



1 July 2011, Amsterdam

## Declaration of Amsterdam for an LGBT Inclusive Workplace

### Preamble:

The Universal Declaration of Human Rights states: *'All human beings are born free and equal in dignity and rights'*.

These values should apply equally to Lesbian, Gay, Bisexual and Transgender (LGBT) people in their private lives and in working environments. Despite the favorable position for LGBT people in the Netherlands, one third of LGBT employees<sup>1</sup> in general and 40% of LGBT youth<sup>2</sup> are still not out at work while in Europe, 68% of EU citizens think that it is difficult for a homosexual person to be OUT at work.<sup>3</sup> To ensure improvement in the workplace for LGBT people, the Workplace Pride Foundation has created the *Declaration of Amsterdam*, a call for action to all parties involved: LGBT and non-LGBT employees, Employers, Unions and Governments.

As an NGO that is closely connected with both employees and employers, Workplace Pride realizes that only with concrete changes to organizational cultures and workplace practices can progress on LGBT matters be ensured.

### The Declaration of Amsterdam strives for:

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

To realize the goals of the Declaration, a benchmark will be created by all parties concerned that sets the standard for a truly LGBT-inclusive workplace. Workplace Pride will take the initiative to develop this benchmark in close co-operation with all parties involved. This benchmark will enable employers to chart progress in improvements to their own LGBT workplace policies. The parties signing this Declaration intend to work together with Workplace Pride to develop the benchmark and support the goals of the Declaration.

<sup>1</sup> Sociaal en Cultureel Planbureau: *March 2011* pg. 27/28

<sup>2</sup> Sociaal en Cultureel Planbureau: *'Steeds Gewoner, nooit gewoon'* June 2010 pg. 161

<sup>3</sup> Council of Europe Publishing: *'Discrimination on grounds of sexual orientation and gender identity in Europe'* June 2011 pg. 120



## **The Declaration of Amsterdam 'Call to Action':**

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