



THE INTERNATIONAL PLATFORM
FOR LGBTIQ+ INCLUSION AT WORK



SUPPLIER INCLUSION AND DIVERSITY

A new priority for progressive business

Powered by



De Roze Ambassade

Amsterdam: March 16th 2023



Workplace Pride

THE INTERNATIONAL PLATFORM
FOR LGBTIQ+ INCLUSION AT WORK



DAVID POLLARD

Executive Director Workplace Pride



CREATING AN LGBTIQ+ INCLUSIVE WORKPLACE

FOUNDATION LEADERS



FOUNDATION PARTNERS



FOUNDATION MEMBERS





GLOBAL BENCHMARK: MEASURE OF SUCCESS

Global Benchmark 2022

2

Special Recognition 2022

Advocates

Top-level achievement

90%+

These organizations stand out as clear leaders in LGBTQ+ Workplace Inclusion. They are leading the way for others and have all shown that they have taken actions and had policies and practices in place in 2021 that met or exceeded 90% of the scoring criteria.



The organizations are displayed in reverse alphabetical order.

sodexo

RELX Group

pwc

IBM

DOW

accenture

Ambassadors

Distinguished achievement

70%-90%

These organizations are well advanced in their LGBTQ+ Workplace Inclusion journeys and have met between 70% and 90% of the scoring criteria. The organizations are displayed in reverse alphabetical order.



The organizations are displayed in reverse alphabetical order.

Unilever

Stantec



paloalto NETWORKS

NOKIA

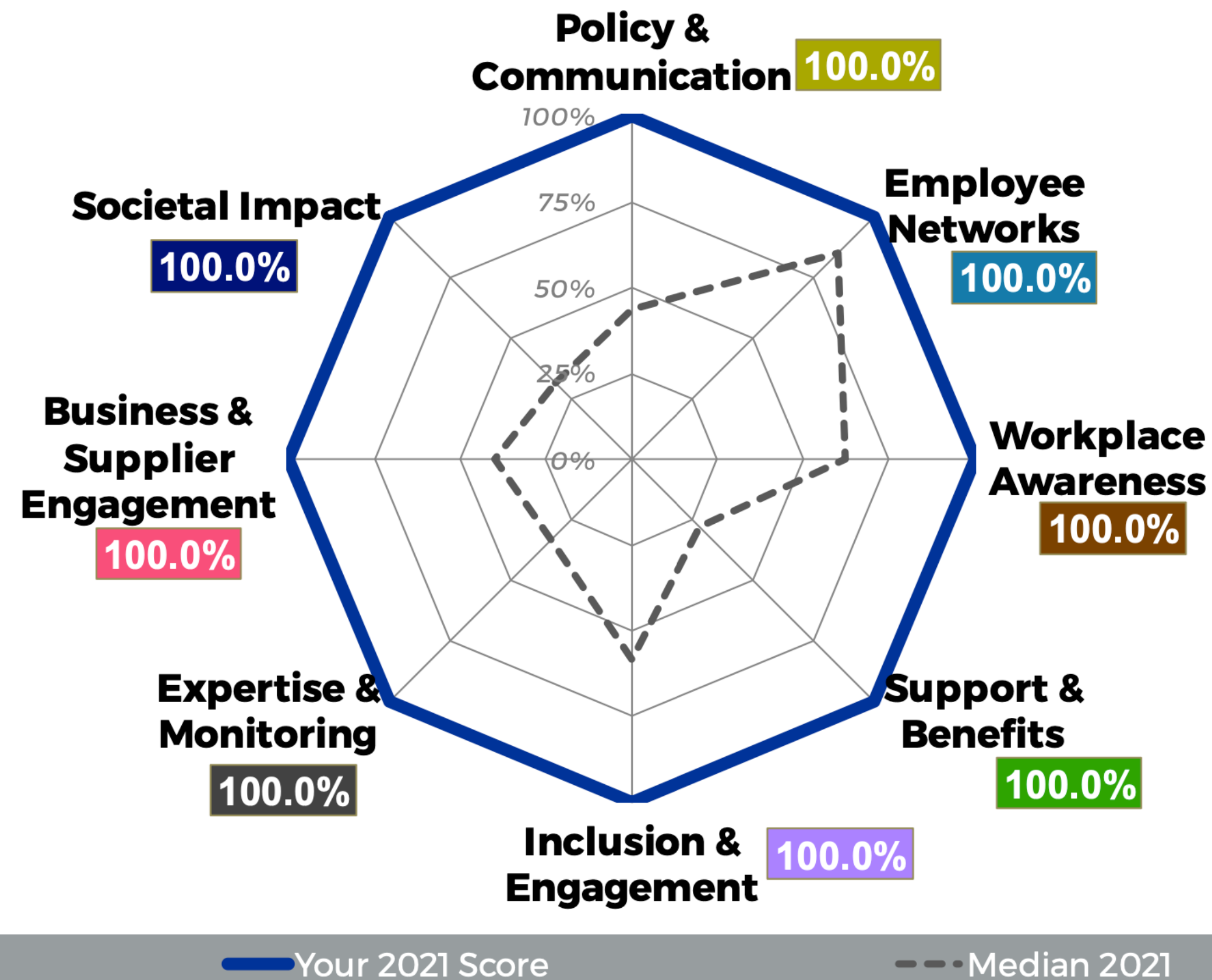
KLM
Royal Dutch Airlines

ING

Deloitte

ARCADIS
Design & Consultancy for natural and built assets

AEGON
Transform Tomorrow





WHY IT MATTERS FOR US

- Large companies have global D&I & LGBTIQ+ policies
- Holding true to these policies also (should) mean ensuring that your suppliers also respect them
- This topic is relatively new / lesser known in Europe
- Organisations such as the EGLCC and BGLBC are the pioneers alongside leading corporations



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Alfred Verhoeven

Co-Founder BGLBC



The Board



Rocio Sanchez
CEO OF MARKETING BY ROCIO



Stefaan De Vreese
CEO TITANOLOGY



Alfred Verhoeven
CEO BRIGHT MARKETING SOLUTIONS



- Est. 1944 (London)
- 1.7% of the whole surface of the EU
- 5.6% of the European population (29.55 million residents)
- 7.9% of the joint EU GDP (€36,000/resident)
- The Benelux General Secretariat is located in Brussels
- The presidency is held in turn by the three countries for a period of one year. The Netherlands holds the presidency for 2023.



Same-sex marriage:

- the Netherlands, 2001 (1st)
- Belgium, 2003 (2nd)
- Luxembourg, 2015 (16th)



*Elio Di
Rupo,
2011*



*Xavier
Bettel,
2013*

Power of LGBTIQ+ (entrepreneurs)



Purchasing power of the community:

- USA: \$1,000,000,000,000 (1 tln)
- Germany: €300,000,000,000 (300 bln)
- **Projection Benelux: €110,000,000,000 (110 bln)**

Contribution economy by LGBTIQ+ entrepreneurs:

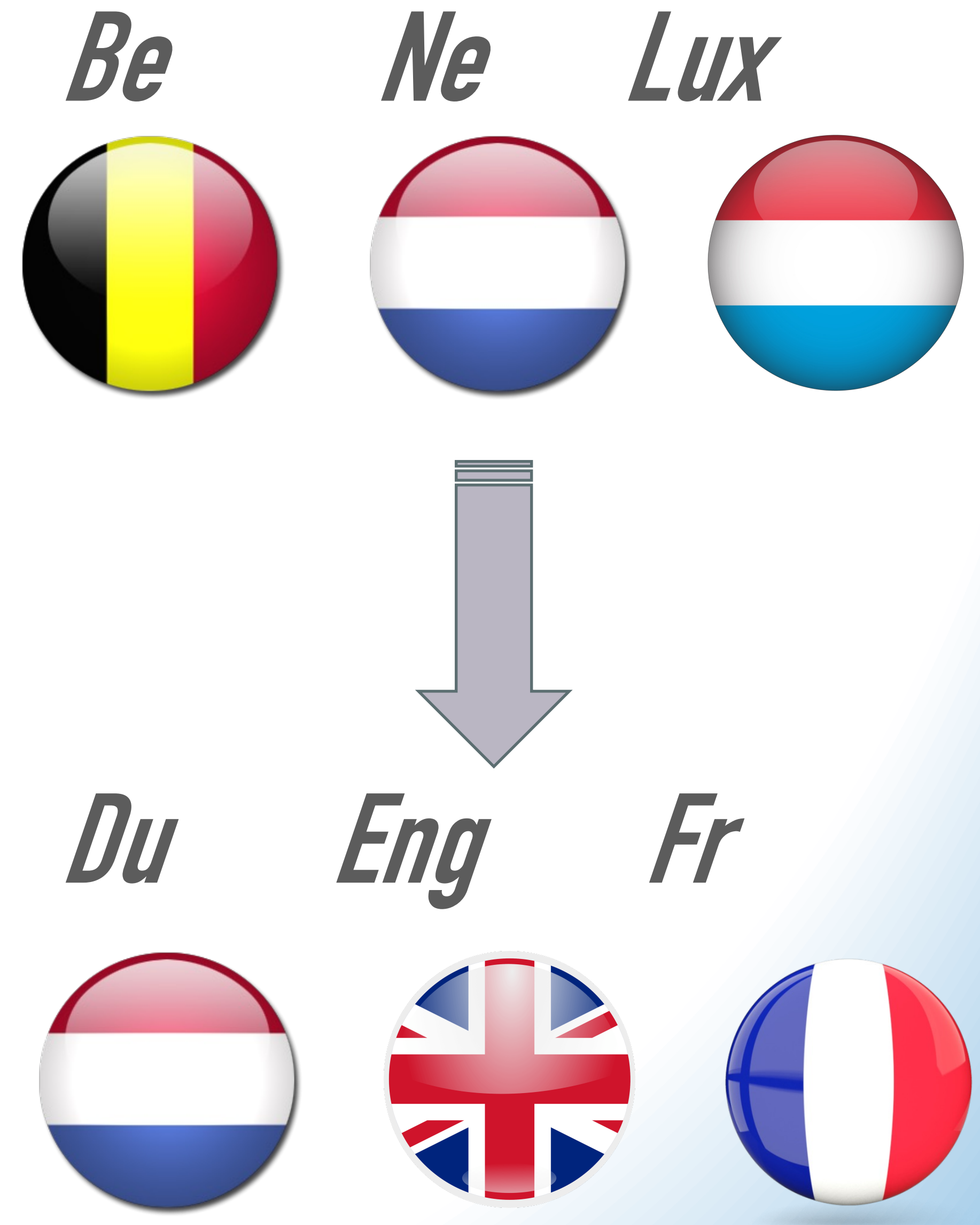
- USA: \$1,700,000,000,000 (1.4 mln LOO businesses)
- Canada: \$22,000,000,000 (100,000 LOO businesses, employing over 435,000 Canadians)
- **Projection Benelux: €92,000,000,000 (76,000 LOO businesses)**

Survey (trilingual)

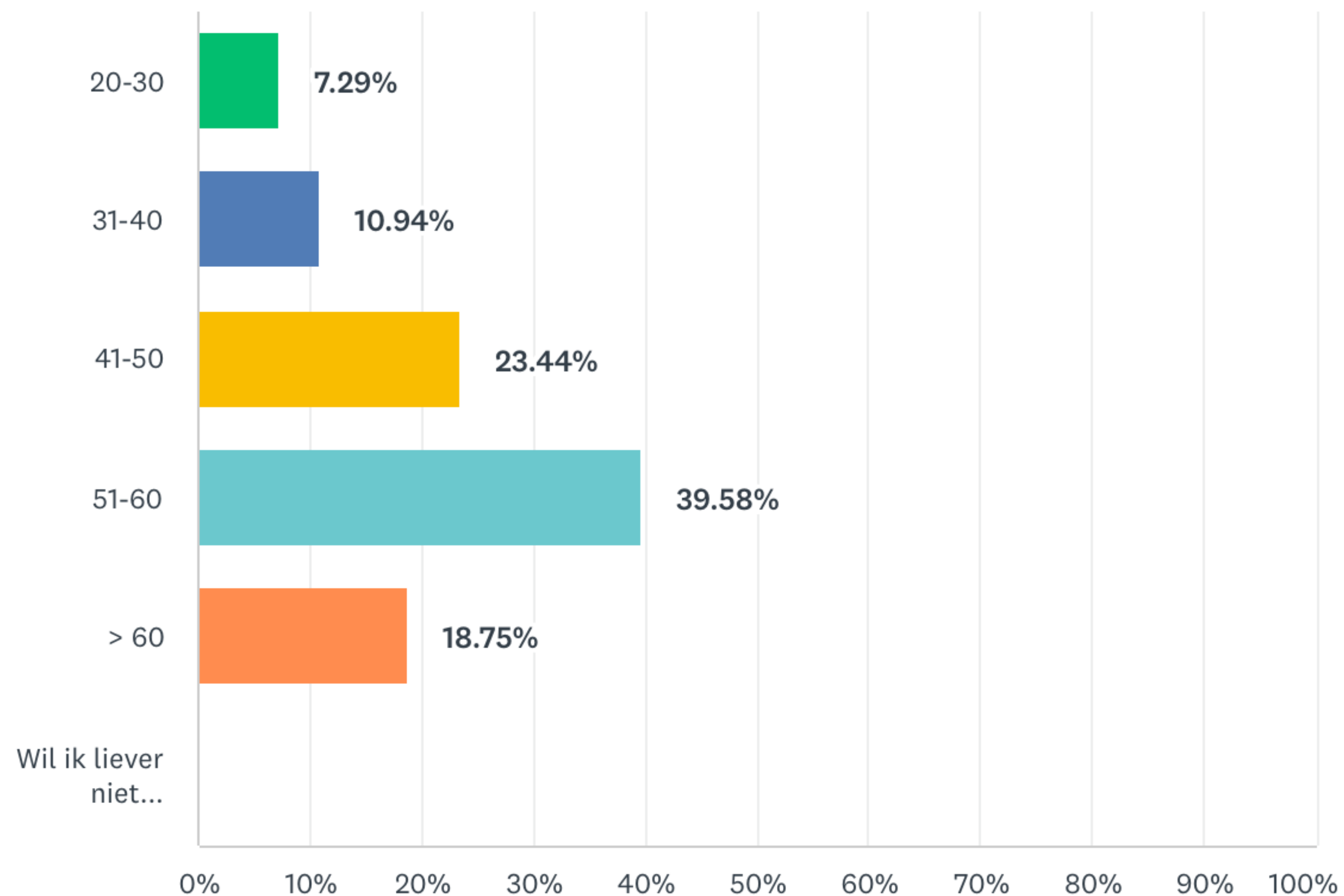
- Expected 50 participants
- Hoped for 100
- Received **279**

- 190 left email address
- 65% opens mail
- 14% clicks through

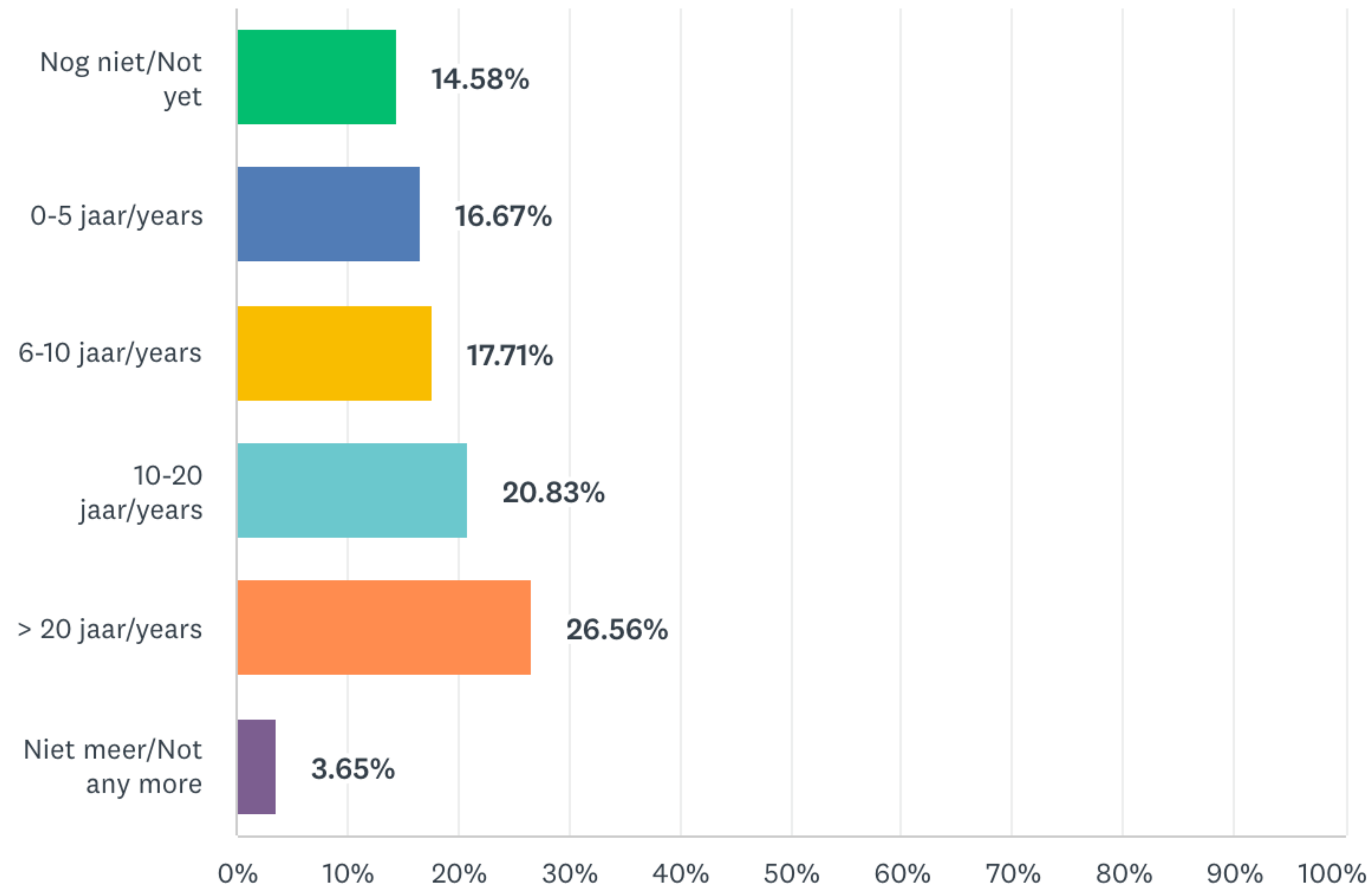
→ More surveys to follow



What is your age?

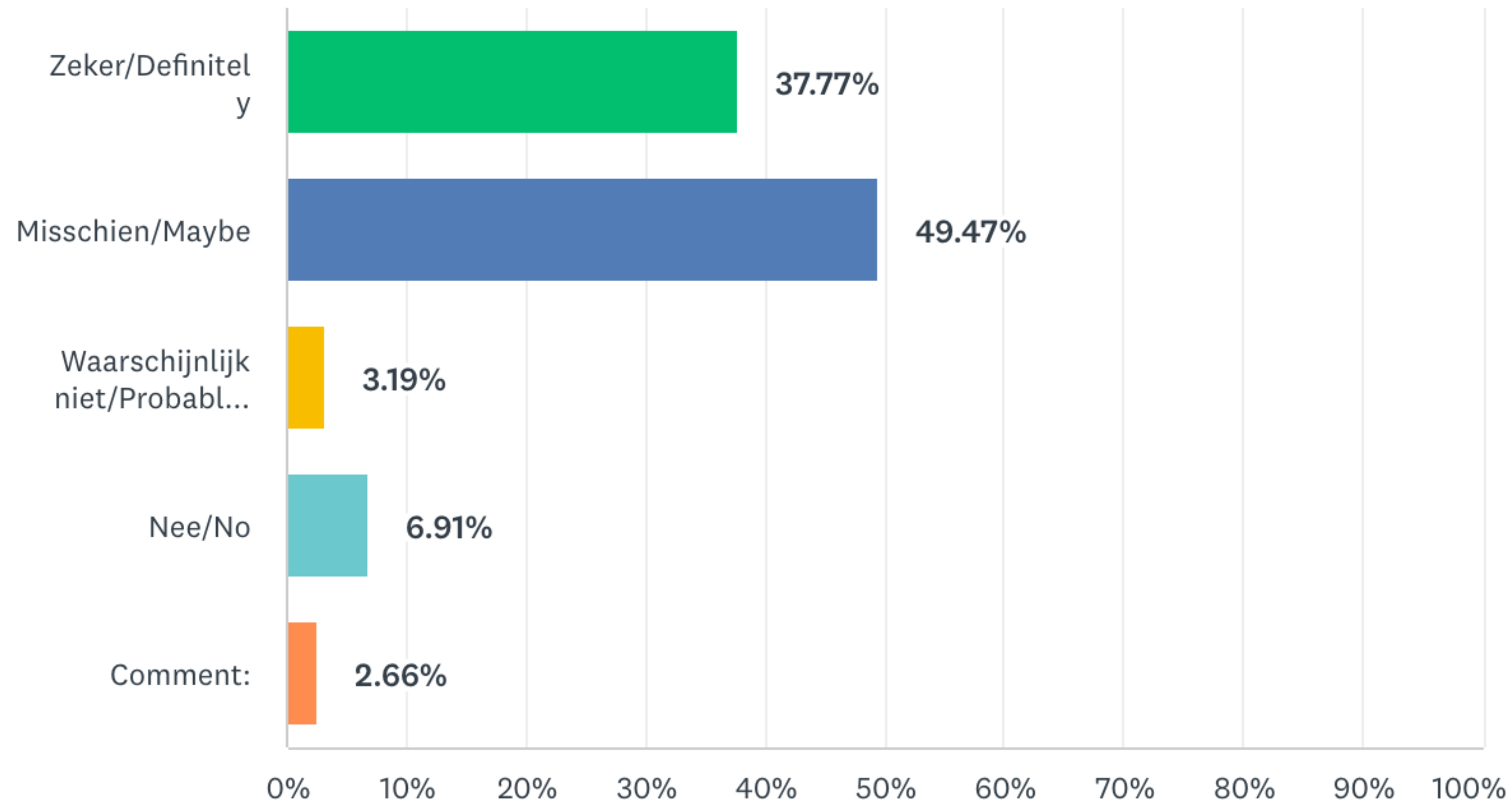


How long have you been an entrepreneur?



Would you be interested in membership?

(participation is free)



Next steps

- 60 members, 75.040 to go
- Organize events
- Exchange information and lessons learned between members and with other chambers
- Trainings, internships, webinars, master classes, coaching
- Help with startups and scale-ups
- Connect with corporate partners

Thank you





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Pavel Subrt
Co-Founder EGLCC

Increasing social acceptance of LGBTIQ people in business environment

The European LGBTIQ Chamber of Commerce



Pavel Šubrt

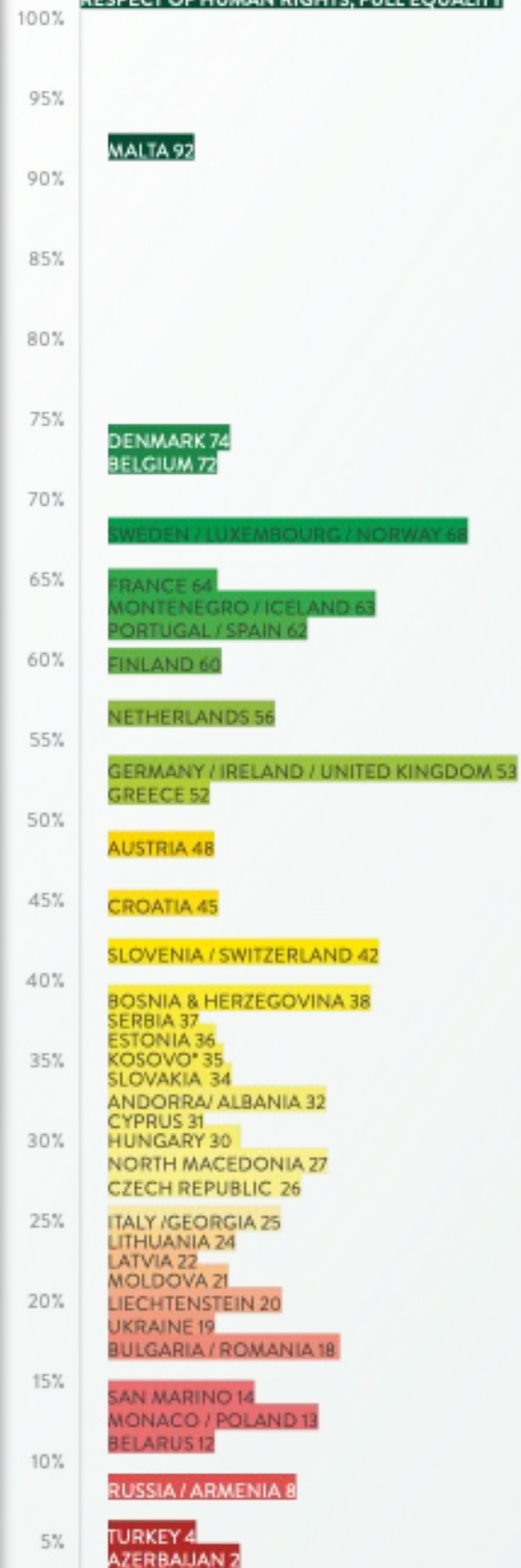
Co-founder

www.eglcc.eu

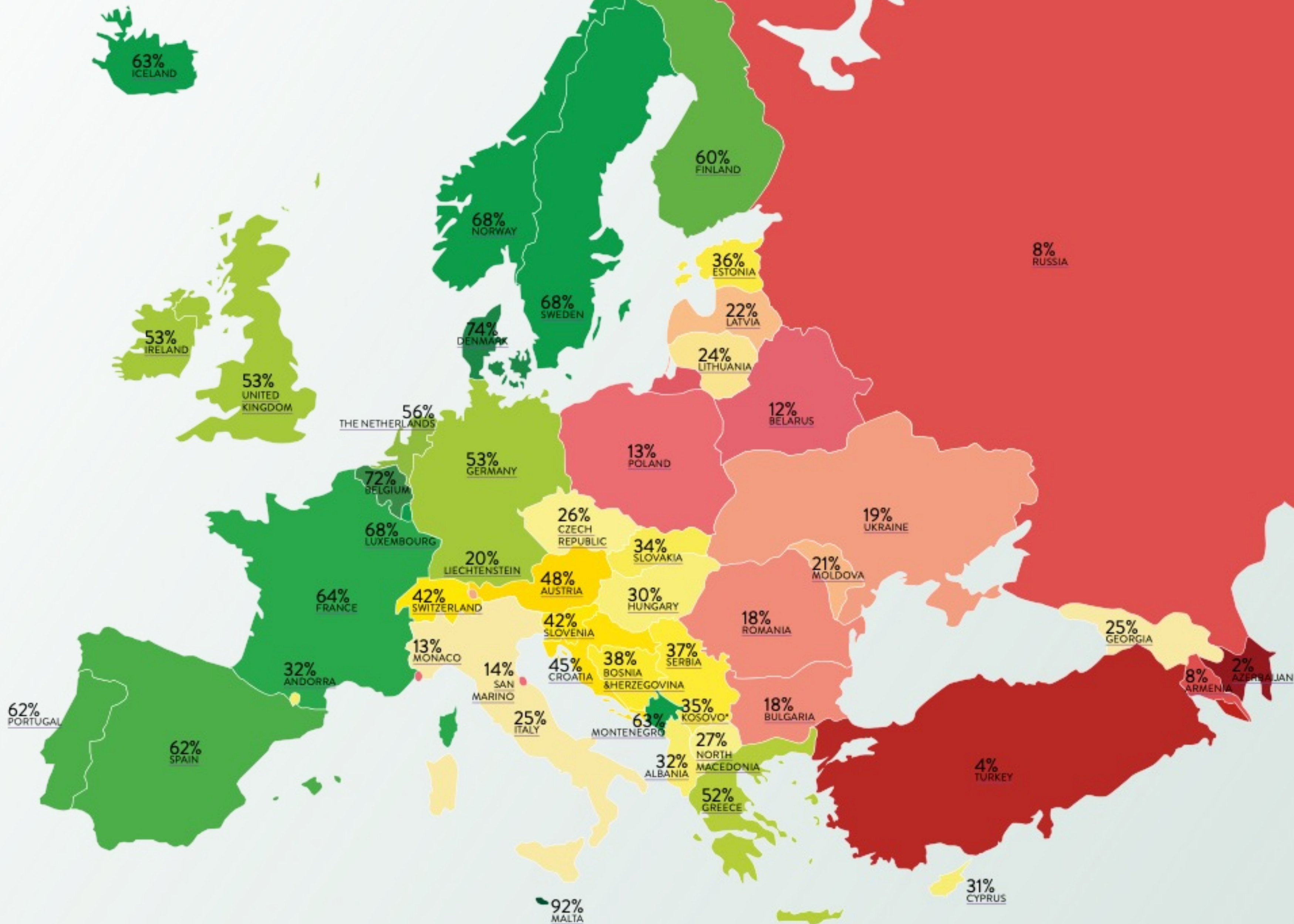
pavel.subrt@eglcc.eu



RESPECT OF HUMAN RIGHTS, FULL EQUALITY



GROSS VIOLATIONS OF HUMAN RIGHTS, DISCRIMINATION



We promote the growth
of LGBTIQ Business in Europe through

- ★ **Making LGBTIQ Businesses stronger**
- ★ Increasing **social acceptance of LGBTIQ** people in business environment
- ★ Valuing **supplier diversity** as leverage for economic growth
- ★ Fostering **business growth** & tapping on new business opportunities
- ★ Helping to **Come out in business**

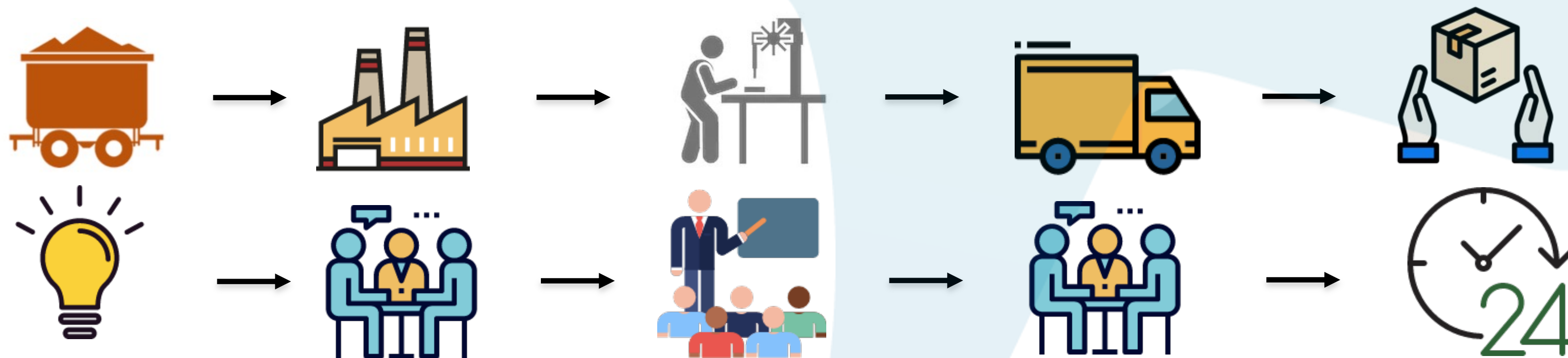
Supply Chain and Supplier Diversity

SUPPLY CHAIN

- the **network** of all the individuals, organizations, resources, activities and technology involved in the creation and sale of a product or service
- all what happens when transferring source material(s) or know-how to the end user product or service

SUPPLIER DIVERSITY

- the **pro-active sourcing** of products and services **from previously under-used suppliers**, which includes businesses owned by **minorities**, in order to reflect the demographics of the communities in which the business operates



Economic Potential of the EGLCC Region

The economic significance of Europe when it comes to LGBTIQ Business. Status 10/2022.
(Belgium, Netherlands, Luxembourg, Sweden, Denmark, Norway, Finland, Germany, Italy, CEE Region incl. Austria and excluding Russia)



383,3 Million
Overall Population

23,0 Million
LGBTIQ Population



12,46 Trillion
€ GDP

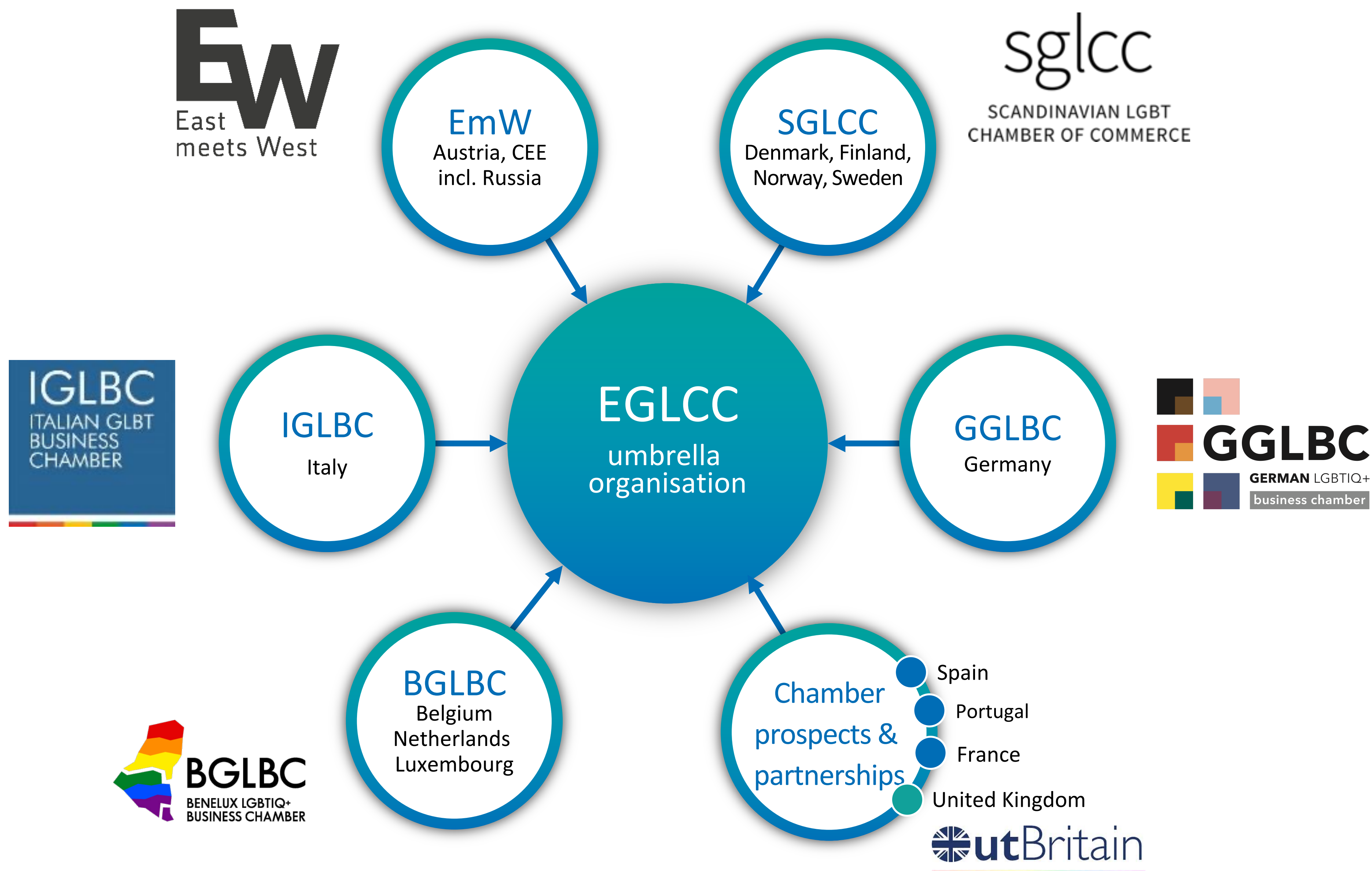
735 Billion
€ LGBTIQ GDP



17,9 Million
Small Businesses

1,1 Million
LGBTIQ Small Businesses

The Geographical Reach



Diverse Business Registered by EGLCC

Status: 03/2023





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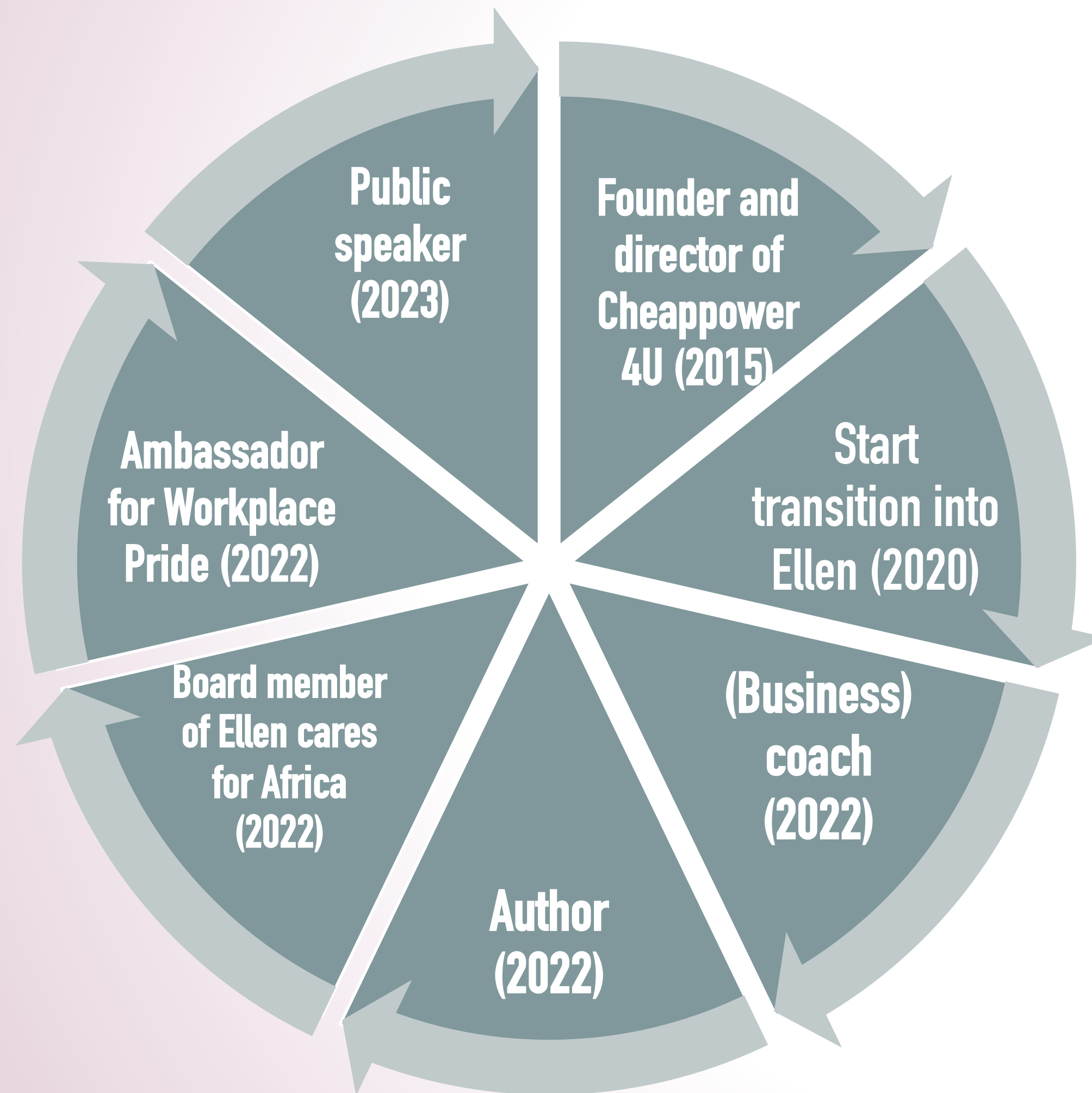
Amsterdam: March 16th 2023



Ellen Jansen

Entrepreneur, Public Speaker & Business Coach
Founder CheapPower4U

WHO IS ELLEN JANSEN?



ME IN EARLIER DAYS



Technieken binnen de energietransitie

Op naar 2050

SANDER JANSEN
Directeur Cheappower4U

2:52 / 33:10

Subscribe

HD

Icons: Play, Volume, Full Screen, Settings, Share

A video player interface showing a man in a suit (Sander Jansen) speaking. The video title is 'Technieken binnen de energietransitie'. The video is part of a series 'Op naar 2050'. The man is identified as 'SANDER JANSEN, Directeur Cheappower4U'. The video is 33:10 long and is currently at 2:52. The player includes standard controls like play, volume, full screen, settings, and share, as well as a 'Subscribe' button and an 'HD' indicator.

MY DEBUT AS A WRITER



EINDELIJK ELLEN

DE ODYSSEE VAN EEN
TRANSGENDER VROUW

Ellen Jansen vertelt in Eindelijk Ellen haar aangrijpende levensverhaal. Geboren in een jongenslichaam groeide ze op tot een populaire puber en een daadkrachtige ondernemer. Voor de buitenwereld leek Ellen alles voor de wind te gaan. Diep van binnen was ze echter doodongelukkig. Uit pure angst voor de reacties uit haar omgeving, zowel zakelijk als privé, bleef ze haar ware identiteit jarenlang hardnekkig onderdrukken. Een zware depressie met fysieke klachten en zelfs suïcidale neigingen was het gevolg. Op het dieptepunt koos ze uiteindelijk voluit voor een bevrijdende transitie. En daardoor werd ze Eindelijk Ellen, de stralende en gelukkige (zaken)vrouw die ze nu is.

Ellen is met haar bedrijf Cheappower4U succesvol op het gebied van energietransities in de woningbouw. Als coach en spreker helpt zij daarnaast mensen, teams en organisaties met gewenste transformaties. Ook zet Ellen zich als ambassadrice in voor initiatieven die een inclusieve samenleving nastreven.

Quote van Roger Aarts,
commercieel verantwoordelijk voor de
zakelijke markt bij één van de grootste
installatiebedrijven van Nederland over haar transitie:
**'Major change on the outside,
minor change on the inside.'**

Ellen Jansen

EINDELIJK ELLEN



Ellen Jansen

EINDELIJK ELLEN

DE ODYSSEE VAN
EEN TRANSGENDER
VROUW



IT DOESN'T MATTER WHAT
SOMEONE IS BORN, BUT
WHAT THEY GROW TO BE



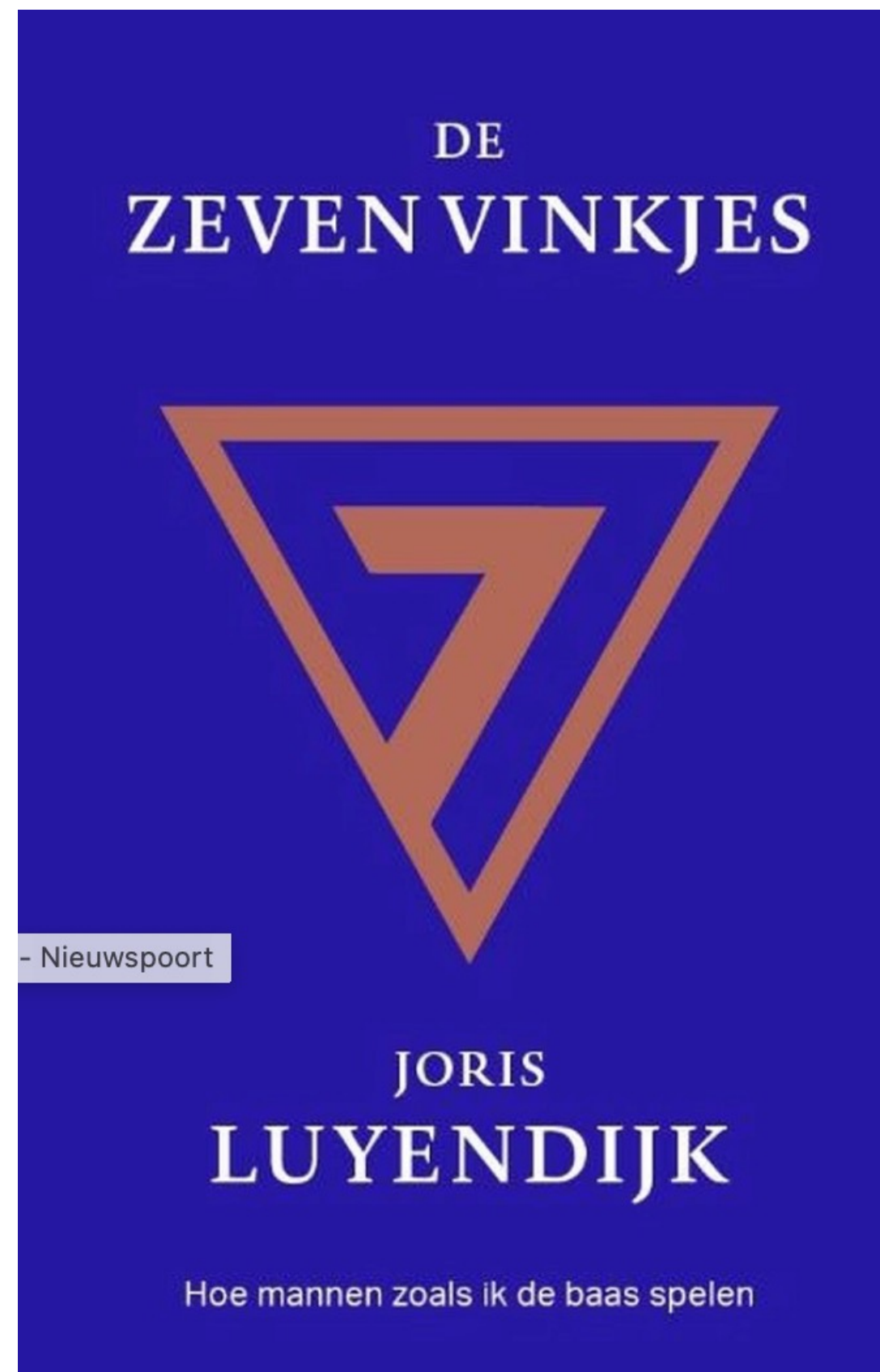
THE FOCUS IN DEI
POLICIES SHOULD BE ON
THE FACT THAT



Everyone is unique



MY OLD BOX



- ✓ Minstens één hoogopgeleide en/of welgestelde ouder
- ✓ Minstens één in Nederland geboren ouder
- ✓ Man
- ✓ Hetero
- ✓ Wit
- ✓ Gymnasium of vwo
- ✓ Universiteit

MY PRINCIPLES IN INTERACTING



MY PRINCIPLES IN INTERACTING



IMPORTANCE OF BEING TRANSPARENT



MY PRINCIPLES IN INTERACTING



**LEADERS DON'T FORCE
PEOPLE TO FOLLOW.
THEY INVITE THEM
ON A JOURNEY.**

FINAL WORDS FROM ME



FOLLOW YOUR DREAMS

BELIEVE IN YOURSELF

AND NEVER GIVE UP



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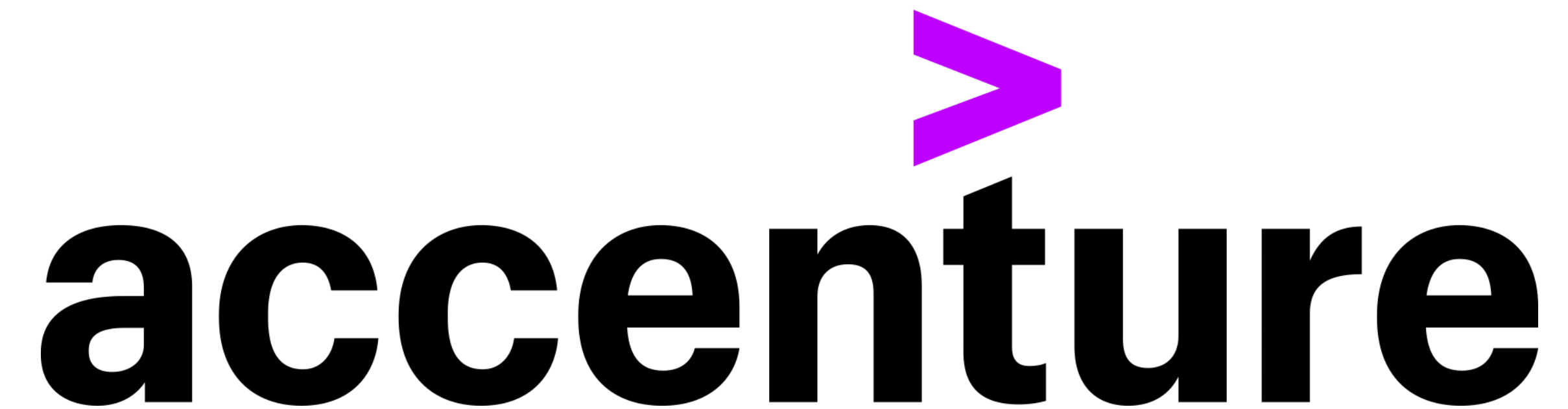
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Peter Zerp

Supplier Inclusion & Diversity Europe Lead
Accenture Supply Chain & Operations



SUPPLIER INCLUSION & DIVERSITY

March 2023

PETER ZERP

Accenture
Supplier Inclusion & Diversity

Rotterdam
Amsterdam
Dublin



Supplier inclusion & diversity (SI&D) engages small, medium and diverse suppliers into supply chain opportunities

Diverse supplier definition: at least 51% owned and operated by an underrepresented group³ (women, minorities, LGBTQIA+, veterans or persons with disabilities).

Community

€570bn

Combined turnover
Minority businesses in 8
European countries

Consumers

82%

Diverse *suppliers*, as
consumers, likely buy from
corporations with supplier
diversity program³

Employees

52%

Individuals want to work for
a company with a Supplier
Inclusion and Diversity
program²

At Accenture, focus on SI&D starts at the top allowing us to drive real value to Accenture’s ESG¹ strategy through our supply chain.



Accenture’s global **SI&D program**, is 20+ years old currently in 22 countries



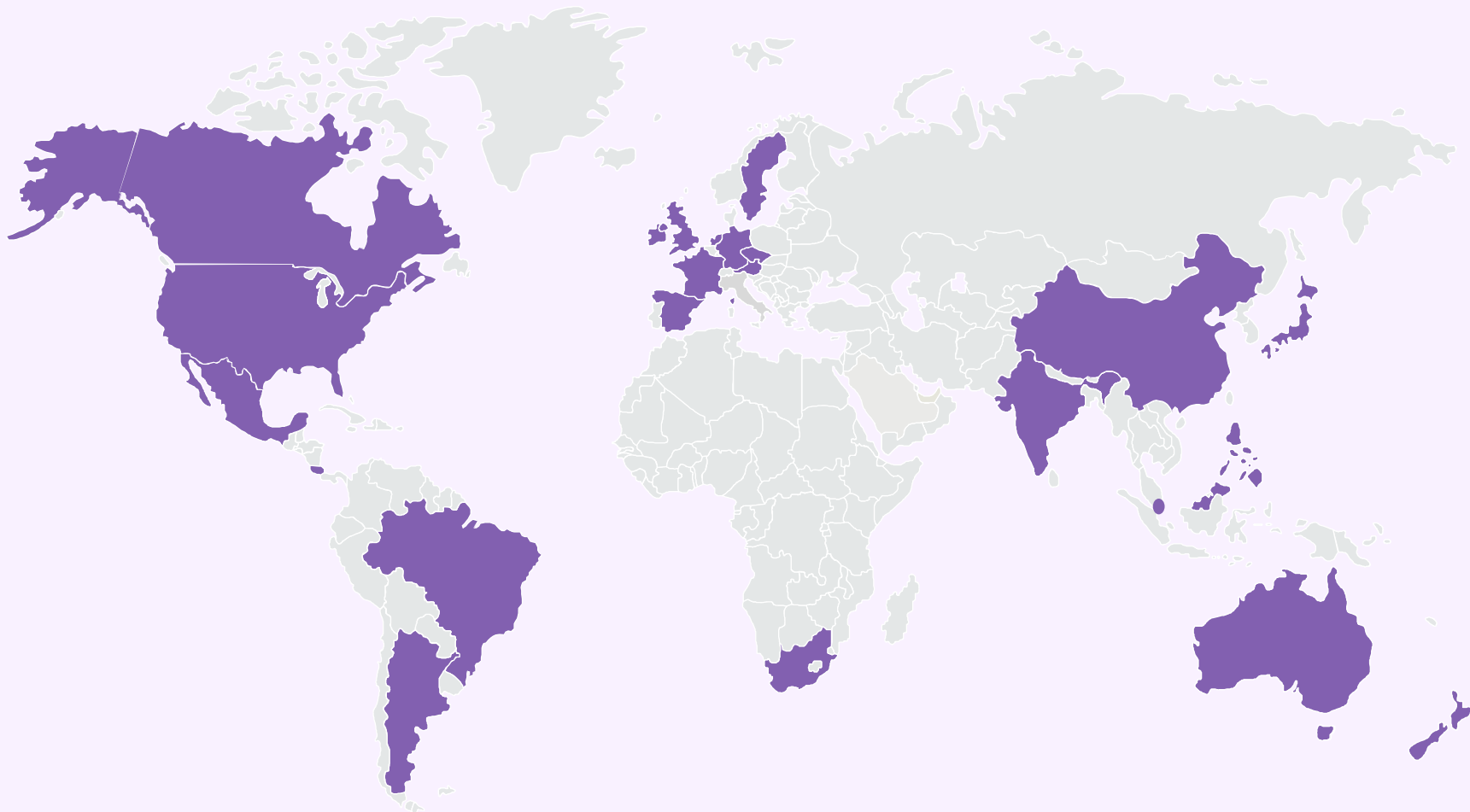
Accenture invests in **supplier development in 7 countries**.



Accenture spends ± \$1 billion with diverse suppliers in North America



US: 48% *diverse* spend;
Canada 34% diverse spend
India: 23% SME/diverse spend



Julie Sweet
Chair and Chief Executive Officer
Accenture

“Inclusion and diversity are key to innovation and essential to business in a digital age. With our purchasing power and multi-billion-dollar supply chain, we can cultivate a culture of responsible buying on a global scale.”

¹ESG= Environment Social Governance

Accenture is instrumental in evolving Global SI&D

Accenture's key NGO Partners



Accenture's leadership recognized in the market

South Africa B-BBEE*
Level 1 status for 6 years

WBENC Top Corporation for
WBE's 2023

WEConnect 2022 Platinum
Global Champion for SI&D

MSDUK 2022 Global Supplier
Diversity Advocate Award



75 countries have
NGO's

NGOs certify/verify in
45 countries

Accenture drives 14
SI&D NGO partnerships

Accenture is on 11 SI&D NGO
boards

Founding partner of
WEConnect International,
EGLCC and Out Britain

*B-BBEE= Broad Based Black Economic Empowerment



20 & 21 September – Supplier Diversity Conference
in Amsterdam – Beurs van Berlage



THANK YOU



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