Annual Member’s Meeting
December 10th, 2019
SEXUAL ORIENTATION LAWS IN THE WORLD - 2019

From criminalization of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation
Why we do what we do: Recent developments...

• Decriminalisation of homosexuality: Angola, Bhutan, Botswana, Trinidad and India

• Marriage Equality: Taiwan

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

Workplace Pride Members are present in most of these countries

Source:
Here at home; good, but far from perfect!

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

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

We can NEVER be complacent, even here!

Source:
Gender & LGBTI Equality Policy Plan 2018-2021 | The Netherlands
OUR MEMBERS INCLUDE:
Major Dutch and multinational businesses, both public & private sectors plus academia and civil society organisations who support LGBTI workplace inclusion

35% increase over 2018

POSITIVE!
that more organisations have LGBTI inclusion on their agendas

CHALLENGE!
Need for the Foundation to adapt and evolve
Mission Statement:
Dedicated to improving the lives of LGBTI people at work

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

Singapore

Kiev: Women@WorkplacePride

LGBT Inclusion

The Singaporean way!
Global Activities

Amsterdam: International Conference
HIGHLIGHTS

Local Activities

• Pride March
• Stories from the Heart
• Leadership Awards Gala
Local Activities

• **Connecting Members:** “Privacy and transparency at work” hosted by Elsevier

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

• **Launching events:**
  - NWO
  - FMO
  - LUMC
  - Gem. Delft
  - PMI
  - Paloalto Networks
  - Uber
  - Belastingdienst
2019 Global Benchmark

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

Workplace Pride Chair at Leiden University

• On-going research and publications by Professor van der Toorn in 2019 include among others:

  • The palliative effects of system justification on the health and happiness of lesbian, gay, bisexual, and transgender individuals. *Personality and Social Psychology Bulletin*

  • Naar een inclusieve werkvloer: Seksuele oriëntatie en genderidentiteit op het werk. *Gedrag & Organisatie*

  • Looking beyond our similarities: How perceived (in)visible dissimilarity relates to feelings of inclusion at work. *Frontiers in Psychology*
Global Leaders Council:

- **Quarterly forum** in which Workplace Pride members can have a high-level exchange of LGBT+ best practices and strategies amongst peers.

- **2019 Hosts** have been PwC, ING, Shell & NL Min. of Foreign Affairs

- **Instrumental in support and sponsorship** of groundbreaking Singapore conference at IBM, plus ongoing Executive Roundtable there and in Moscow. Planning now for Taiwan and Sao Paulo in 2020.
Increase in number of members, activities, programs, demand for external representation and offering to members has resulted in:

- **Adding of 2 Relationship Managers & streamlined staff operations:**
  - Christine Holtkamp and Laurens Hoekstra

- **Increased involvement of WP Board**
  - Bianca Nijhof: Presentation at NL Embassy, Warsaw
  - Angelique Meul: Representing WP at European Commission, Brussels
  - Mark Emdin: Representing WP at ILGA Europe, Prague
  - Marion Mulder: Representing WP at European Lesbian Conference, Kiev
  - Aad Buis: Participation in LGBTI inclusion project in Africa

- **Re-evaluation of Foundation’s focus going forward**
  - Better serving members with more content, more user-friendly tools, member-only services and support
Focus:
- Continue to enhance our value to our members and the LGBTI community through new services:
  - Supporting of internal events
  - LGBTI Employee Survey(s)
  - UN LGBTI Standards Toolkit
  - ‘Member’s-only’ area on updated website

Update benefits & costs:
- Slight increase in membership fees due to greater resources requirement, inflationary costs, no increase for 5 years.
- Not applicable in 2020 for 2019 joiners, public sector, academia and civil society
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<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tr>
<td>23 JAN</td>
<td>New Year’s Reception: Vodafone-Ziggo, Utrecht</td>
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<tr>
<td>23 JAN</td>
<td>Launching Employee Survey(s)</td>
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<td>FEB</td>
<td>Opening Global Benchmark Survey</td>
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<td>10 APR</td>
<td>LGBTI in business focused event, Taipei (Host EY)</td>
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<td>12 JUN</td>
<td>Workplace Pride International Conference, Rotterdam</td>
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<td>AUG</td>
<td>Amsterdam Pride: Stories from the Heart/ Pride Walk Brunch</td>
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<tr>
<td>AUG</td>
<td>LGBTI in business focused event, Sao Paulo (Host Cargill)</td>
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<td>NOV</td>
<td>Leadership Awards Gala</td>
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<td>DEC</td>
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<td>Quarterly</td>
<td>Global Leaders Council: Q1 2020 @ BakerMcKenzie</td>
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• Challenges of LGBTI Inclusion at work greater than ever, but opportunities for positive change are within our reach

• Workplace Pride must ‘up our game’ to keep pace with the challenges internally and externally

• Through greater visibility, connection and interaction with our members here and around the world, we have a better chance of having a positive impact for LGBTI communities

• 2020 will be a year of accountability for our members and for the movement
Annual Member’s Meeting

Q & A