDP and World Bank. OUT BKK requires companies to be visible in their sponsorship. It thus serves two goals: increased standing and legitimacy of the Pride activities and funding. The companies themselves encourage LGBTI employees to become involved and in some cases form employee resource groups".*

Whether its pulling business from North Carolina over a transgender bathroom bill, stimulating growth of Pride activities and grassroots initiatives in various operating countries, or simply standing tall at Pride events when certain governments have continued to blatantly put LGBTI people under fire, companies that have been vilified and accused of Pinkwashing or tokenism might actually be one of the driving forces in committing to LGBTI inclusivity, both immediately and in the long-term.

With these things in mind, there is nothing wrong with questioning a person or an institution's motivations for anything; you're entitled to your opinions, your worries, your ideas and your ideals. Let's just remember that a company is not a faceless entity; it is inherently people who make choices, who campaign, and who have supported the LGBTI community and who are (at least partially) a part of this community.



# LGBTI Inclusion 'at work'! What we've been up to...

**Strategy:**  
International  
Conference  
Brussels



**Programs:**  
Young, Women,  
Tech



**Outreach:**  
Chennai  
Conference



**Community:**  
Cooperation  
ILGA Europe



**Future:**  
Student  
Project  
Leiden



**Community:**  
European  
Lesbian  
Conference



**Outreach:**  
Bulgarian  
Event



**Members:**  
New Year's  
Reception  
Randstad



**Tools:**  
Update Website  
& New Horizons



**Cooperation:**  
ICON Zurich



**Outreach:**  
Manila  
Conference



**Community:**  
Pride Amsterdam  
Asian Activists  
and or Pride Walk



# The Myth of Private Sector Dominance in LGBT Inclusion

In most discussions surrounding LGBTI inclusion in the workplace, people tend to equate big corporations with lots of internal sponsorship opportunities, the proliferation of LGBTI advertising, and to put it bluntly; greater funding opportunities. In contrast, public sector initiatives are often less visible in public discourse, and issues of funding possibilities, questions surrounding the appropriateness of LGBTI initiatives in government, and other related issues are more prominent.

Interestingly, while arguments are made on both sides as to which sector does better in terms of LGBTI inclusivity and policy-making,



no concrete evidence favors either side. Many people assume that big business in general means more money is available, leading to more frequent funding opportunities creating better policies and - by default- more LGBTI inclusivity. However, this is not necessarily the case.

Recognizing the differences in dialogue between private sector and public sector initiatives, Workplace Pride spoke to two of our public sector members, Marion Tahapary-Keislair and Peter Kees Hamstra about their LGBTI networks, their own impressions, and the general state of LGBTI inclusivity in the Public sector. Marion, Organizational Advisor at the Dutch Ministry of Economic Affairs, is a Board Member of both Dutch Government Pride (DGP) and Workplace Pride, while Peter Kees, a Major in the Dutch Ministry of Defense, is Chairman of both DGP and the Foundation for Homosexuality and the Armed Forces (SHK). A few central themes emerged in both of the discussions when it comes to public versus private sector LGBTI initiatives.



First and foremost, funding remains a main topic. The issue however stems from multiple avenues; NGOs like DGP are not funded by membership opportunities in the same way that other LGBTI initiatives are, and therefore there is no consistent funding from participants. This challenge, combined with a lack of subsidies for these types of initiatives means that finding the cold hard cash to host events, or participate in others' events is much more difficult. Combined with a lack of marketing and advertisement resources, this means that (for now) it is difficult to acquire more members. Consequently, word of mouth and connecting with colleagues seems to be the common approach for the public sector in gaining influence and interest.

Beyond this however, the public sector stands on its own as a mouthpiece for the government. Its unique position allows it to

work from the inside out by reforming the government and its institutions. This creates a powerful method to shift cultural norms and become more inclusive, not to mention to communicate LGBTI inclusivity more effectively and sustainably to the communities they represent, be it on the municipal or national level. The public sector also brings items to the forefront of public attention. In this way, cultural shifts are influenced through leading by example, which is one of the aims of public sector LGBTI activism.

The power of a network like DGP is that it works as a fundamental connecting mechanism, between government institutions, and most importantly between the government and its citizens.

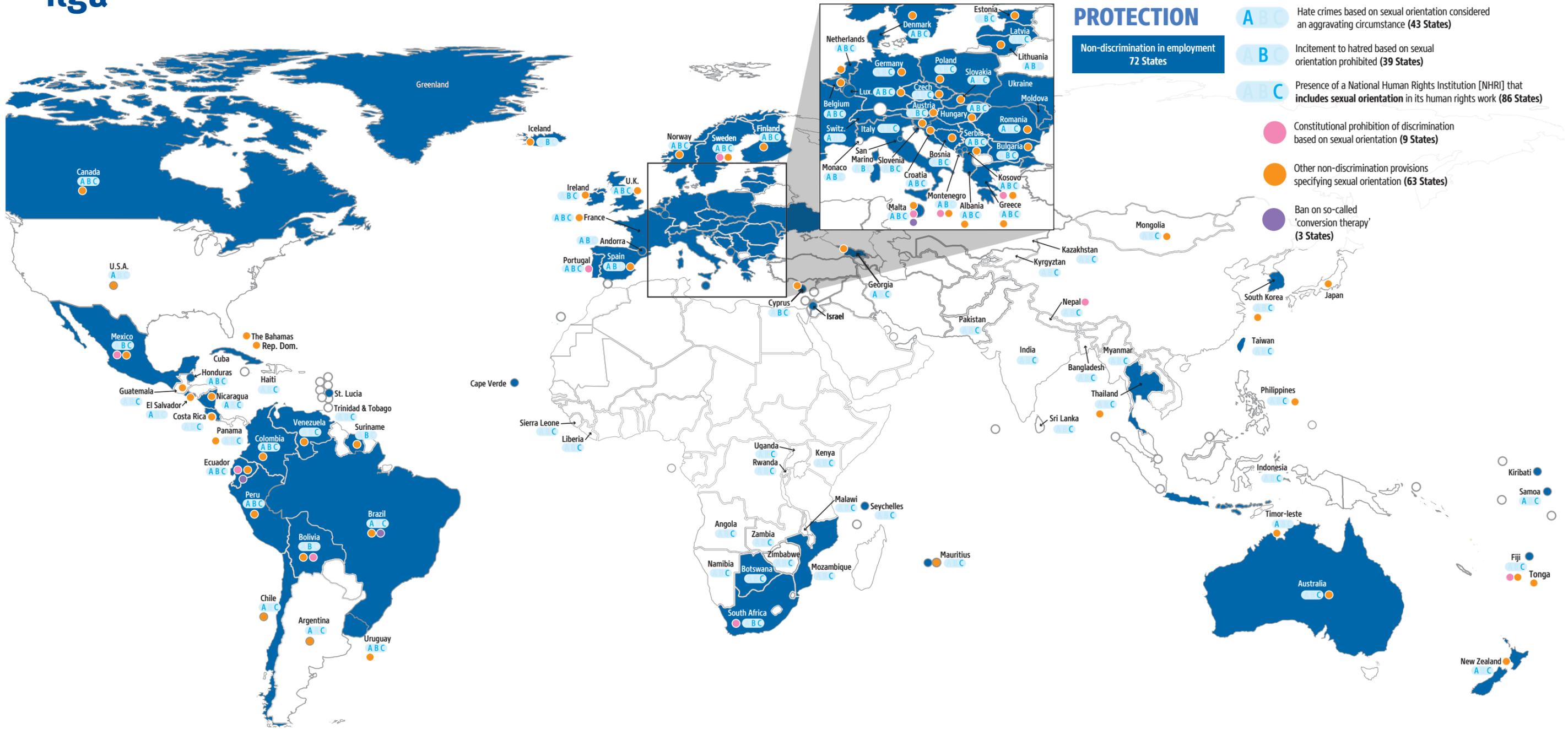
Therefore this conversation shouldn't focus so much on public versus private sector or on pros and cons, but more on how we can take these differences and varying expertise and combine them, so that we can all move forward together. While there is no specific tool guaranteeing success for LGBTI inclusion, the sharing of best practices from both the public and private sectors will collectively raise the bar of inclusion for everyone.



# SEXUAL ORIENTATION LAWS IN THE WORLD - PROTECTION

ILGA, THE INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION

MAY 2017  
ILGA.ORG



## Protection What employers can do to promote safety for their global employees

The social and legal 'climates' that your employees live and work under are critical for employers to consider when looking out for the welfare of their people. Regarding their sexual orientation, This map shows the where people, based on their sexual orientation, are vulnerable, and illustrates where there are laws that protect them from discrimination and violence. No such global mapping has yet been undertaken in regards to gender identity (i.e. about trans people).

The voices of companies and organizations in convincing States to provide or expand protections for sexual or gender minorities is invaluable. Crucially, by bringing employment and revenue to the States in which they operate, they have the opportunity to influence and drive equality and human rights reform.

*Aengus Carroll is co-author of ILGA's 2017 State Sponsored Homophobia report.*

The data represented in these maps are based on State-Sponsored Homophobia: a World Survey of Sexual Orientation Laws: Criminalisation, Protection and Recognition, an ILGA report by Aengus Carroll and Lucas Ramón Mendos. The report and these maps are available in the six official UN languages: English, Chinese, Arabic, French, Russian and Spanish on ILGA.org. This edition of the world map (May 2017) was coordinated by Aengus Carroll and Lucas Ramón Mendos (ILGA), and designed by Eduardo Enoki (eduardo.enoki@gmail.com).

# LGBT inclusion in the Philippines

Seeing the bigger picture

**On August 23rd, the LGBT Workplace Conference in Manila set a new standard for dialogue on the topic of LGBT workplace inclusion in the Philippines.**

While the Philippines is further along with the acceptance of homosexuality and gender identity topics, than many other Asian countries, there are still formidable barriers: namely due to family ties and societal pressures to conform, that hold back many LGBT people from being themselves... particularly at work! This event took a 'helicopter-view' of crucial topics that will help both employers and employees gain a deeper understanding of greater LGBT workplace inclusion, and it brought together the parties necessary to make it happen. A first in the Philippines!

Thanks to the tireless and dedicated work of many individuals on the ground, the event saw just under 200 participants take part from a wide variety of organizations in the country. Hosted by Shell at its Business Operations Center in downtown Manila, the conference included high-profile speakers such as Cesar Romero, Country Chairman of Shell Companies in the Philippines and Geraldine Roman, the 1st transgender Congressperson in the Philippine government. Ms. Roman detailed the status of an LGBT anti-discrimination bill currently in front of the congress which promises to eventually make the lives of LGBT people easier all over the country – PLUS provide clarity for employers on this issue.



The success of the conference though will not stop with the end of the event! A concerted effort by several LGBT employee networks (Shell – SAP) along with the Philippine LGBT Chamber of Commerce and other parties will keep this conversation going and explore how to make a lasting and structural contribution to LGBT workplace inclusion in the Philippines.

**In addition to host Shell, Workplace Pride Members SAP and the Dutch Ministry of Foreign Affairs helped to make this event possible.**



Apart from a fascinating morning panel session, – which looked at everything from Diversity and Inclusion policies of multinationals in the Philippines, to how Metro Manila Pride is making headway on LGBT inclusion with businesses – the day was packed full of intense, interactive conversations dealing with the LGBT Business Case, Leveraging Allies, Executive Leadership and (crucial to the Philippine context) Family Ties.



# ONE YEAR OF WOMEN@WORKPLACEPRIDE

The Women@Workplace Pride program provides a platform for lesbian, bisexual and transgender women to meet, share and learn from one another. Program activities aim to support LGBT women in their work settings, promote leadership of LGBT women and ensure that topics important to LGBT women are on the agenda at Workplace Pride.

Women@Workplace Pride celebrates its first anniversary on Coming Out Day 2017. As we celebrate our first year, we're grateful for the member organizations that have generously hosted our events.

At the 2016 launch, Minister Jet Bussemaker, Minister of Education, Culture and Science delivered a keynote address at the program launch, with senior leaders frp, Shell, Alliander and the Municipality of The Hague joining a panel discussion on diversity, inclusion and intersectionality. In December, Booking.com shared about their innovative LGBT Hackathon and how they are growing their global diversity communities. In 2017, the Municipality of Amsterdam hosted an event on visibility and engagement of lesbian, bisexual and transgender women in the governance and

running of a major city. Elsevier hosted a talk by Skylar Leslie, who challenged myths and bias around bisexuality. Shell organized a tour of their research facility with an inspiring senior leader guest speaker. And Women@Workplace Pride is on the agenda at the European Lesbian Conference in Vienna.

Women@Workplace Pride is managed by women from Workplace Pride member organizations with organizational support from Workplace Pride. Member companies are encouraged to participate and initiate events.

**Interested in knowing more about Women@Workplace or hosting an event?**

Get in touch at [women@workplacepride.org](mailto:women@workplacepride.org)  
 Visit Women@WorkplacePride on Facebook  
<http://www.facebook.com/groups/womenatworkplacepride>

Martha McDevitt-Pugh  
 Marion Mulder  
 Joanna Semeniuk  
 Tanja Winter



OUR:PROGRAMS

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**PHILIPS**

Philips Center

We believe that everyone has the right to be their real self. To acknowledge each other's differences and embrace each other's uniqueness is one way that we can all make life better.

# The declaration of Amsterdam

## 22 MAJOR EMPLOYERS ARE STRIVING FOR:

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

## INTERESTED IN YOUR ORGANIZATION JOINING THE ENLIGHTENED FEW?

Write to: [info@workplacepride.org](mailto:info@workplacepride.org)

## CALL TO ACTION:

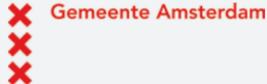
1. Employers must provide a safe, comfortable, equal opportunity workplace and promote authenticity for LGBTI employees.
2. Employers should work closely with and benefit from the knowledge of other parties ( employee networks and NGOs) dealing with LGBTI workplace issues to achieve improvements.
3. Employers should identify and support leaders and decision-makers (LGBTI and straight) that actively strive to create LGBTI-inclusive working environments.
4. LGBTI 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. LGBTI employees should guide their employers on measures to support this declarations goal's and implementing best practices.
6. Employers and LGBTI 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 LGBTI inclusiveness within the organization and benchmark this externally.
9. Employers should dedicate a minimum of 1 euro per employee in the organization to support LGBTI programs and Employee Resource Groups.
10. Organizations should visibly support the improvement of working environments for their LGBTI employees in all the countries where they are active.

[www.workplacepride.org](http://www.workplacepride.org)



THE INTERNATIONAL PLATFORM FOR LGBTI INCLUSION AT WORK

## The organizations which have signed the Declaration of Amsterdam

 <b>ACCENTURE</b> 19 JANUARY 2012	 <b>CITY OF AMSTERDAM</b> 15 JUNE 2012
 <b>IBM</b> 19 JANUARY 2012	 <b>NATIONAL POSTCODE LOTERIJ</b> 15 JUNE 2012
 <b>CITY OF THE HAGUE</b> 19 JANUARY 2012	 <b>ABN AMRO</b> 17 JANUARY 2013
 <b>CISCO</b> 19 JANUARY 2012	 <b>PWC</b> 17 JANUARY 2013
 <b>ACHMEA</b> 19 JANUARY 2012	 <b>DOW BENELUX</b> 4 SEPTEMBER 2013
 <b>UWV</b> 19 JANUARY 2012	 <b>ELSEVIER</b> 20 JUNE 2014
 <b>SHELL</b> 19 JANUARY 2012	 <b>KPN</b> 09 OCTOBER 2014
 <b>ING</b> 19 JANUARY 2012	 <b>THE CITY OF UTRECHT</b> 17 APRIL 2015
 <b>POST NL</b> 19 JANUARY 2012	 <b>SODEXO</b> 23 JUNE 2017
 <b>PHILIPS</b> 19 JANUARY 2012	 <b>NAUTA DUTILH</b> 3 AUGUST 2017
 <b>TNT</b> 19 JANUARY 2012	 <b>DELOITTE</b> 3 AUGUST 2017

# PROGRESS UPDATE

## TECH@WORKPLACEPRIDE

The Foundation's latest program, Tech@WorkplacePride recently interviewed two representatives from members organizations, about their experiences of being out at work in a technical environment.

Warner van der Veer-Jehee studied Industrial Design in Delft and Business in Rotterdam and worked at Fokker, Martinair and now KLM at which he is one of the founders of KLM's LHBT-network "Over the Rainbow". He came out fairly early before his college days in Delft.

Julien van Campen studied Aerospace in Delft and worked for several years in Germany at Daimler. Currently he is a lecturer at TU Delft. "I did not come out until I moved back to The Netherlands and I met my husband", Julien says. "In Germany no one was out at work. The culture is totally different compared to here. At Daimler, or any other professional environment, the LGBTI community was completely invisible." Now, as an active member of TU Delft's LGBT-network "TrueU", Julien is visibly out at work and he hopes this will encourage students to feel safe enough to follow suit and be themselves.



"As LGBTI in a technical environment, it is important to stay close to your core, to who you really are", says Warner. "As in all facets of life, authenticity is key. The binding factor is our passion for the technical craft. All else is less important." Both agree that in their industry people tend to put more emphasis on content and professionalism, than anything else. As a result, whether you are LGBTI or not becomes secondary.

"That being said" says Julien, "it is comforting to see the LGBTI community in our industry growing. It used to be a lot harder to find any role models. Although the change is slow, it is happening, not in the least due to all the good work by the LGBTI-networks at many technical organizations and universities."

As for the commonly accepted assumption that being LGBTI in a technical environment is more difficult compared to most other industry, Warner is not convinced. "KLM has done research into the position of LGBTI employees throughout the organization. The expectation was that there would be a significant difference between, for instance, the cabin crew and hangar personnel. However, this was actually not the case. The LGBTI staff of both parties felt first and foremost KLMers, and felt equally positive or negative about being out in their respective departments."

If indeed the content is more important than the packaging, the technical industry might just very well be the next best thing after sliced bread for us to discover!

For more information about Tech@WorkplacePride, write to [tech@workplacepride.org](mailto:tech@workplacepride.org).

OUR:PROGRAMS



**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 provide a more cohesive voice for the international LGBT community. Major activities include providing a point of reference for employers, employees, and other stakeholders to exchange experiences and gain support, to increase knowledge about 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 (CPP) in 2008, from which the Workplace Pride Foundation evolved in 2012.

We currently have over 50 members, who employ more than 3 million people worldwide.

### FOR MORE INFORMATION:

Visit our website at [www.workplacepride.org](http://www.workplacepride.org) or email to [info@workplacepride.org](mailto:info@workplacepride.org).



THE INTERNATIONAL  
PLATFORM FOR LGBTI  
INCLUSION AT WORK

# Partner Spotlight Out BKK and Out Business Network Bangkok make a splash in Thailand

When Workplace Pride organized its first LGBT Business Conference in Bangkok in 2016, we collaborated with OUT BKK, a new local LGBT organization that proved invaluable in organizing the event. Paul Overdijk, (co-) chair of the Advisory Boards of Workplace Pride and of the OUT Business Network Bangkok, tells the story.

OUT Business Network Bangkok was launched in January 2017 and operates like a local version of Workplace Pride. Its scope is focused on businesses and organizations in (Greater) Bangkok, one of the major business hubs of South East Asia with a population of around 20 million people. The goal of OUT BKK is to make the workplace a better place for LGBT people and to connect Businesses to the LGBT community in Bangkok. Thailand may be seen as an LGBT friendly country to the outside world, but recent studies of UNDP and the World Bank show that there is still a lot of work to be done.

Active members of OUT Business Network Bangkok are Krungthai-AXA and AXA Thailand (insurance), Amadeus Asia (Airline Reservations), Google Thailand and SO Sofitel Bangkok (Hotel and Tourism) all of whom are also represented in the

Network Board. Large institutions like UNDP and World Bank Bangkok lend active support to the Network, as does the Embassy of The Netherlands.

Out Business Network Bangkok is always working to expand its membership base. We welcome local branches/offices of Workplace Pride members to join. Our real challenge is to get local/national Thai companies on board, to become really a part of the Bangkok Business community, and to incorporate and accommodate more of the Thai business culture. This also means that the OUT Business Network will have to become bi-lingual, English and Thai.

Taking the lead from Workplace Pride, we host a "Connecting Network Event" every two months, where one of the member companies hosts a themed discussion meeting, followed by socializing. We are also planning a second Bangkok LGBT Business Conference, for early 2018.

OUT BKK is a partner of Workplace Pride, and through the OUT Bangkok Business Network we hope to mirror the achievements of Workplace Pride on a local scale in the Thai business environment.

Follow OUT BKK and Out Business Network Bangkok on [www.facebook.com/OUTBusinessNetwork](http://www.facebook.com/OUTBusinessNetwork) or on [www.outbkk.org](http://www.outbkk.org)

Paul Overdijk,  
Chair Advisory Board OUT Business Network Bangkok



## LET'S MAKE THE FUTURE

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 include our 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.

**We are proud to support International Coming Out Day 2017.**

