2020 Annual Members Meeting

Change from within - and the world can change
The World Changed Us in 2020!

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

- Activity Calendar
- Easier to use
- Member’s only area
New Website: Member’s Only
- Dedicated Resources
- Useful Tools
- Practical Overview of Services

Global Benchmark 2020

What does 'good' look like?
New Website
• UN LGBTI Standards Toolkit

ACTION PLANNING

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

1. LGBTI Business Case
2. Code of Conduct
3. International Mobility and Safety
4. HR Policy and Practice
5. Self-Identification
6. Awareness and Training
7. Leadership Development
8. Employee Networks
9. Supplier awareness
10. Customer access
11. Advocacy and Diplomacy
12. Civil society interface

Each template provides guidance on:
- What Actions are Required?
- Who Needs to Act?
- Tools for Activation

1. LGBTI BUSINESS CASE

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

What actions are required?
- Develop a business case for LGBTI inclusion based on the framework developed by Workplace Pride.
- Ensure that your LGBTI inclusion business case is customized for your business goals, culture and environment. For example, link productivity and performance to innovation and safety. Or link brand and reputation to sales performance and customer loyalty.
- In addition to the internal elements of the business case, be sure to include the social and moral case linked to your company values and to Corporate Social Responsibility (CSR) goals and other external commitments.
- Ensure your leaders are both accountable and visible in their commitment to LGBTI inclusion. Develop an internal and external communications plan.
- Acknowledge that while this matters across the company, this is not a “one size fits all” approach. Allow for flexibility in local implementation and engage local leaders to build awareness of the business case.
- Develop and communicate metrics based on existing data for the key components of the business case.
An Extraordinary Year

and then... *Time for a Change*

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

Pandemic impact on the LGBTI Community
• Isolation from colleagues
• Loss of sense of community
• Increased persecution in some regions
• Workplaces having to focus on other priorities

And the impact on Workplace Pride
• Physical events slowly became impossible - *unclear for a long time!*
• Need from our members to stay connected
• Increased emphasis on social topics for everything, including the workplace
• Civil Society becoming more energised
“The Pandemic is a portal, a gateway between one world and the next. We can choose to walk through, dragging the carcasses of our prejudice and hatred behind us. Or we can walk through lightly, with little luggage, ready to imagine another world and ready to fight for it”

Novelist: Arundhati Roy

and so we pivoted!
Keeping Members Connected

Re-designing of 2020 Programming

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

Series of Webinars Focusing on LGBTI Workplace Topics

- 14 Online Events including:
  - Female Leadership
  - LGBTI People of Color
  - Launch of Academia@WP
  - Trans Reintegration in the workplace
  - Tech@WP “Always a Rainbow in the Cloud
  - Etc.
Online Symposium: Targeted event replicating a live conference as closely as possible

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

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

The Global Benchmark: more & more an “LGBTI Workplace Checklist"

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

EN  Employee Network
You are strong in this area when ...
- Your LGBTI employee network has formally established roles and structure (e.g. chair, secretary, treasurer etc.).
- Leadership and HR are active in LGBTI Network leadership.
- Your LGBTI employee network is granted a budget and has a clear strategy with action plans that are tracked and communicated within the organization.
- There is a clear and explicit link between the goals and actions of your LGBTI Employee Network and the goals of your organizational as a whole.
## 2020 Financials

<table>
<thead>
<tr>
<th>Workplace Pride (in €’000)</th>
<th>Forecast 2020</th>
<th>Budget 2020</th>
<th>Realised 2019</th>
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</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>540</td>
<td>568</td>
<td>517</td>
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<tr>
<td>Event related expenses</td>
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<td>117</td>
<td>157</td>
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<tr>
<td>Consults / Staff</td>
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<td>265</td>
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<td>Housing</td>
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<td>42</td>
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<td>Sales / representation</td>
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<td>Genex</td>
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<td>21</td>
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<td>Result</td>
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</table>
Looking Ahead to 2021

Value to the Global LGBTI Community in the Workplace

Value For Members & Prospects

Focusing Knowledge on LGBTI Workplace Inclusion

Leadership re LGBTI Workplace Inclusion

Our Main Drivers for the future:
Looking Ahead

Taking a more (pro) active public role

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

Digital Footprint / Learning & Development

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

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

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

Focusing Knowledge on LGBTI Workplace Inclusion

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

Leverage Foundation’s Leadership
- Activating the Global Leader’s Council for greater outreach
- “State of the State” for LGBTI workplace inclusion in the planning
On-going Initiatives & Events

When the pandemic subsides.....

- International Conference
- Connecting Members Live Events
- Dedicated Program for:
  - Women@WP
  - Young@WP
  - Tech@WP
  - Academia@WP
- Leadership Awards Gala
- Stories From the Heart
- Pride Walk
- International Events & Exec. Roundtables
The LGBTI Community and Workplace Pride are resilient!

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