

New Horizons

For LGBTI Workplace Inclusion

**INTERNATIONAL
CONFERENCE
EDITION**

THE CHANGING FACE OF
LGBTI WORKPLACE INCLUSION

Hello



Welcome to the latest edition of New Horizons and our 2018 International Conference on Workplace LGBTI

inclusion. As the adage goes, ‘the only constant is change’. As activists – and if you are reading this, then yes, you too are an activist – we should not shy away, but rather embrace change when it serves our cause. We should remember that our workplaces are microcosms of society at large. As such, changes taking place around us directly influence the changing face of inclusion in our workplaces. Our policies and practices alone do not ensure all our work places are safe, accessible and great places to be.

As Workplace Pride continues to grow, now with 56 members representing more than 4.5 million employees around the world, we are witnessing firsthand the changes taking place around us. We have been privileged to either co-host or participate in events in Bangkok, Paramaribo, Manilla, Nairobi, Warsaw, Chennai, Brussels and, of course, here at home in The Netherlands.

Where we see the lives of LGBTI people being improved, communities strengthened and our workplaces becoming more inclusive, we should encourage, and even accelerate such change. However, at the same time we are witnessing human rights being eroded in parts of the world and LGBTI citizens finding themselves in increasing danger. It is here where we need to shine the light into the darkness and provide active support.

For global companies this creates multiple dilemmas. With growing public scrutiny, how do you live up to your corporate values of inclusion whilst operating in multiple markets, with different future realities, where some are more dangerous for your LGBTI employees, partners and customers than others? How can employees drive change from within so that all who work with, and for you, can thrive and be the best that they can be? Through partnerships, how can organisations be a positive force for change?

These are some of the topics that, together, we want to explore during this year’s Workplace Pride Conference. How can you and I be that force for positive change?

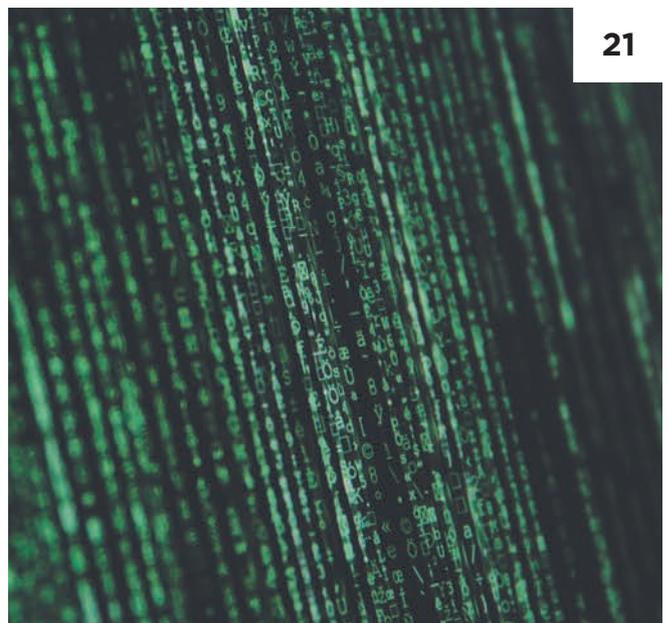
On behalf of the Staff, Foundation Board and Advisory Board of Workplace Pride, I wish you all a great conference.

Mark Emdin

Chair of Workplace Pride Foundation



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Program

More than ever, the situation of LGBTI people in society is in flux. While evolution in attitudes and laws brings the hope of greater acceptance for LGBTI people in the workplace, populist movements and turbulent times continue to raise the yellow flag of caution.

With a new, even more interactive format, the 2018 Workplace Pride International Conference puts these topics under the microscope.

Coinciding with the week of IDAHO (International Day against Homophobia, Transphobia and Bi-phobia) and with the theme of **“The Changing Face of LGBTI Workplace Inclusion”**, the conference will explore:

- **Social, political and legal environments**
connecting with the working world for LGBTI people
- **Changes with the concept of ‘work’ itself**, such as temporary staff, AI and robotics
- **Evolutions in business practices**
in the current world environment and the influence of organisational and governmental LGBTI inclusion
- **Attitudes at work and in society in general regarding LGBTI people**; particularly internationally but also domestically
- **Changes in the LGBTI community itself** with Gender identity & expression, Intersex inclusion, compartmentalisation, and generational issues at the forefront

Timetable

08:00 - 09:00 REGISTRATION

09:00 - 11:00 OPENING PLENARY SESSION

Mark Emdin: Conference Moderator and Chair of Workplace Pride

OPENING KEYNOTE SPEAKER Marianne Röling: General Manager Small Medium Solutions and Partners CEE, Microsoft

FUTURE REALITIES: LGBTI IN THE WORKPLACE

World Economic Forum: Interactive Session with Berit Gleixner and Nicholas David

THE INTERNATIONAL LGBTI 'ECOSYSTEM' Boris Dittrich: LGBT Advocacy Director Human Rights Watch and International LGBTI Activists

11:00 - 11:30 COFFEE BREAK

11:30 - 12:45 BREAKOUT MORNING SESSION:

- Nr. 1 Leveraging 'Global Days' for Greater Impact at Work: Hosted by IDAHOT
- Nr. 2 Bisexuality: Fostering Visibility and Social Comfort at Work: Hosted by Skylar Leslie, Workplace Pride
- Nr. 3 Workplace Inclusion & Sustainable Development Goals: Hosted by Alliander
- Nr. 4 The Power of Cities in LGBT+ Inclusion: Hosted by Open for Business
- Nr. 5 LGBT Retirement; Embracing the Challenge of Social Change: Hosted by Aegon

12:45 - 14:00 LUNCH BREAK

14:00 - 15:15 BREAKOUT AFTERNOON SESSION:

- Nr. 6 Why Responsible AI Matters to LGBTI Work Place Inclusion: Hosted by Tech@Workplace Pride
- Nr. 7 Employee to Business Resource Groups; Maximising Value for all Stakeholders: Hosted by BNY Mellon
- Nr. 8 Bisi Alimi; LGBT Human Rights and Corporate Engagement: Hosted by ABN AMRO
- Nr.9 Boomers to Millennials; LGBTI Intergenerational challenges and opportunities: Hosted by Paul Overdijk and Skylar Leslie
- Nr. 10 Achieving Change Through Internal Campaigning: Hosted by ILGA Europe

15:15 - 15:45 COFFEE BREAK

15:45 - 17:00 CLOSING PLENARY SESSION

Thijs de Greef: Ex-Professional Hockey Player

New Member Joins the Foundation

CLOSING KEYNOTE SPEAKER Kajsa Ollongren: Dutch Minister of the Interior & Kingdom Relations, and Deputy Prime Minister

17:00 - 19:00 CLOSING RECEPTION

Speakers



Marianne Röling

Segment Leader Microsoft

One Commercial Partner and Small, Medium, Corporate Central and Eastern Europe

Marianne joined Microsoft in 2005 to lead the EMEA business for the Mobile Communications Business. In 2007, she took on global responsibility for the strategy development of the global expansion program of Microsoft's Mobile Business and in 2011 she became the Managing Director for the Operator Channels CEE. In the summer of 2014, she became Partner and GM in CEE for the division that leads the Partner network, Corporate Account Sales, and SMB sales and covers a large majority of Microsoft's sales and marketing for the 33 countries in Central and Eastern Europe.

Marianne enjoys working with diverse cultures and countries. She graduated from Nijenrode, the Netherlands school of business with a BBA and an MBA and did a post graduate degree at Harvard Business School.

She lives in Holland Park, London with her partner and enjoys going out, seeing art, doing sports, supporting Diversity and mentoring talented entrepreneurs.



Boris Dittrich

Human Rights Watch

Advocacy Director, Lesbian, Gay, Bisexual, and Transgender Rights Program

Boris leads Human Rights Watch's advocacy efforts on the rights of LGBT people around the world. He meets regularly with victims of homophobia and trans-phobia, and with government officials, members of parliament, and journalists in Africa, Latin America, Asia and Europe to push for progress on issues of sexual orientation and gender identity.

Before coming to Human Rights Watch in 2007, Boris was a member of the Dutch parliament for more than 12 years. He initiated the same sex marriage and adoption bills, making the Netherlands the first country in the world to open its civil marriage for gays and lesbians.

He is author of three novels and two non-fiction works in Dutch, one on LGBT rights. His book W.O.L.F. was chosen as best Dutch thriller of 2016.



Kajsa Ollongren

Deputy Prime Minister of the Netherlands, Minister of the Interior and Kingdom Relations

Ollongren started her career in the civil service at the Ministry of Economic Affairs, becoming a policymaker in the area of Central and Eastern Europe in 1992. She was head of parliamentary affairs within the ministry until 2001, and director of European Integration and Strategy from 2001 to 2004, and became Deputy Director General of the ministry in 2004. In 2007, she moved to the Ministry of General Affairs, the department headed by the Prime Minister, becoming Deputy Secretary General. She became Secretary General of the ministry in 2011.

After the 2014 local election, Ollongren became an alderwoman and second deputy mayor in Amsterdam.

On 6 October 2017, the day after the city's mayor Eberhard van der Laan's passing, she became acting Mayor of Amsterdam.

On 26 October 2017, Ollongren was appointed as Minister of the Interior and Kingdom Relations in Mark Rutte's third cabinet. She also became the second of the cabinet's three Deputy Prime Ministers, serving alongside Hugo de Jonge and Carola Schouten.



Berit Gleixner

Community Specialist, Society & Innovation, World Economic Forum

Berit is a member of the Society and Innovation team at the World Economic Forum in Geneva, where she advocates for the critical role that civil society plays in both governance and driving positive change in the global agenda. She engages the world's largest environment & human rights NGO's, as well as faith communities, into the Forum's activities. Berit manages complex stakeholder interests to catalyze discussions that lead to impactful initiatives related to sustainability, diversity & inclusion (including LGBTI issues), as well as broader human rights issues.

Until 2016, Berit worked in the Executive Chairman's Office at the World Economic Forum. She holds a Bachelor of Laws from Maastricht University and a Master of Laws from University College London.



Nicholas Davis

Head of Society and Innovation, Member of the Executive Committee, Society and Innovation

Nick is Head of Society and Innovation and a member of the Executive Committee at the World Economic Forum in Geneva, Switzerland. He leads the Forum's work on "The Fourth Industrial Revolution", focusing on how emerging technologies could disrupt industries, labour markets, societies and governments, and how technology can be used to empower communities to create a human-centred future. Nick is also responsible for the Forum's global NGO, labour and faith communities. With Klaus Schwab, the Founder and Executive Chairman of the World Economic Forum, he is the co-author of Shaping the Fourth Industrial Revolution.

Originally from Sydney, and previously a commercial lawyer, Director at Oxford Investment Research and the World Economic Forum's Head of Europe, Nick is a Certified Professional Facilitator and a Fellow of the Royal Society of the Arts (FRSA) in the UK. He sits on the board of the IMP3rove European Innovation Management Academy and holds degrees in Arts and Law from the University of Sydney as well as a Masters of Business Administration from the University of Oxford.



Thijs de Greeff

Former professional field hockey player

During his hockey career he played for the Dutch National team, Rotterdam, The Hague and Bangalore (India). Thijs has a master degree in Financial Economics from Erasmus University Rotterdam. After graduating he worked in the finance team at Heinz Benelux. Currently he is manager of the HR Operations team at Ampelmann B.V. - a high tech company that operates globally in the maritime offshore services market. After his coming out he has been active as a counsellor for the COC-Amsterdam and John Blankenstein Foundation which strive for a safer and inclusive environment at schools and sport clubs. Thijs is the first "out" national hockey player in the Netherlands: recently he was interviewed by the Dutch newspaper "NRC Handelsblad" regarding his experiences in professional hockey.

LEARNING FROM THE BEST

Workplace Pride has many members that have shown exemplary methods of tackling LGBTI diversity issues, which we have identified in part through our annual Global Benchmark and other avenues. Below we have collected examples that we feel adds context and nuance to potential approaches to LGBTI Workplace Inclusion. We aim to provide a rich source of information to all of our members, thanks to our member's hard work and innovation.

Workplace Awareness; Bi and Trans Focus

Sodexo hosted a Global Webinar entitled "Understanding the B in LGBT". Because bisexuality is so often forgotten when discussing LGBTI issues, making sure that time and energy is invested in understanding our more marginalised subgroups is necessary to being truly inclusive. Several organizations also host workshops and trainings to understand what transgender means, along with handbooks and guidelines, or videos such as **ING's** "Meet Erika aka Daniel! We Live Diversity. Why I do drag." Beyond that, visibility is a crucial step towards inclusivity such as **ING** granting the third annual **ING** Lioness Women of the Year award to a transgender software developer.

Workplace Awareness; Recruiting

Shell has a page on their recruitment website that discusses LGBT inclusion with stories from employees; by doing this they demonstrate their position as an LGBT inclusive workplace to new and potential hires.

Business and Supplier Engagement; Suppliers

IBM requires inclusion of diverse-owned suppliers in all geographies, aiding in inclusion and diversity both within and outside of the company itself.

Policy and Communication; Leadership

Accenture has created a gender non-conforming dress code policy in their location in the Philippines, which is a step towards increasing opportunities for gender non-conforming individuals, and continuing to pioneer inclusive policies, much like **Elsevier's** implementation of gender neutral toilets. Beyond that, **Dow Chemical** partnered with the National Center for Transgender Equality to ensure that their Transgender Transition Guidelines hit the mark; partnering with expert groups is always a good way to get accurate information, and engaging with members of the particular special interest group ensures that marginalised people's voices are heard.

Employee Networks; Integration and Growth

Shell has created a toolkit to support cross-border collaboration for networks, so that various Shell locations can start and build their own chapters efficiently, effectively and with (relative) ease. **Accenture** also hosts a Building Bridges platform where leaders can address issues of equality across all Employee Resource Groups, thereby increasing collaboration with various expertise.

Workplace Awareness; Visibility

Accenture conducted an audit on fifteen countries they have offices in using a global framework based on 4 components; Talent actions, Leadership, Inclusive culture and External engagement. From this audit they identified areas of improvement, and have created a successful tool to audit their own policies and practices globally. Other methods of raising visibility include activities on IDAHOT or National Coming Out Day (**Nauta Dutilh, Aegon, Shell**), or hosting workshops on topics such as Gender Neutrality and Unconscious Bias (**KPN, Randstad**).

Support and Benefits; LGBT Employee Support

Dow Chemical currently uses self-ID data in order to understand and pinpoint any gaps in employee engagement, productivity, health and safety. In a more qualitative way, **IBM** has an LGBT Pipeline in which top LGBT performing leaders are identified and given visibility at the highest level through executive mentoring, special development projects and a CEO Talent review.

Business and Supplier Engagement; Collaboration and Partnership

While being apart of Workplace Pride is already a step towards collaboration and partnership, some organisations such as **KPN** and **IBM** support LGBTI-related research: for Prof. Dr. Jojanneke van der Toorn's LGBT Chair at Leiden University (**KPN**), or other related works (**IBM**). **Gemeente Den Haag** on the other hand has engaged with other local NGO's such as the Hangout 070 to organise events focused on specific groups within the LGBTI community such as young people, women, and bi-cultural people.

Support and Benefits; LGBT Benefits

Sodexo offers a detailed and extensive Transgender medical benefits policy, in order to be clear and transparent about what they offer while supporting trans people in their workplace. In regards to mobility, **Shell** has an expatriate transfer advisor that supports expats and their partners/families while being trained in LGBT issues so as to ensure inclusion and high-level support for potential LGBT related issues.

Inclusion and Engagement; Out Role Models

IBM identifies Out Role Models across 29 countries who assist employees by providing advice and counsel about being LGBT within their global market and local culture. In terms of 'Allyship', several organizations have an ally program, and use methods such as Ally Programs and Certification modules or executive ally visibility and support.

Expertise and Monitoring; Self-ID and Monitoring

While Self-ID has been a touchy topic for many of our members, companies such as **IBM** or **Accenture** have a self-identification program that allows voluntary data to be stored and used to identify LGBT pipeline opportunities, to monitor engagement and productivity, and have found ways to deal with legal issues and protective measures. In companies such as **Gemeente Den Haag**, they allow employees to self-identify in their employee satisfaction survey.

Business and Supplier Engagement; Visibility, Media and Advertising

Accenture's Group Chief Executive spoke at a panel event at the World Economic Forum on the topic of LGBT equality in the workplace.

A woman with blonde hair, wearing a light pink blazer over a white top, is smiling warmly at the camera. She is standing in a large, bright conference hall with other people in the background. The text 'TOGETHER WE CAN ACHIEVE MORE!' is overlaid in large, bold, orange letters across the center of the image.

**TOGETHER
WE CAN
ACHIEVE
MORE!**

Workplace Pride in conversation
with Dutch Interior Minister and
Deputy Prime Minister:

Kajsa Ollongren

What is the main message that you would like to extend regarding LGBTI workplace inclusion in the Netherlands and, in particular, for employees of the Dutch Government?

Every employee must be able to be themselves and feel safe at work; certainly when they work for a model employer, like the Government. We are fortunate in the Netherlands to be part of a diverse and tolerant society. However, we need to be extra vigilant in the workplace, 'you can be LGBTI, but can you freely express your true identity?'

Could you explain what you personally see as the biggest challenges to creating workplace cultures where LGBTI people can truly be themselves?

Sexual orientation and gender identity should be topics that can be discussed openly. It can be difficult for LGBTI people to come out for fear of negative reactions.

The theme of the Workplace Pride 2018 International Conference is: "The Changing Face of LGBTI Workplace Inclusion" How would you recommend that governments, businesses and civil society can step up their efforts to cooperate with this theme in mind?

Combine efforts - We can achieve much more when we work together. The Government and Dutch Government Pride (DGP) are undertaking initiatives to drive progress.



Rijksoverheid



Dutch Government Pride Platform



ADOPTION OF UN STANDARDS SURGES AHEAD

Companies should...



RESPECT HUMAN RIGHTS
of LGBTI workers, customers and community members



ELIMINATE DISCRIMINATION
against LGBTI employees in the workplace



SUPPORT LGBTI STAFF
at work



NOT DISCRIMINATE
against LGBTI customers, suppliers and distributors—and insist that business partners do the same



STAND UP FOR HUMAN RIGHTS
of LGBTI people in the communities where they do business





Scan via the Workplace
Pride conference App
for more info

The United Nations Standards of Conduct for Business in Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People were unveiled on September 26, 2017 at UN Headquarters in New York.

The Standards of Conduct are intended to provide a set of benchmarks for assessing the role of business in tackling discrimination and related human rights abuses affecting LGBTI people, and to support good practice by companies. They also take the case for corporate engagement a step further – by pointing to the many opportunities companies have to contribute to positive social change in the communities where they do business.

Since the initial publication and announcement, they have also been launched in Mumbai, Paris, London, Hong Kong, Washington DC, Geneva, Melbourne, Davos, at the NASDAQ stock exchange and in Nairobi. Workplace Pride, HIVOS and Sullivan Reed included the African launch of the UN Standards in their jointly-organised Nairobi Conference “Colorful Workplaces” in February of this year. The Standards will be launched later this year in Sao Paulo and Tokyo.

Workplace Pride has been closely involved with the UN throughout the process of development and rollout of the Standards. We presented a workshop hosted by the UN on the Standards at our International Conference in Brussels last year, and published a piece about the development of the standards in our 2017 New Horizons, Global Benchmark edition.

There is growing momentum in the business world with 78 companies to-date having publicly committed support for the Standards. 12 of these organizations are Workplace Pride members:

Accenture, IKEA Group, BNY Mellon, KPMG, Cisco, RELX Group, Clifford Chance, SAP, Dow Chemicals, Sodexo, EY, Vodafone

“Companies must either decide to actively combat discrimination against LGBTI people or accept that they are, in effect, facilitating it. There is no neutral position available.”

**Zeid Ra’ad Al Hussein
United Nations Commissioner for Human Rights**

For more information about the UN Standards of Conduct, visit their website: <http://unfe.org/standards>



**UNITED NATIONS
HUMAN RIGHTS**
OFFICE OF THE HIGH COMMISSIONER

The declaration of Amsterdam

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

23 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



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTI
INCLUSION AT WORK

THE ORGANIZATIONS WHICH HAVE SIGNED THE DECLARATION OF AMSTERDAM

	ACCENTURE 19 JANUARY 2012		NATIONAL POSTCODE LOTERIJ 15 JUNE 2012
	IBM 19 JANUARY 2012		ABN AMRO 17 JANUARY 2013
	CITY OF THE HAGUE 19 JANUARY 2012		PWC 17 JANUARY 2013
	CISCO 19 JANUARY 2012		DOW BENELUX 4 SEPTEMBER 2013
	ACHMEA 19 JANUARY 2012		ELSEVIER 20 JUNE 2014
	UWV 19 JANUARY 2012		KPN 09 OCTOBER 2014
	SHELL 19 JANUARY 2012		THE CITY OF UTRECHT 17 APRIL 2015
	ING 19 JANUARY 2012		SODEXO 23 JUNE 2017
	POST NL 19 JANUARY 2012		NAUTA DUTILH 3 AUGUST 2017
	PHILIPS 19 JANUARY 2012		DELOITTE 3 AUGUST 2017
	TNT 19 JANUARY 2012		ASML 11 OCTOBER 2017
	CITYOFAMSTERDAM 15 JUNE 2012		

INTERSEX EMANCIPATION



That little pink dot is Malta: a mini-State, but the first country in the world to legislate protecting the human rights of intersex babies.

In April 2018, Portugal also adopted legislation to protect the rights of intersex children. However, due to the wording, it is not yet entirely clear whether this protection applies until the children are old enough to decide for themselves. That is why Portugal is colored purple for the time being.

Maybe you know the ILGA Europe Rainbow Map which presents the LGBT human rights situation in the Europe. Well, the intersex movement also has such a map too! Ehhh... do you see the pink dot?



For more information about the intersex movement,
go to: <http://nnid.nl> or <https://oiieurope.org>

Going all in on equality

AT IKEA GROUP, WE ARE COMMITTED TO GOING ALL IN ON EQUALITY AND SUPPORT OUR LGBT+ CO-WORKERS' RIGHT TO BE THEMSELVES.

LGBT+ INCLUSION IS EVERYONE'S RESPONSIBILITY!



As a humanistic and values driven company, we create a diverse and inclusive work environment where our LGBT+ co-workers thrive and where equality is fully integrated throughout the entire business plan.

LGBT+ inclusion is on the top of our agenda. In 2017, we launched our global LGBT+ Inclusion Plan that aims to create a consistent way of working with LGBT+ equality across all IKEA Group organisations. The plan follows our systematic Diversity & Inclusion Approach - all the way from establishing the mind-set, to measuring legal and social climates, developing knowledge and competence, and creating supportive infrastructures for LGBT+ inclusion.

“Our equality standards, code of conduct, and supplier policies specifically state that we stand for protecting people of all sexual orientations and gender identities” says Antonio Cavalli, global Diversity & Inclusion Development Leader.

We raised awareness among our co-workers by providing a suite of information sheets that cover key LGBT+ topics (e.g. Glossary of Terms, LGBT+ Workplace Concerns, Why LGBT+ Inclusion). To develop emotional intelligence and skills, we created three LGBT+ specific trainings to build awareness of privilege, unconscious bias, and competence on LGBT+ concerns at work. We also developed an internal data base highlighting legal and social climate concerns for LGBT+ people in all countries where we operate.

We have a full LGBT+ communication package to help launch the global plan. There are materials for the media with key messages, a training on how to launch the LGBT+ plan, and booklets to explain the plan and our actions taken.



Each year we celebrate IDAHOT and National Coming Out Day by providing global materials to engage local commitment. During pride month, local sites develop creative ways to celebrate LGBT+ rights by participating in marches, conferences, and panels. We also have an LGBT+ Yammer group where everyone can contribute to the conversation on LGBT+ equality. These have been great opportunities for our co-workers to share their inspiring stories and committed actions around the world.

Our top leaders are responsible in driving LGBT+ inclusion. We are committed to making positive social change by sharing our successes and challenges, and engaging with the community. For example:

- We are members of Workplace Pride and Stonewall, two non-profit organisations focused on LGBT+ rights in the workplace
- In 2016 we connected with 8 global companies through Workplace Pride to survey best practices for LGBT+ inclusion. And we continue to benchmark one-on-one with other organisations
- In 2017 we co-created the UN Standards of Conduct on Tackling Discrimination Against LGBT+ people and participated in the launch in USA, UK, India, and Australia

Sari Brody, global Equality, Diversity & Inclusion Manager says, “We respect and comply with the local laws. However, we also stand up for the rights of people of all sexual orientations and gender identities because equality is a basic human right. Simply put, we value diversity and want everyone to be themselves! It’s our uniqueness that makes IKEA better!” concludes Sari.

Evidence-based research highlights challenges ahead

WORKPLACE PRIDE CHAIR INAUGURAL SPEECH



Chair Sponsored by KPN

Staying in the closet represents a paradox; namely that being in the closet is often used as a method of protection, but at the same time has lots of negative consequences

This was one of the conclusions of Prof. Dr. Jojanneke van der Toorn's recent inaugural lecture at Leiden University. As Workplace Pride's Professor by Special Appointment of Lesbian, Gay, Bisexual and Transgender Workplace Inclusion (Sponsored by KPN), Van der Toorn focuses on research into the inclusion of LGBT employees in the workplace. By engaging with scientific methodologies and performing evidence-based research on the subject, the Chair aims to expand the knowledge-base on LGBT workplace inclusion, and to collaborate with others on the subject.

The Inaugural Lecture is an opportunity for newly-appointed Professors to update colleagues in the University and the general public about their research, career, and their current and future research directions.

The Lecture included a detailed description of the trials and tribulations of being LGBT at work including feelings of isolation, outright bullying and harassment, fewer opportunities for promotion, increased likelihood of depression and burn-out, etc. Van der Toorn explained how sexual orientation is far more than just what happens in the bedroom. According to her, sharing who we are, what we do, what is important and what we worry about is hindered when we can't talk about our partners openly. It becomes clear that by hiding parts of ourselves we create distance within a group, or within a working environment.

LGBT issues are considered an invisible difference; it is something that has to be expressed to be known, and so LGBT people spend lots of times correcting assumptions such as 'heteronormativity'; the assumption that all people are

heterosexual. While invisibility may make it easier to "pass" as heterosexual, and thereby avoid homophobia, staying in the closet represents a paradox; namely that being in the closet is often used as a method of protection, but at the same time has lots of negative consequences for closeted people.

While these issues are obviously important to address, both from an employer and a mental health stand-point, the lecture also discussed potential solutions to these issues, and the strengths of creating and being an inclusive workplace.

Working to create an environment where individuals can feel included and can be themselves is much more important than simply being "diverse". Being open and accepting of difference, and even considering difference a strength is the next step up from merely being "tolerant". It is a question of changing policy and mentality; also beyond the walls of the workplace. Generating social change happens by challenging (implicit) bias, combating internalised homophobia and acknowledging issues within our cultural understanding of LGBT issues. Inclusivity isn't easy, but its possible if we are willing to look at ourselves and our views of the world, and acknowledge that perhaps we all have room to learn about our assumptions and beliefs.

Van der Toorn uses a combination of evidence-based approaches, working with both organisations and individuals, in order to ensure that interventions are actually helpful. As she points out, sometimes attempts to promote inclusivity can actually have an opposite effect. With this in mind, she remains optimistic that creating an inclusive workplace will increase productivity and connectivity to organizations and their peers!





INNOVATION BEGINS WITH EQUAL OPPORTUNITIES FOR ALL

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 pleased to support the 2018 Workplace Pride International Conference.





TRANS-INCLUSIVE WORKPLACES

Guidelines for Employers
and Businesses

Stephen Whittle
Lewis Turner



Scan via the Workplace
Pride conference App
for more info



WHY RESPONSIBLE ARTIFICIAL INTELLIGENCE MATTERS TO LGBTI WORKPLACE INCLUSION

Many organizations are making great progress in terms of LGBTI Workplace Inclusion. We see this in the results of the Global Benchmark, and in the interactions between Workplace Pride members in the Global Leaders Council, Connecting Members events, and at the International LGBTI Conference among other places. They are working hard to raise awareness, change mindsets, impact policies and equalise support and benefits.

In parallel we see rapid growth in the use of smart technologies across many aspects of business and civil society. Just as we have seen robots replacing humans with manual labor, now smart technologies, artificial intelligence, algorithms and chat bots are stepping in to make decisions that have previously been made by a person. One common example can be found in the recruitment process - where more and more organizations are allowing computers to screen applicants' CV's and decide who should be invited to interview for job vacancies.

Things are moving quickly. Advances in facial recognition can be used to identify individuals in a crowd through the use of cameras and smart algorithms and it is increasingly used at airports for security and processing purposes. Delta Air Lines uses the technology to speed up bag drops, while a new biometric exit system is coming to US airports, designed to track visa holders' faces as they leave the country. Dubai airport is implementing a system to use facial recognition to allow passengers to clear security checkpoints.¹

There is a Stanford study that has created an algorithm that uses facial recognition to detect sexual orientation. The study was intended to call attention to the ethical issues and privacy risks that come with the advances in artificial intelligence and algorithms like facial recognition technologies.²

The thought that facial recognition might be used to detect sexual orientation in locations where it is illegal or unsafe for LGBTI people is a chilling thought indeed.

These smart algorithms are built and evolved through what is referred to as 'machine learning', where large amounts of data are fed into the algorithms which process and organise this data recognising patterns. If the data used in machine learning is not diverse, it can lead to biased results. When these technologies use learned patterns to recognise and label new data, bias is re-enforced - a vicious spiral.

Data used in machine learning directly impacts the decisions the algorithms will make. No one has all the answers or knows where it may lead, but you can start by connecting to technology and compliance groups within your organisation to get informed about where smart technologies are being used.

"Hardwiring diversity into the heart of AI is a must-have, not a nice-to-have. For AI to be free from bias and prejudice, it is critical that the machine learning algorithms that drive AI decision-making are trained on diverse sets of data and are built on the human ethical values of openness, fairness, accountability and responsibility."³

This is a space where employee networks and diversity initiatives can step up and lead the way.



Marion Mulder

Workplace Pride Board Member and Moderator of Tech@Workplace Pride's workshop on AI



Scan via the Workplace Pride conference App for more info

- 1 Thuy Ong - www.theverge.com
- 2 Deep Neural Networks Are More Accurate Than Humans at Detecting Sexual Orientation From Facial Images - Michal Kosinski, Yilun Wang Journal of Personality and Social Psychology. February 2018, Vol. 114, Issue 2, Pages 246-253
- 3 Tracey Groves - intelligentethics.com

NEW MEMBER

Swiss Re

The Swiss Re Group is a leading wholesale provider of reinsurance, insurance and other insurance-based forms of risk transfer. Headquartered in Zurich, Switzerland, Swiss Re has operations across the world with more than 80 locations in 30+ countries worldwide.

Our Diversity and Inclusion (D&I) vision: “See, feel and live diversity – diversity of age, race, ethnicity, nationality, gender, gender identity, sexual orientation, religious beliefs, physical abilities, personalities and experiences – across all levels, functions and geographies of Swiss Re”.

Swiss Re’s “Together with Pride” network promotes equal treatment for LGBTI+ (lesbian, gay, bisexual, transgender, gender fluid) employees and supports their integration at Swiss Re. Swiss Re is committed to raising awareness and ensuring equal treatment for all LGBTI+ employees across the globe, and to ensure that all our employees experience a safe, open and inclusive work environment regardless of their office location.

“If we are to make the world more resilient, we need everybody to be able to bring their true selves to work and to be fully engaged. I am an ally to our LGBTI+ community and am committed to ensuring that they do not feel marginalised or underrepresented alongside all other communities at Swiss Re.”

Christian Mumenthaler, Swiss Re Group CEO



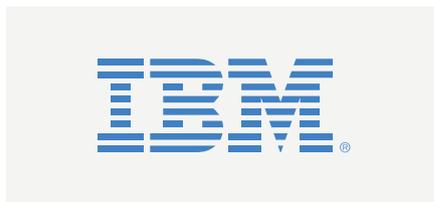


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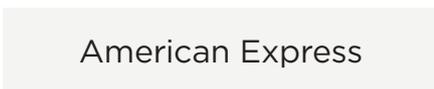
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Schiphol Group

Strengthening the economic case for LGBT+ inclusion in cities

“Open, inclusive and diverse societies are better for business and better for economic growth.” Open for Business

In 2015, Open for Business, a global coalition of companies, published a report containing a comprehensive evidence base linking LGBT+ inclusion to better economic and business performance. In January 2018, a second report was published further strengthening the economic case and providing a special focus on economic factors for LGBT+ inclusion in cities.

Evidence based research

This latest report illustrates the relationship between LGBT+ inclusion and city competitiveness, showing that LGBT+ inclusion goes hand-in-hand with economic performance and productivity in cities. Various academic studies, business reports, economic datasets, LGBT+ specific datasets, and journalistic articles were used to show the numerous ways in which LGBT+ inclusion plays a crucial role in a city's economic development. The latest report illustrates the relationship between LGBT+ inclusion and city competitiveness, showing that LGBT+ inclusion goes hand-in-hand with economic performance and productivity in cities.

LGBT+ cities are competitive

The evidence in the report shows that LGBT+ inclusion can boost cities' competitive advantage in three main areas, each of which is explored in detail in the report:

1. **Innovation** The capacity to foster innovation is a key driver of city competitiveness. The report shows evidence that innovation in cities and LGBT+ inclusion go hand-in-hand.
2. **Talent and skills** Cities with advanced education and high-level skills are better able to compete in today's global economy, and attracting talented and skilled professionals is a priority for cities. The evidence shows that LGBT+ inclusive cities have higher concentrations of talented individuals.
3. **Quality of Living** Providing a good quality of living is essential for cities seeking to compete on a world stage. Mercer, a global HR consultancy, publishes an annual Quality of Living Index, based on data from 450 cities across the world. The cities that rank top of this index are all LGBT+ inclusive environments; conversely, the cities with the lowest quality of living are all LGBT+ unfriendly environments.

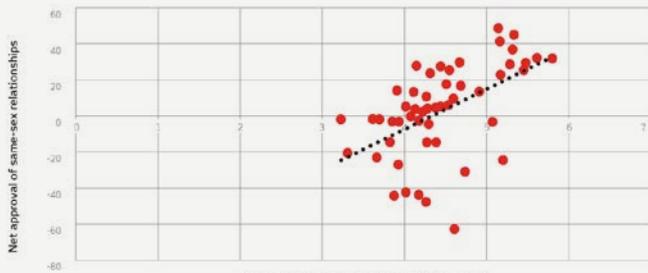
Open for business cities rating: what is 'open'

The report presents the result of the analysis of 23 different metrics to rate 121 cities around the world with respect to how "open for business" they are. Cities ratings fall into 4 pillars: City competitiveness, National competitiveness, The social & cultural climate, The rule of law & civil freedom

According to the report, cities that are Open:

- Are easy to operate in
- Have low barriers to setting up and running business
- Are hubs for skills and talent
- Have healthy "innovation ecosystems"
- Have a good quality of life with a dynamic cultural environment
- Are globally connected, welcoming places for people from all types of backgrounds, including LGBT+ people.

For the full list of 121 Cities and their rankings, as well as a complete description of the evidence, analysis and the Open for Business coalition, go to www.open-for-business.org/



World Economic Forum Competitiveness Index
Figure 1: LGBT+ Inclusion and Competitiveness



Figure 10: Share price performance of LGBT 275 basket vs benchmark

The Open For Business City Ratings model consists of four pillars which include 23 indicators of competitiveness and inclusion.



POZ + PARADISE

Een bitterzoete komedie over een toekomst met hiv
Tekst en regie: Daniël Cohen
Première: juli 2018

Van 24 juli tot en met 5 augustus te zien in de Stadsschouwburg Amsterdam

In Dutch with English Subtitles

Haal je kaarten op:

www.poz-paradise.nl

Supported by:



ABN-AMRO

Wat doe je als je leven langer duurt dan je had gedacht? Met dromen die je jaren geleden hebt geparkeerd? Met verhalen die niemand meer wil horen? Wat doe je met een nieuwe generatie die anders in het leven staat dan jij? Dit zijn de hoofdthema's van POZ PARADISE, een nieuw Nederlands toneelstuk over een toekomst met hiv. Het is het verhaal van een groep "Long Term Survivors" die zich overeind probeert te houden in een razendsnel veranderende wereld vol nieuwe opties als PrEP, en over een jongere generatie voor wie hiv niet meer het angstbeeld is dat het ooit was.

Het verhaal:

Drie vrienden, vijftigers, al jaren hiv-positief, delen op Gran Canaria een villa die ze met typische zelfspot "Poz Paradise" hebben gedoopt. Na de diagnose die een doodvonnis leek, kochten ze samen dit huis om op een warme plek de laatste fase van hun leven af te wachten. Maar met de komst van nieuwe medicatie werd ook hun levensverwachting steeds bijgesteld. Nu na jaren groeit er langzaam het besef dat er wellicht nog wél een toekomst voor hun beschikbaar is. Maar hoe moeten ze die toekomst invullen? Dan komt hun veilige paradijs onder vuur te liggen door de ambitieuze uitbreidingsplannen van een naburig Gay Holiday Resort, waar een nieuwe generatie jonge gay mannen op een heel andere manier vorm geeft aan hun identiteit.

POZ PARADISE is een nieuwe theatervoorstelling over de actuele situatie rond hiv en aids, een bitterzoete komedie met de subtiele humor van een tv-serie als Looking en met de licht-melancholieke ondertoon van Tsjechov. Een voorstelling waarbij het publiek hard zal kunnen lachen, om vervolgens met een brok in de keel naar huis te gaan.

De wereldpremière zal plaatsvinden in juli 2018 in de Amsterdamse Stadsschouwburg tijdens de Internationale Aidsconferentie AIDS 2018 in Amsterdam, als onderdeel van het officiële culturele programma. Na twee weken in Amsterdam volgt een tournee door het land. Het stuk wordt geschreven mede op basis van uitgebreide interviews met betrokkenen om de authenticiteit van het verhaal te waarborgen.

Wilt u meehelpen om deze voorstelling te realiseren? Word dan vriend van POZ PARADISE. Ga daarvoor naar www.Poz-Paradise.nl. Uw steun is onmisbaar!

Open for Business

Case Studies

The report presents 4 cities with in-depth cases studies.

Medellín (Colombia) The transformation of a city.

In the past 30 years, Medellin has transformed itself from one of the most dangerous cities in the world to one of the most innovative. It is the headquarters of many national and multinational corporations, hosts Latin America's largest fashion show, and accounts for 10% of Colombia's GDP. This drastic transformation is largely connected to Social Urbanism, a policy that put culture and social inclusion at the core of its economic development strategy. In addition to many legal protections, the city has set up a Center for Sexual and Gender Diversity and hosts diversity roundtables with the LGBTQ+ community.

Bangalore (India) Competing on a world stage.

Bangalore is the world's 4th largest tech cluster and is on track to become the largest. It is a city that's economy has boomed the past 20 years – and happens to be one of the most open and diverse in India. It had a vibrant LGBTQ+ community before the technology companies began moving in, and today it boasts a large queer film festival and one of the largest pride celebrations in India. This openness has attracted a talented workforce – and companies and the economy have taken notice. From 2008 to 2012, the city's GDP grew at 8.1%, higher than the national average of 6.8%.

Guadalajara (Mexico) Transition to a high-value economy.

Guadalajara is a classic example of a city transitioning from an agricultural center to a hub for high-value industries. The city government's development plan is to "develop "a high capacity ecosystem to generate high value public innovation and high impact companies." It has included inclusion and diversity as a key strategy to achieve this. The city has more "gay friendly" certified establishments than anywhere else in Mexico and has constitutional legal protections for LGBTQ+ people. Furthermore, in 2017 the local government penned a letter to Silicon Valley companies encouraging them to set up branches in Guadalajara, noting its openness and diversity.

Ho Chi Minh City (Vietnam) Rising up the value chain.

Ho Chi Minh City is one of the fastest growing cities in Asia. It is slowly making the transition to a globally connected hub for service industries, which currently make up 57.8% of GDP. The city's growth has been coupled with growing acceptance for the LGBTQ+ community. One activist described the city as "the paradise for LGBTQ+ in Vietnam."

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Pride conference App
for more info



Life is better when #youareyou



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.



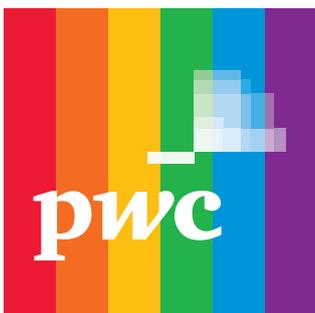
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PHILIPS

Have a great conference

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 discover the value of *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

LGBT Retirement and the Changing Landscape of LGBT Pension Planning

Recent findings by the Aegon Center for Longevity and Retirement have shown that LGBT people tend to lead more “solo” lifestyles throughout their adulthood than non-LGBT people; this has been reflected in their views on how they will spend their retirement, plan for their pensions, and has an overall huge impact on how they deal with ageing and financial planning



Mike Mansfield, the Program Director, discussed the catalyst for research into LGBT pension planning; “Every year the Aegon Center for Longevity and Retirement produces a global report on retirement readiness along with a specific themed report. This year, the themed report looked at how the LGBT community is preparing for retirement”.

The research showed that while 55% of LGBT pensioners retired sooner than they had anticipated, only 37% of LGBT workers say that they are always saving for retirement (compared to 41% of heterosexual colleagues). On the other hand, 20% of LGBT workers state that they have formulated a retirement plan in writing (compared to 16% of heterosexual colleagues). “While there has been a lot of social progress with regard to recognising the contribution of LGBT people in the workplace and in society, there is still a shadow of past discrimination” said Mike. “This means that LGBT people still have a ways to go to make sure that they share equal opportunities for a secure retirement.”

The statistics above describe personal behavioural patterns. However, it was also found that across the nine countries surveyed, median earnings for LGBT households are approximately 8% less per year than heterosexual households. Furthermore, the gap is even wider among LGBT women who have a household income that is 17% less than that of heterosexual women, and 27% less than heterosexual men. When asked what the biggest surprise was, Mike said,

“The income gap is something that puts LGBT people at a disadvantage when it comes to saving or retirement. The lower household income of LGBT women was a particular surprise to me”.

So what should employers take away from this research? “Well, some key recommendations are to develop LGBT friendly workplaces and practices where people can be themselves, to make sure that benefits are open to people, their partners and families regardless of sexual orientation or gender identity, and to encourage people to apply for benefits that will protect their families long-term”. As Mike describes it, “For LGBT people, while there may be many countries that have legislation that redresses past discrimination, it is good to always check your savings accounts and retirement benefits to make sure your partner actually is signed up”.

Also, retirement planning is not just for “older” people. So why should young LGBT people care? “If you start young, you will need to put less aside each month than someone who is older. Something to note is that people who are now closer to retirement grew up in a time when the workplace and society was not as open or accepting of LGBT than it is today. My advice to young people is to take advantage of that!”, Mike concluded.

For more information, check out the report:
www.aegon.com/LGBT-retirement/



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LGBT women have lower household incomes



Note: self-reported median annual household income before taxes
Source: LGBT: Retirement Preparations Amid Social Progress – www.aegon.com/lgbt-retirement

LGBT people more likely to retire sooner than planned



The main reason for retiring sooner is ill-health



Source: LGBT: Retirement Preparations Amid Social Progress – www.aegon.com/lgbt-retirement

GLOBAL LEADERS COUNCIL: CONNECTING FOR GREATER IMPACT



‘Leadership’ has always been an important catch-phrase for the LGBTI movement and for Workplace Pride. Leaders start LGBTI networks, leaders help change mindsets, and leaders are the driving force that keep the momentum going within organisations and communities.



For 5 years Workplace Pride has held an annual Executive Roundtable as part of its international conference which brings together leaders from member organisations. Seeing the potential to have greater impact and a collective voice, this has now been expanded into quarterly meetings with defined topics and goals.

Going under the name 'Global Leaders Council' or 'GLC', this new program is open to all Workplace Pride members. Its goal is to provide a platform for the high-level exchanges of best practices and strategies (particularly on international topics) amongst businesses, organisations and governments and to create a forum where peers can exchange ideas in a safe and convenient environment.

As leaders in their fields, participants in the GLC will ultimately play an important role in determining the path forward

for LGBTI workplace inclusion for all multinationals. Their collective voice has the potential to impact governmental policies, corporate practices and the perception of LGBTI communities around the world.

Specific topics such as self-identification in the workplace, regional challenges to mobility of LGBTI executives, implementation of the UN LGBTI Standards of Conduct for Businesses etc. will be covered and will draw upon the expertise of those present.

Vodafone Board Member, and Workplace Pride Advisory Board Member Ellen van Essen, will play a leading role in the GLC which will be held via live meetings and conference calls.

For more information about the Global Leaders Council write to: david@workplacepride.org



NEW MEMBER

Cycas Hospitality

Founded in 2008, Cycas Hospitality pioneered the branded extended-stay hotel concept in Europe and has gone on to become the partner of choice for major global hotel franchise brands and international investors. As an award-winning hotel management company with a distinctive people-focused culture, our spacious hotel apartments combine the flexibility of home with classic hotel services. We have 55 Cycas Hospitality employees who work in a central support role, overseeing 14 properties across the UK and Netherlands, with approximately 320 Cycadettes who subscribe to Cycas's vision that 'our job is not over until we get a smile'.

"At Cycas Hospitality we believe warmth, enthusiasm and compassion are essential for success and, having found the right personalities to join our team, it's vital we create the right respectful environment to nurture and motivate talent. We pride ourselves on our inclusive, supportive and progressive working environment and count two of Cycas's senior partners amongst our diversity champions. As a people-focused business, it's essential our warm welcome applies as much to employees as it does guests, so we look forward to working with Workplace Pride and our fellow members to share best practice ideas."

John Wagner, co-founder of Cycas Hospitality

For more information on LGBT inclusion at Cycas Hospitality please contact:

Jelle Martens, jelle@cycashospitality.com.



cycas.
hospitality 

True colours,
here I come



ING 



AT THE FOREFRONT OF LGBT THOUGHT LEADERSHIP

From its launch in 2001, IBM's LGBT / Diversity Business Development Team has evolved from a US-focused initiative into a global customer-facing organisation, partnering with business units to strengthen customer relationships and identify new business opportunities.

Working closely with IBM sales teams globally, the team focuses on advising multinational corporations and local enterprises on how to optimise their internal LGBT and diversity programs to more effectively market and sell their own products and services to the constituencies they serve. The high-level connections the organisation establishes in these engagements provide IBM with a rich opportunity for expanding business in markets around the world. In addition to providing Diversity & Inclusion thought leadership, the team engages with C-Suite executives to discuss the role of talent transformation in the age of disruptive technologies, providing best practices in talent management, cognitive HR, and social collaboration.

This unique organisation collaborates with local teams to identify and invest in a variety of program initiatives, customising the approach to align with the country's business objectives. From organising LGBT+ Business Leader Forums and Diversity & Inclusion Roundtables to positioning IBM at major corporate events, IBM ensures that executive leadership, the HR/Diversity team, and business units are engaged to produce a high-impact agenda for its customers. Last year, the team successfully executed client forums in 25 countries across four geographies.

The team also manages IBM's global LGBT commercial strategy, leveraging a wide variety of LGBT community partnerships globally. This work helps increase brand visibility of IBM's global reputation as a Diversity & Inclusion leader, and gains access to new decision makers and influencers. Multinational corporations are now addressing diversity beyond the basics of ethnicity and compliance, focusing on linking diversity investments to generating marketplace opportunities. In today's economic climate, it's critical to address the return on investment for every activity, and the

team's experience with customers shows clearly that IBM is able to demonstrate how diversity and workforce strategy can have a positive effect on the bottom line.

In 2017, the team launched Workforce Engagement Services in partnership between IBM Services and the Diversity & Inclusion organisation to develop and offer a select set of Diversity & Inclusion solutions/workshops and commercialised assets to its customers. New offerings such as the Workplace Transition Framework and Becoming an LGBT+ Ally LMS Course help differentiate IBM from its competitors, addressing specific pain points that the company's extensive experience and practical insights can empower them to resolve.

Tony Tenicela, longtime IBMer and the team's global leader, states that "diversity fosters innovation in the way we address the needs of our clients and help the world work better. Given the breadth of IBM's business across 170 countries, diversity is a competitive differentiator that enables us to reflect the global diversity of our customers. The discretionary income of diverse constituencies worldwide is growing every year, along with their presence and influence in the workplace and marketplace. Our team's ability to provide thought leadership and best practices to our customers in key HR and Diversity & Inclusion topics, as well as the ability to leverage these customer relationships to identify other business opportunities, is what makes our business model unique and effective."



BREAKING NEW GROUND IN KENYA

Groundbreaking' is a term that is sometimes thrown around a bit too easily in the world of LGBTI activism. However it is safe to say that the Colorful Workplaces held in Nairobi, Kenya last February did indeed fit the description.





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Pride conference App
for more info

Colourful workplaces?

LESBIAN, GAY, BISEXUAL AND TRANSGENDER INCLUSIVE
MULTINATIONAL BUSINESSES IN KENYA



This event took place in a country where Article 162 of the Kenyan Penal code states that sodomy is a felony and in which conservative attitudes rule the day.

Nonetheless, through the testimony of legal experts and countless examples from civil society and private sector participants, it became clear that just BEING LGBT is NOT a crime. There is ample room in Kenya for LGBT people to be themselves at work and, for courageous and forward-looking organisations, ample room to support them.

The Colorful Workplaces Conference was jointly organised by Workplace Pride, Dutch Human Rights organisation HIVOS, and Kenyan NGO, Sullivan Reed. Workplace Pride members IBM and the Dutch Ministry of Foreign affairs sponsored the event while, members SAP, and Vodafone (through their Kenyan subsidiary and local market leader Safaricom), played important roles.

By bringing together civil society, the LGBT community, and, most importantly (and for the first time in Kenya) the business world, the conference highlighted that change is on the horizon for the country. It is difficult to underestimate the importance of the participation of businesses in the event

given their important role as agents of change in Kenyan society. Workplace Pride and the other organisers applaud in particular the courage of Safaricom and their head of HR, Paul Kasimu, for supporting the concept of people being able to be themselves at work, also in Kenya.

Another milestone for the conference was the African launching of the United Nations Standards of Conduct for LGBTI business. These standards call for businesses around the world to respect a number of criteria to support the LGBTI community: among their own employees, with their customers and in the public sphere.



AMSTERDAM RAINBOW DRESS



IN DE WESTERKERK

REMBRANDT

ZOON VAN

The Amsterdam Rainbow Dress is a living work of art made of all national flags from countries where homosexuality is illegal, on penalty of imprisonment, torture or capital punishment. When a country abolishes their anti-LGBTI legislation, the respective flag is replaced with a rainbow flag.

This powerful message represents the disconcerting status quo of anti-LGBTI legislation worldwide. The iconic dress calls for inclusiveness and encourages to actively defend and share acquired freedoms. Over time, the Amsterdam Rainbow Dress will gradually transform into an enormous rainbow.

The Amsterdam Rainbow Dress is made of the 75 national flags, one rainbow flag (in place of Belize) under a bodice constructed from the Amsterdam city flag. This underlines the importance of Amsterdam and the Kingdom of the Netherlands to remain open, aware and receptive towards LGBT+ refugees.

The Amsterdam Rainbow Dress Foundation carries out missions across the globe by presenting the dress and its message, educating, creating awareness, and offering a platform of support for those who are displaced because of their sexual orientation or gender identity.

The Foundation plans to keep expanding its photo series, so the dress will be shot in meaningful locations around the globe, with local creative teams. Plans are in place to create a documentary, and a series of filmed interviews with LGBT+ refugees. With new locations always been sought for photo shoots, the Foundation also hopes to grow a social media platform, developing an educational program and raise sufficient funding and resources to develop these plans.

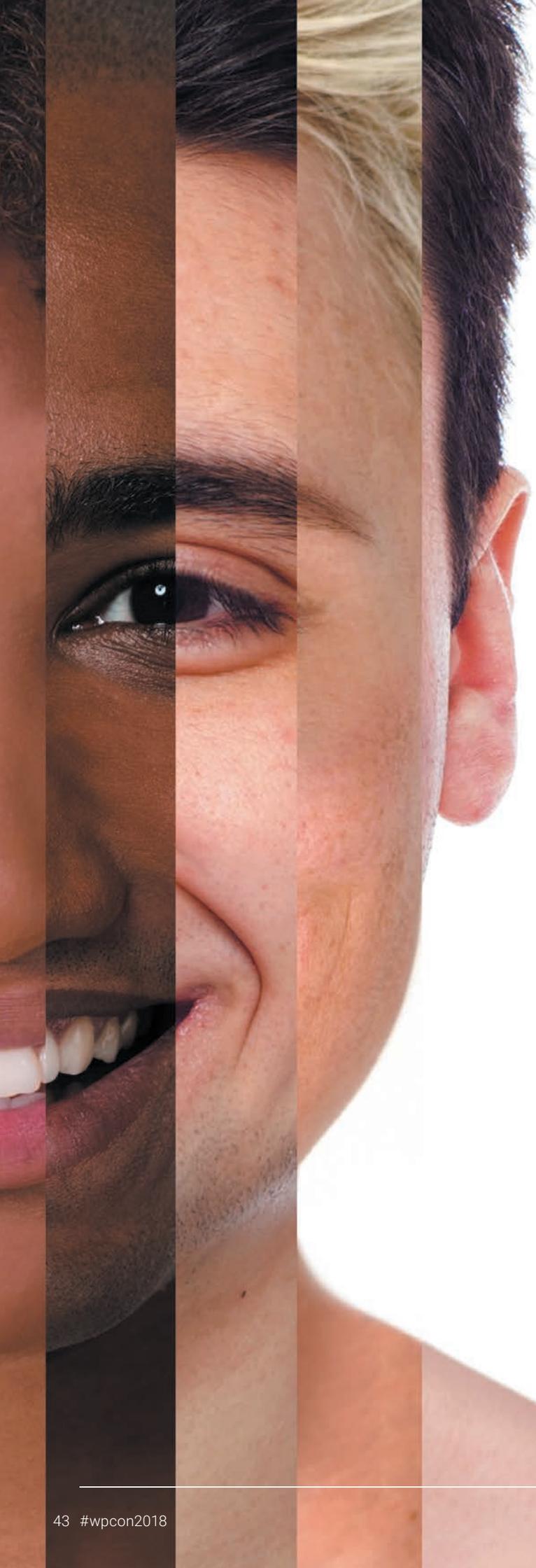
The Amsterdam Rainbow Dress Foundation strives to cooperate with governmental, corporate and other organizations to develop mutually-beneficial programmes aimed at greater diversity and inclusion.

For more information contact:

info@amsterdamrainbowdress.com
www.amsterdamrainbowdress.com

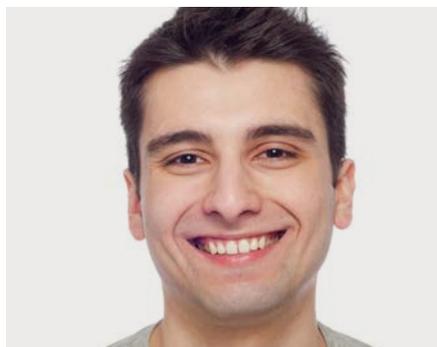


Amsterdam
Rainbow Dress
Foundation



The Changing Face of LGBTI Workplace Inclusion





Inspiration for the 2018 Workplace Pride International conference's identifying image comes not just from the many different countries, nationalities and cultures that the Foundation's work represents. It also speaks to the fact that LGBTI workplace inclusion has become a mainstream issue that continues to challenge employers of all shapes and sizes.

It is now widely accepted that young people (LGBTI or not, new to the workforce or not) want to work in inclusive organisations. The #metoo movement has brought to surface, among others, the glaring pay gap between men and women in almost all industries with LGBTI women suffering the most, while trans and intersex individuals are beginning to have a voice in the conversation like never before.

Added to these points it should escape no-one's attention that:

- individual choices and identities are more than ever in the public domain through social media, automation and AI;
- corporate and governmental responsibility towards consumers, citizens and their own employees is being scrutinised on an unprecedented scale;
- an ongoing, worldwide shift in political systems is making everyone re-evaluate previously held beliefs about what is 'right' or 'stable' and what is not!

These factors are bound to have an effect on LGBTI workplace inclusion which, itself, is profoundly interlinked with changes in society. The natural inclination is to both hope for the best and fear for the worst when it comes to what role LGBTI people will play in society going forward.

At Workplace Pride we are confronted with these topics on a daily basis through our members which represent a multitude of industries and disciplines in geographies around the world. All of this should make us alert to how the LGBTI workplace movement is evolving.

However, there is also definitely reason to believe that good progress can be made. Collectively, Workplace Pride and its members continue to identify ways to make improvements with LGBTI inclusion at work. Measurement of cross-border efforts continues with the Global Benchmark and our new Global Leaders Council increases the depth and impact that multinationals can have around the world to achieve greater equality and inclusion.

These shared goals and desires are the inspiration for this conference and our way to show support for the many 'Changing Faces' of LGBTI people in workplaces all over the world.



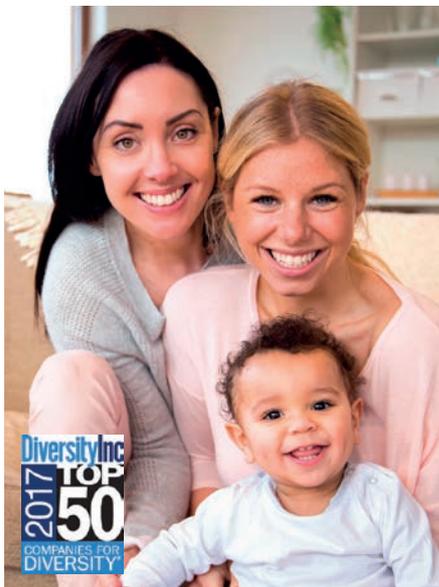
AT IKEA, YOU CAN BE YOURSELF!

At IKEA Group we encourage our LGBT+ co-workers to be themselves. We work together, utilising our similarities and differences, to create a better work environment that will benefit our co-workers, our suppliers, our customers and society at large.

We all contribute with our uniqueness and we want to grow and develop together. Our vision, "to create a better everyday life for the many people" inspires and guides us in everything we do. This is IKEA.

IKEA Group is a proud member of Workplace Pride.

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NEW MEMBER

Heineken

HEINEKEN is the world's most international brewer with a portfolio of more than 300 international, regional, local and speciality beers and ciders. Through "Brewing a Better World", sustainability is embedded in the business and delivers value for all stakeholders. HEINEKEN has a geographic footprint in both developed and developing markets with over 80,000 employees and production facilities in more than 70 countries. People are at the heart of the company and HEINEKEN sees its strength in trust, diversity and progress.



We are Workplace Pride



Challenge



Inspire



Commit



Connect

Workplace Pride is a not for profit foundation dedicated to improving the lives of Lesbians, Gays, Bisexuals, Transgenders and Intersex (LGBTI) people in workplaces all over the world.

For more than 12 years, Workplace Pride has been working to highlight the positive and constructive side of LGBTI inclusion in the workplace. We do this together with the Foundation's members which include both private and public sector organizations, multinationals and smaller national organizations as well as academia, through a variety of targeted programs, research, small and large scale events.

"The Foundation strives for a world of inclusive workplaces where LGBTI people can truly be themselves, are valued and, through their contribution, help to lead the way for others."

We currently have over 55 members, who employ more than 4.5 million people worldwide. Our members represent a wide variety of sectors, countries and business models, but they all share the desire to proactively create workplaces where LGBTI people can be themselves.

FOR MORE INFORMATION:

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



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTI
INCLUSION AT WORK

Coming out, fitting in

HOW SHIPPING & MARITIME GENERAL MANAGER KARRIE TRAUTH KNEW SHELL WAS THE RIGHT PLACE FOR HER



Karrie Trauth vividly recalls the interview five years ago that changed her career and life. “Shell was looking for a technical professional with maritime experience for a role based in Houston,” she remembers.

In her first meeting with Grahaeme Henderson, Vice President Shipping & Maritime, he asked how Karrie had come across the opportunity. “I explained it was through my partner, who works for the company, and that she – she – works in Central HR Policy.”

“Grahaeme didn’t even blink. That was the moment I decided I could seriously consider a role with Shell.”

Grahaeme’s response, of course, only reflects the inclusiveness we expect of each other at Shell. But Karrie’s experience offers valuable insight into the difference that a diverse and inclusive culture can make both to individuals and the wider Shell business.

“Getting the best results as an organisation really requires enabling every individual to give their best contribution; we give our best when we feel welcomed, valued and recognised as an integral part of the team,” says Grahaeme.

Bringing your whole self to work

Though Karrie and her partner Angela have both been out among friends and family for some time, neither had come out at work before.

Karrie’s career experiences as a gay woman were shaped over the years by her time in the US Navy during the time of the US Military’s “Don’t Ask, Don’t Tell” doctrine (which was repealed in 2011); and from years working in environments where diversity and inclusion were not in focus. She learned to navigate relationships with unconsciously biased people by hiding who she was.

A nerve-wracking new start

“Throughout the Shell recruitment process, I expected someone to be visibly uncomfortable or make a comment,” says Karrie. “No one batted an eyelid; that blew my mind.”

Nevertheless, she knew that coming out during the recruitment process was just the start. “Every time you meet someone new, you come out all over again,” she explains.

On her first day, a colleague asked where she was staying while she transitioned from Mississippi to Houston. Out of fear, Karrie admits she almost lied. “But I would have undone nine months of conscious outing, which would have been for nothing,” she says. “I was nervous, but I said, ‘I’m staying with my partner, who also works here at Shell.’”

Again, Karrie was relieved by her new colleague’s response. “She didn’t miss a beat. In fact, she then said ‘I need to tell you about SEAShell’ [Shell US’ LGBT network].”

Leadership opportunity and responsibility

Karrie’s experience at Shell made her realise the importance of leaders setting an example. “I take the opportunity to be more ‘out’ than I’m perhaps comfortable with, because someone might need to hear that message today – that it’s ok to be yourself and that we will support you,” she says. “My duty as a leader is to create an environment where people feel confident being who they are.”



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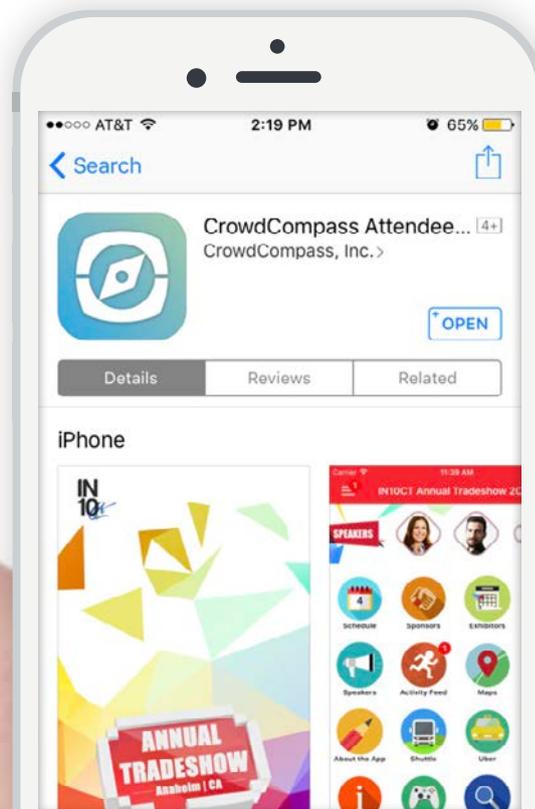
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