

# Declaration of Amsterdam

## “Call to Action”

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