



**Workplace
Pride**

THE INTERNATIONAL PLATFORM
FOR LGBTIQ+ INCLUSION AT WORK



BGLBC

BENELUX LGBTIQ+
BUSINESS CHAMBER

SUPPLIER INCLUSION AND DIVERSITY

A new priority for progressive business

Powered by



De Roze Ambassade

Amsterdam: March 16th 2023



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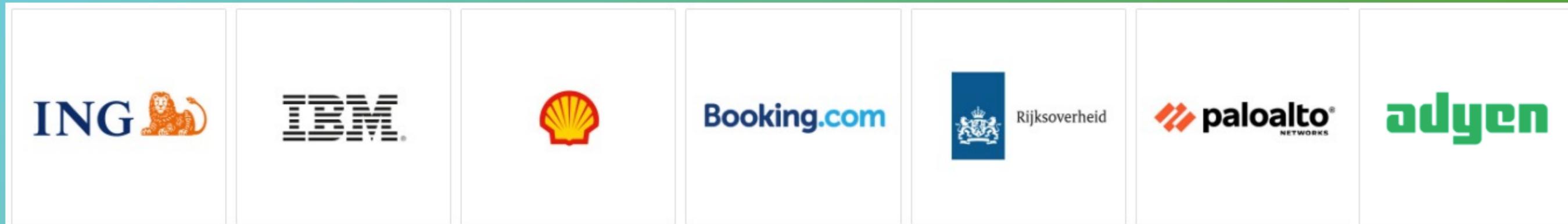
DAVID POLLARD

Executive Director Workplace Pride

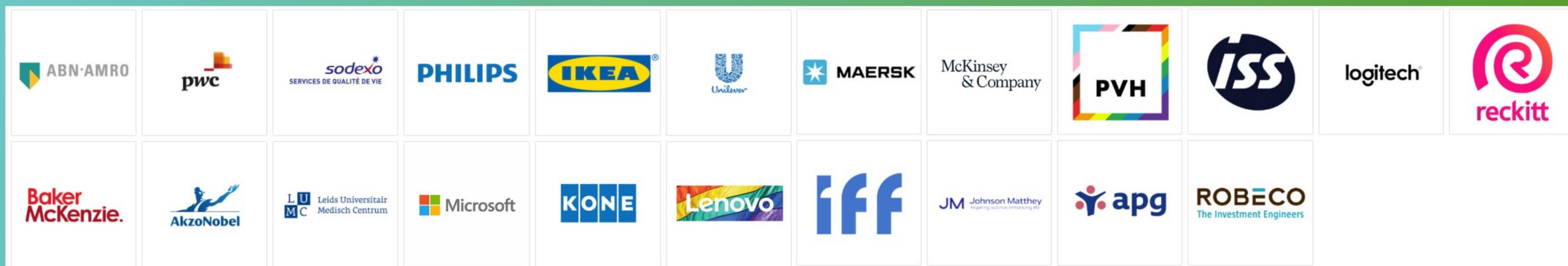


CREATING AN LGBTIQ+ INCLUSIVE WORKPLACE

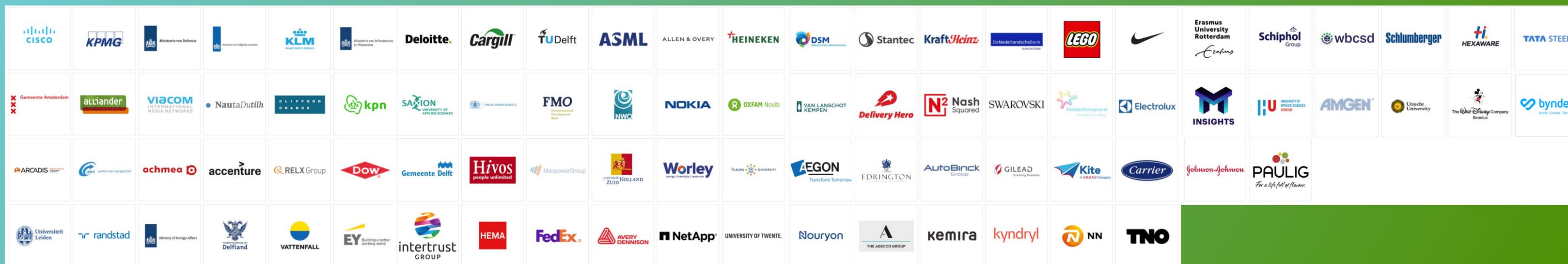
FOUNDATION LEADERS



FOUNDATION PARTNERS

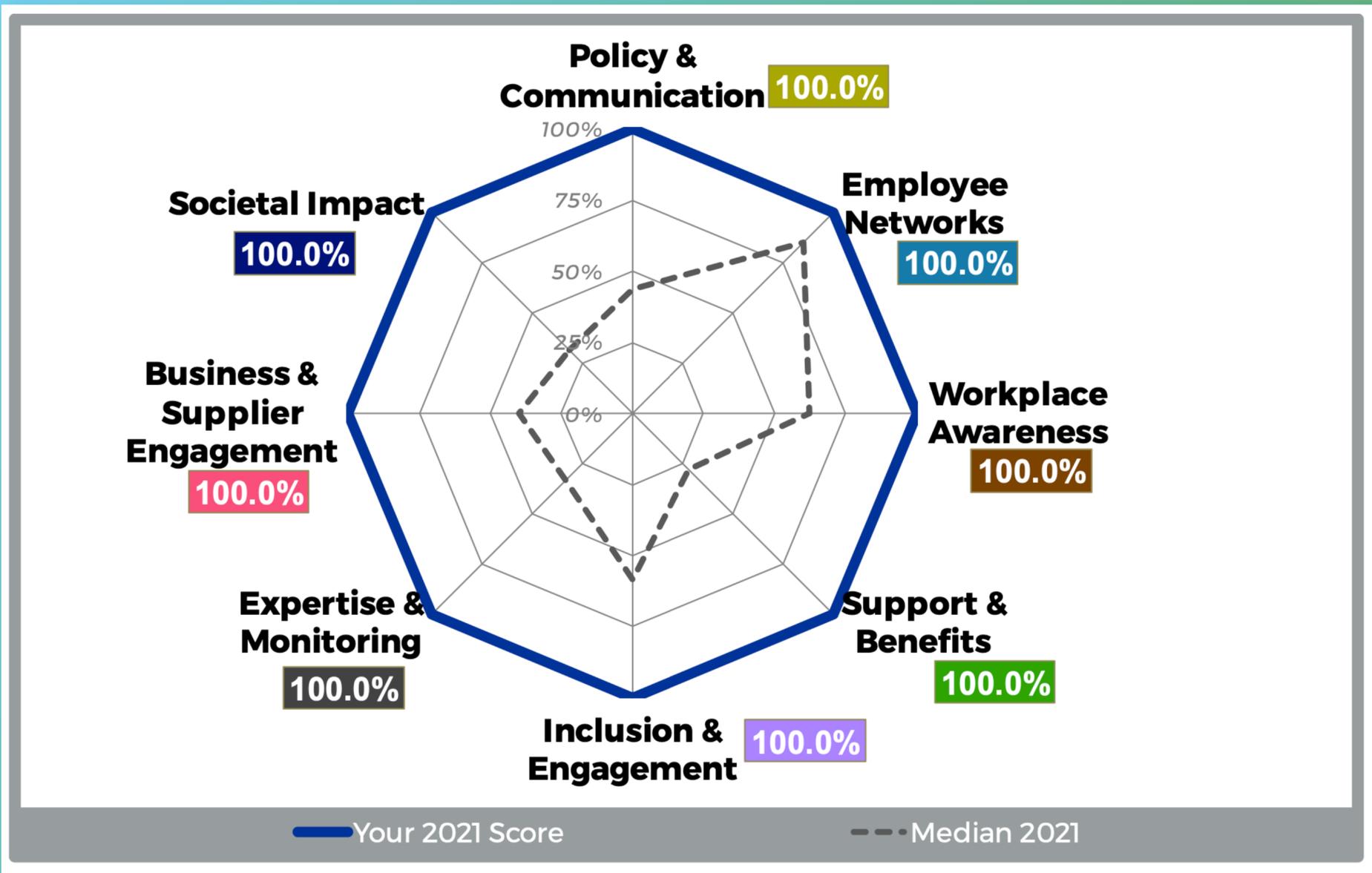


FOUNDATION MEMBERS





GLOBAL BENCHMARK: MEASURE OF SUCCESS



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.



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.





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

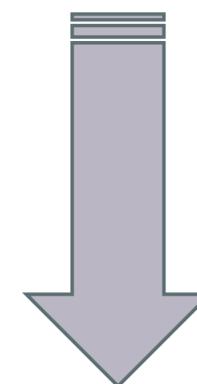
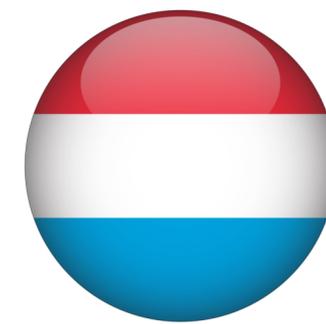
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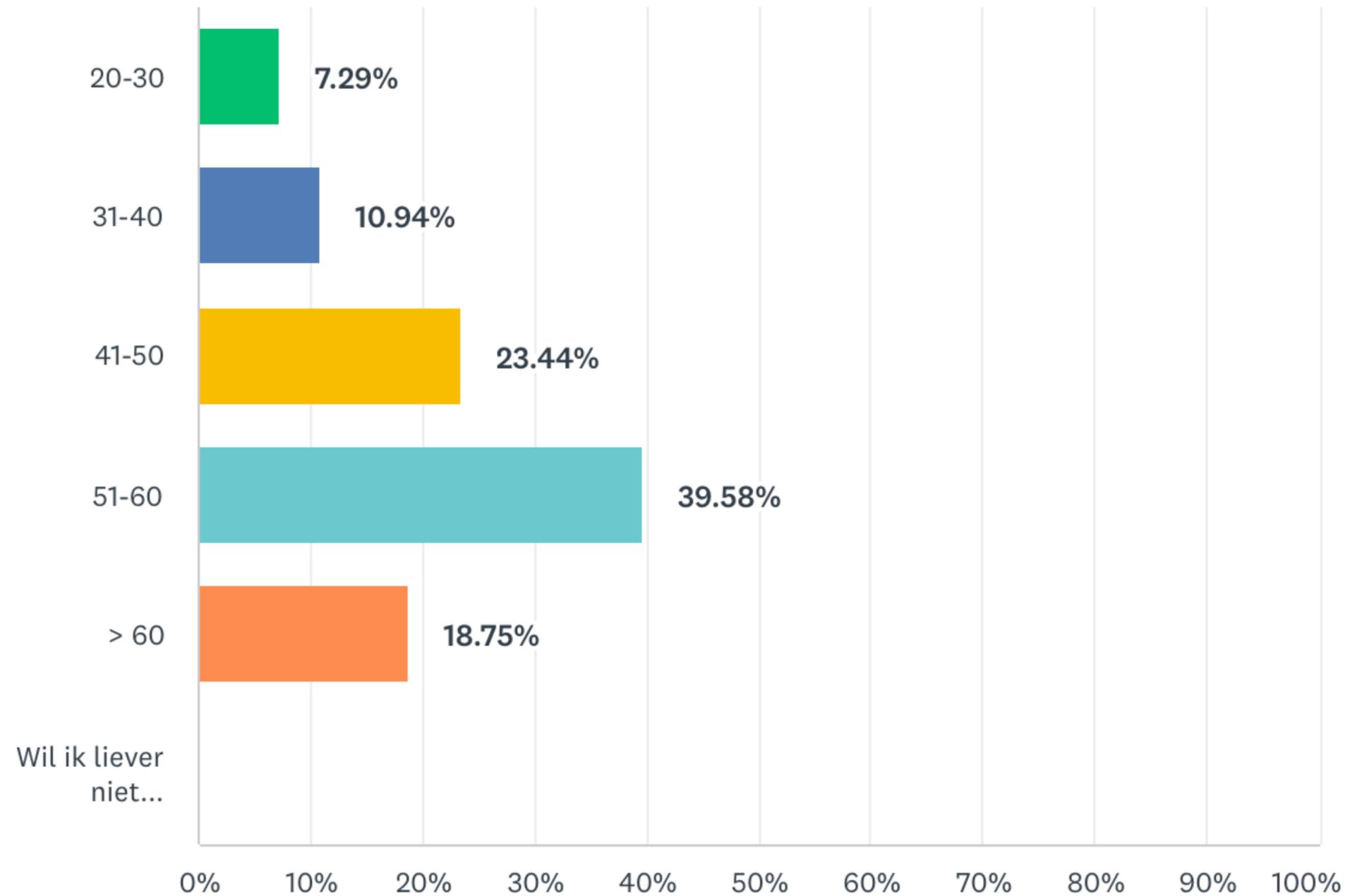
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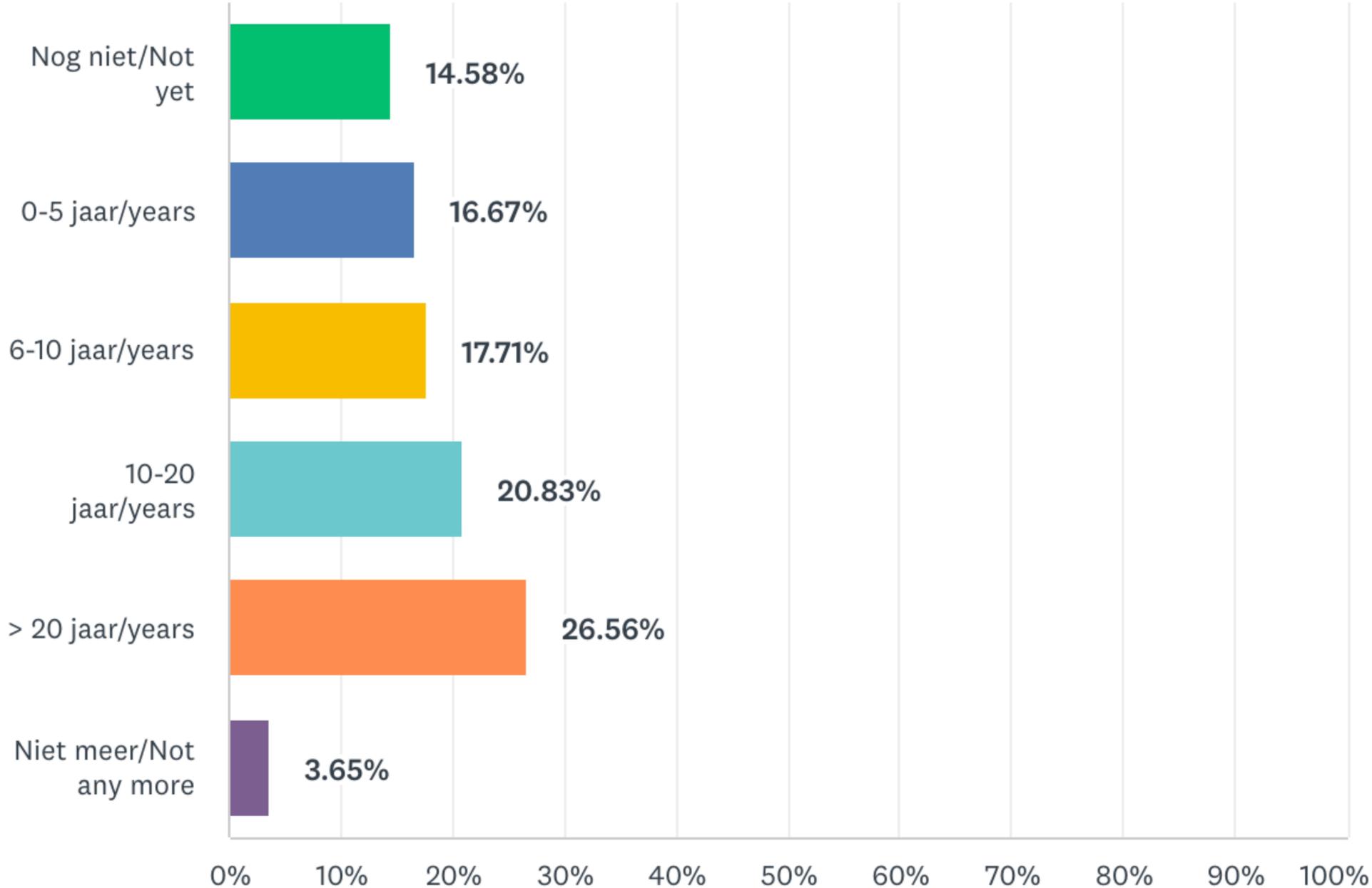
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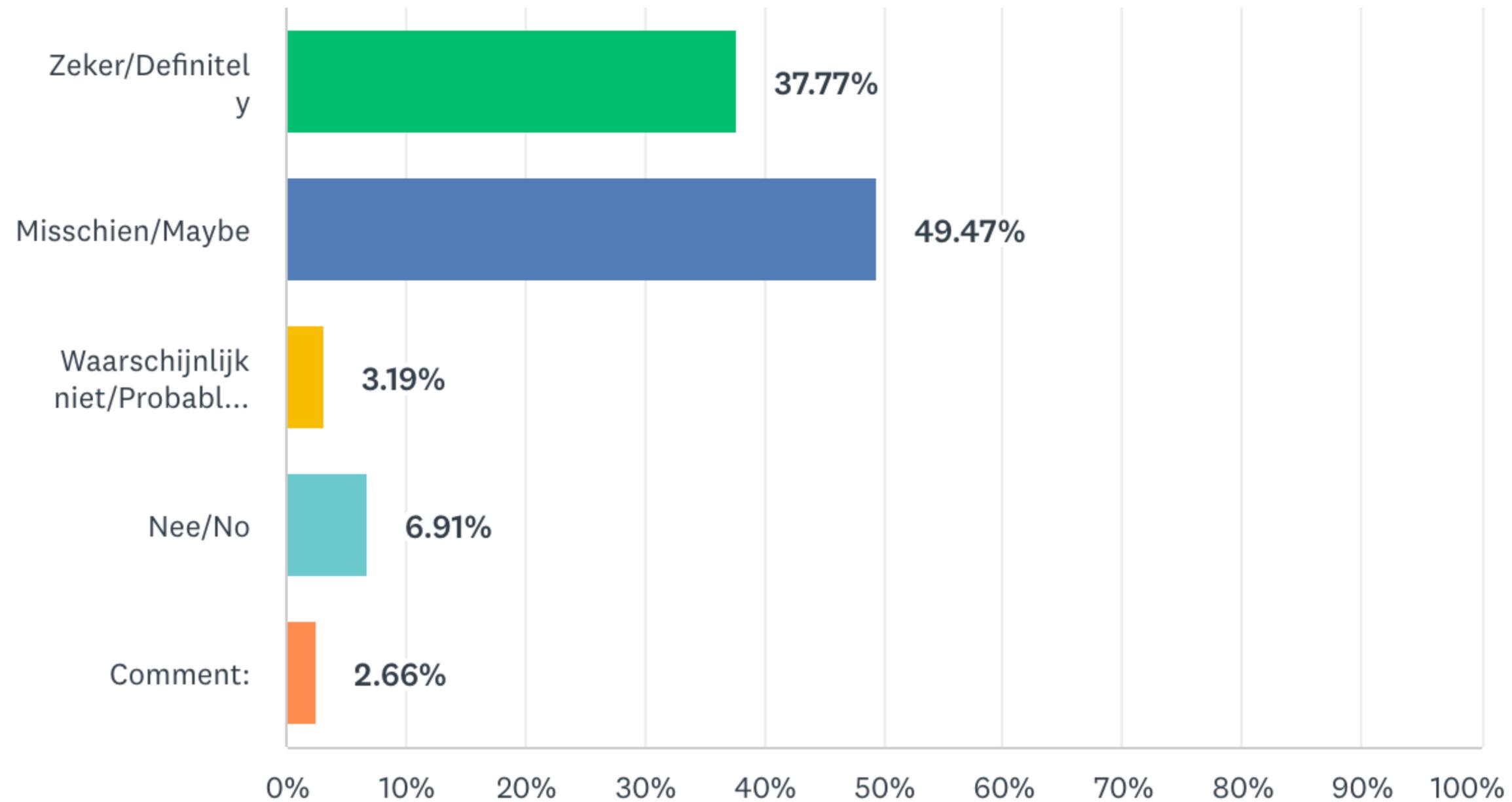
What is your age?



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



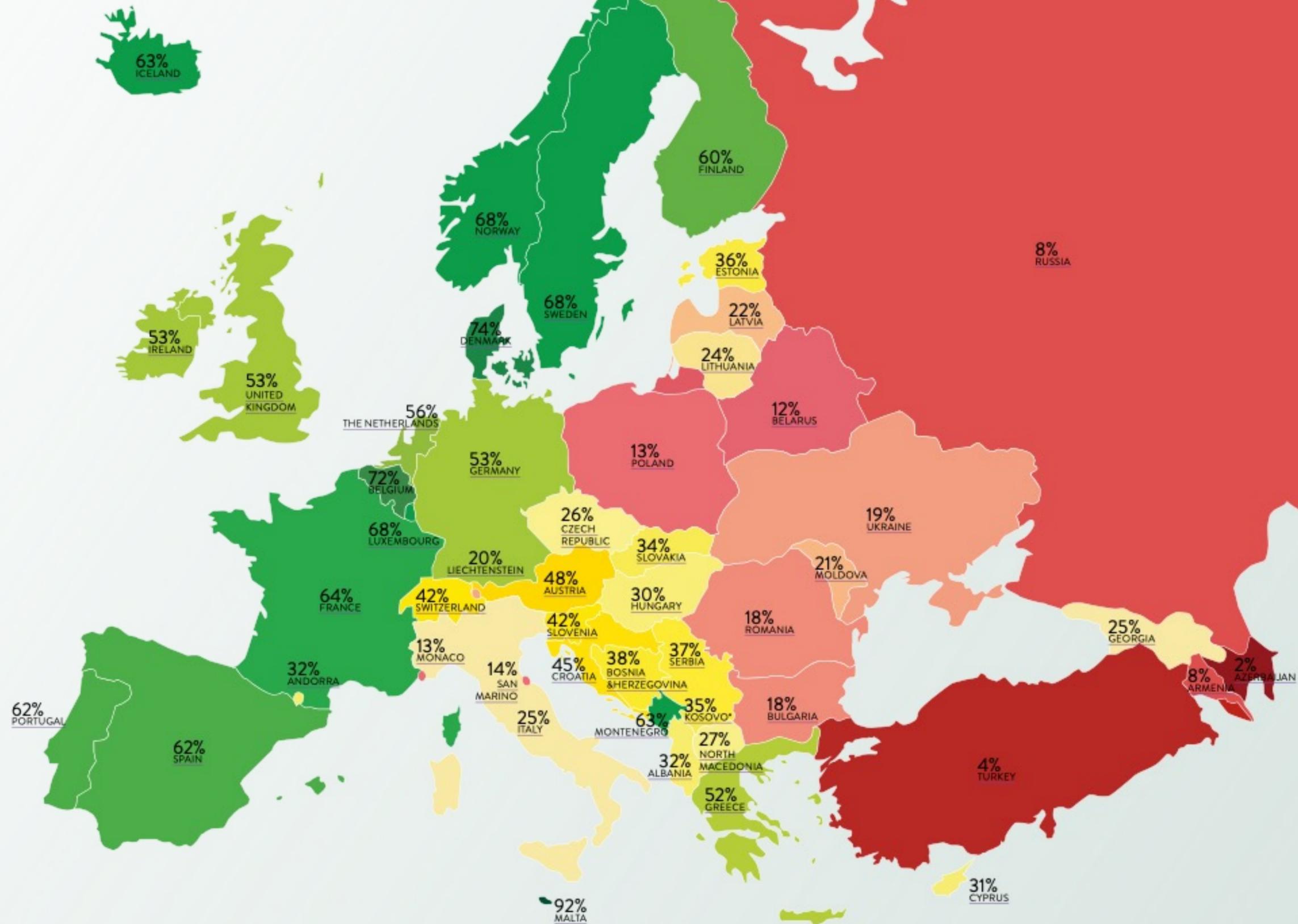
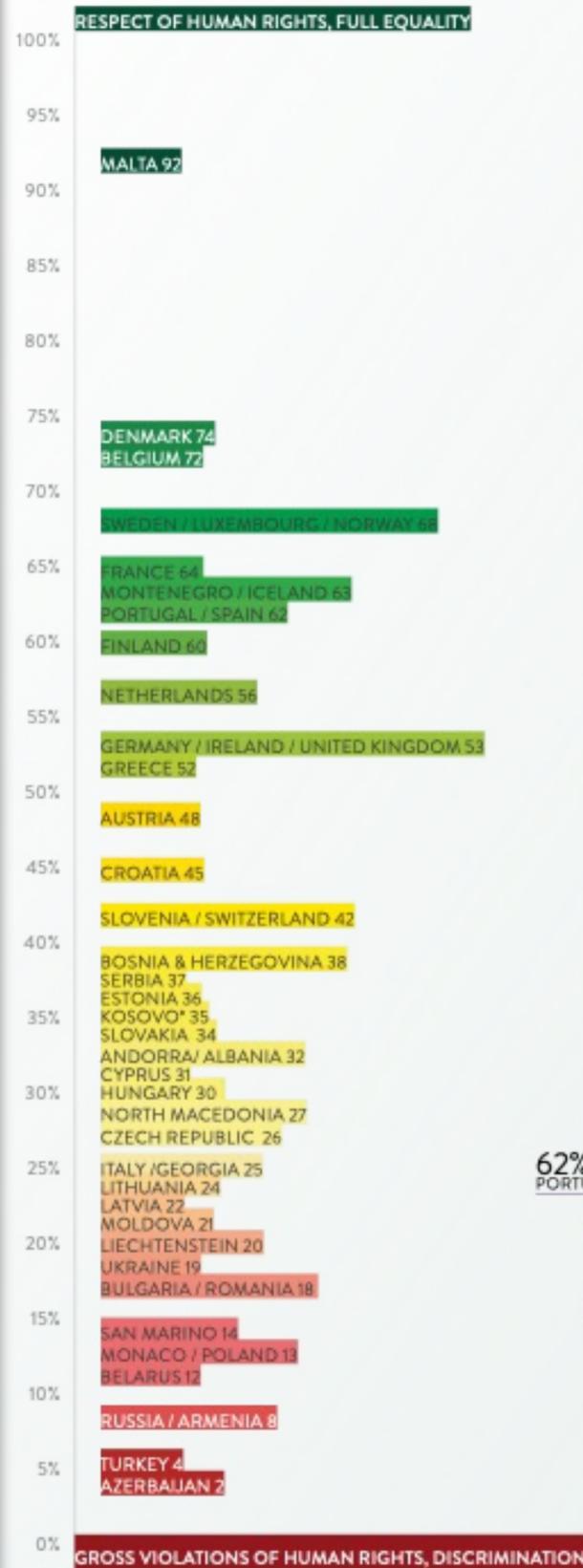
Pavel Šubrt

Co-founder

www.eglcc.eu

pavel.subrt@eglcc.eu





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**

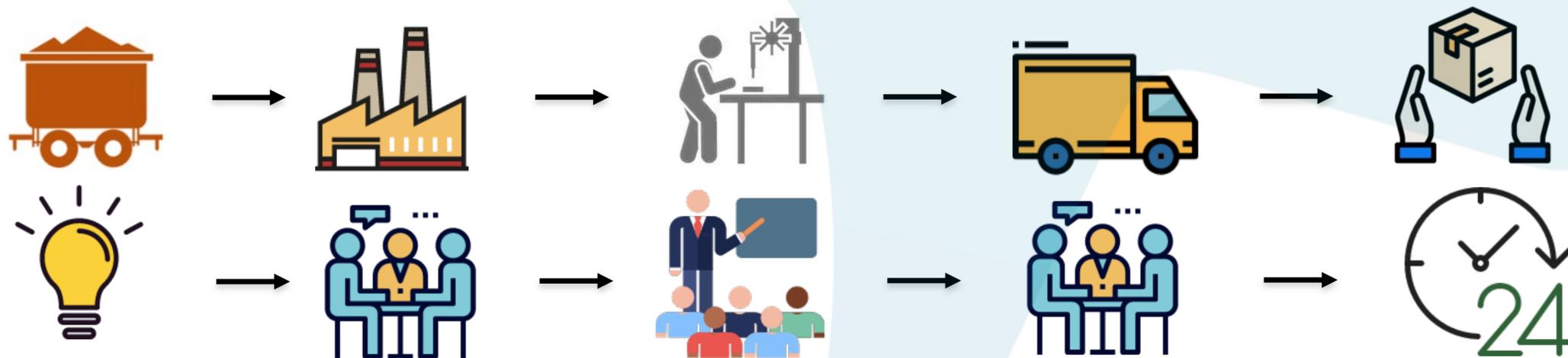
Supply Chain and Supplier Diversity

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

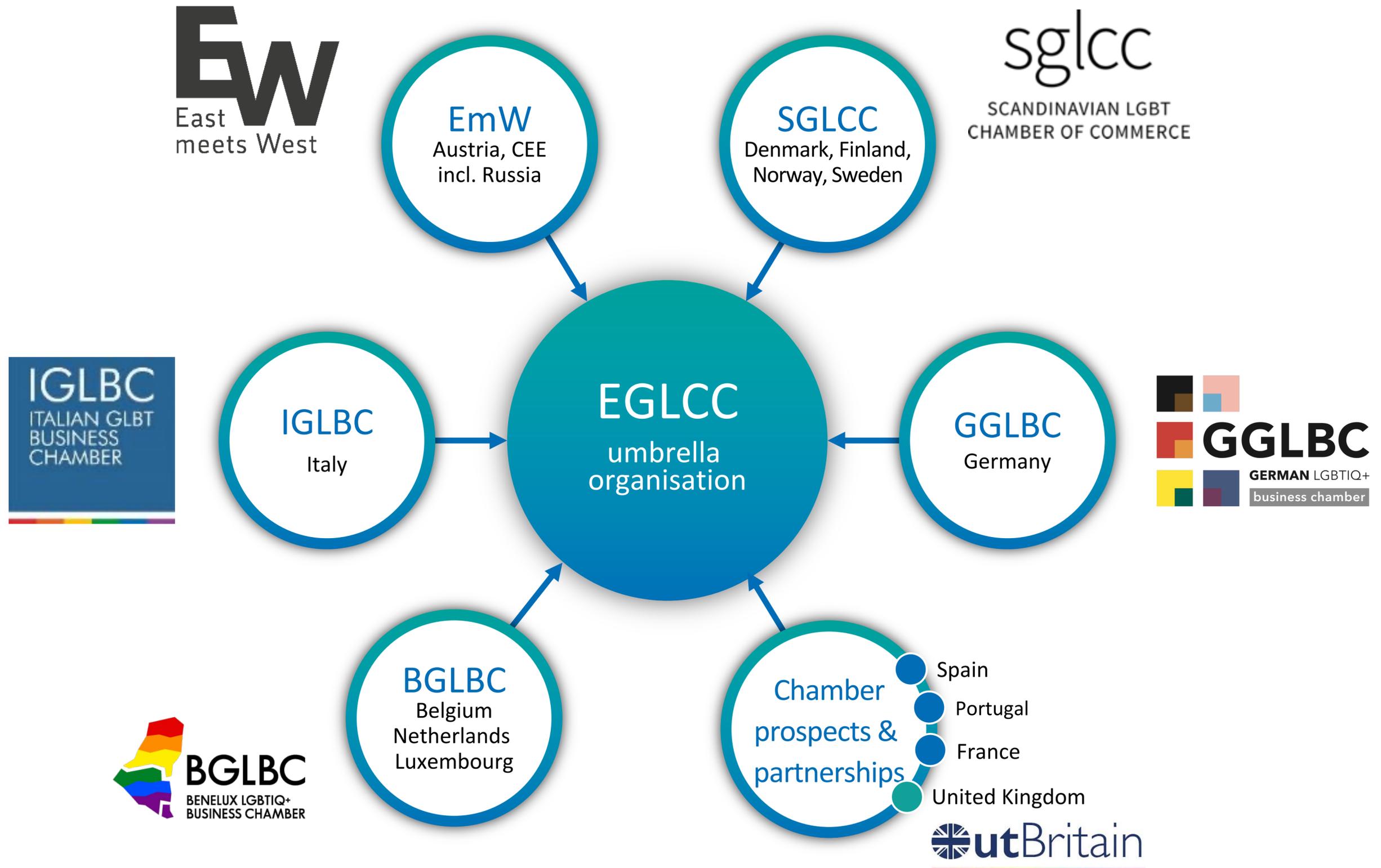
735 Billion
€ LGBTIQ GDP



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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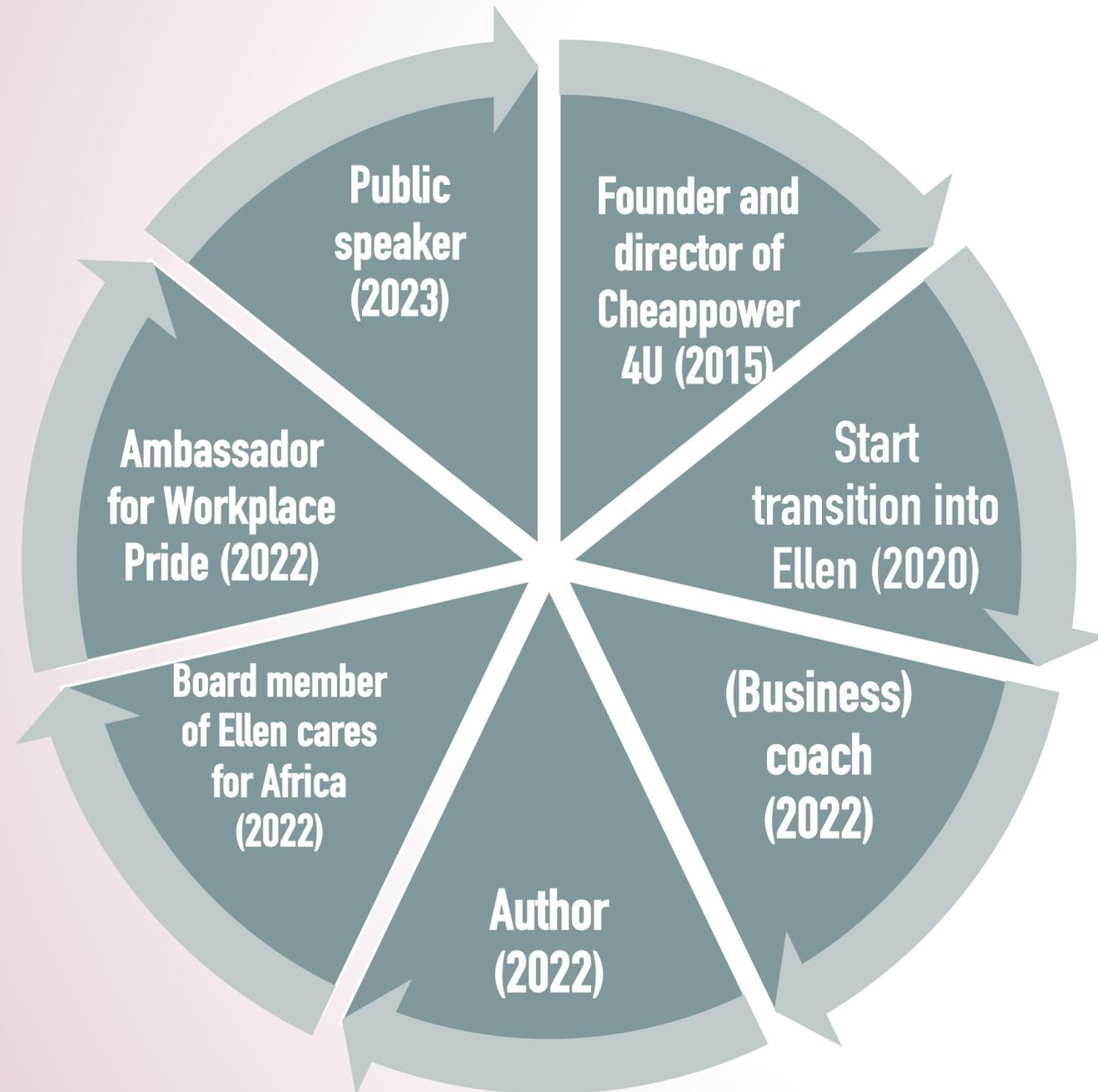


Ellen Jansen

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

A screenshot of a YouTube video player. The video shows a man in a dark suit and white shirt, identified as Sander Jansen, Director of Cheappower4U. The video title is 'Technieken binnen de energietransitie'. There is a '2050' logo in the top right corner of the video frame. The video player interface includes a progress bar at 2:52 / 33:10, a 'Subscribe' button, and various control icons like play, volume, and full screen.

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



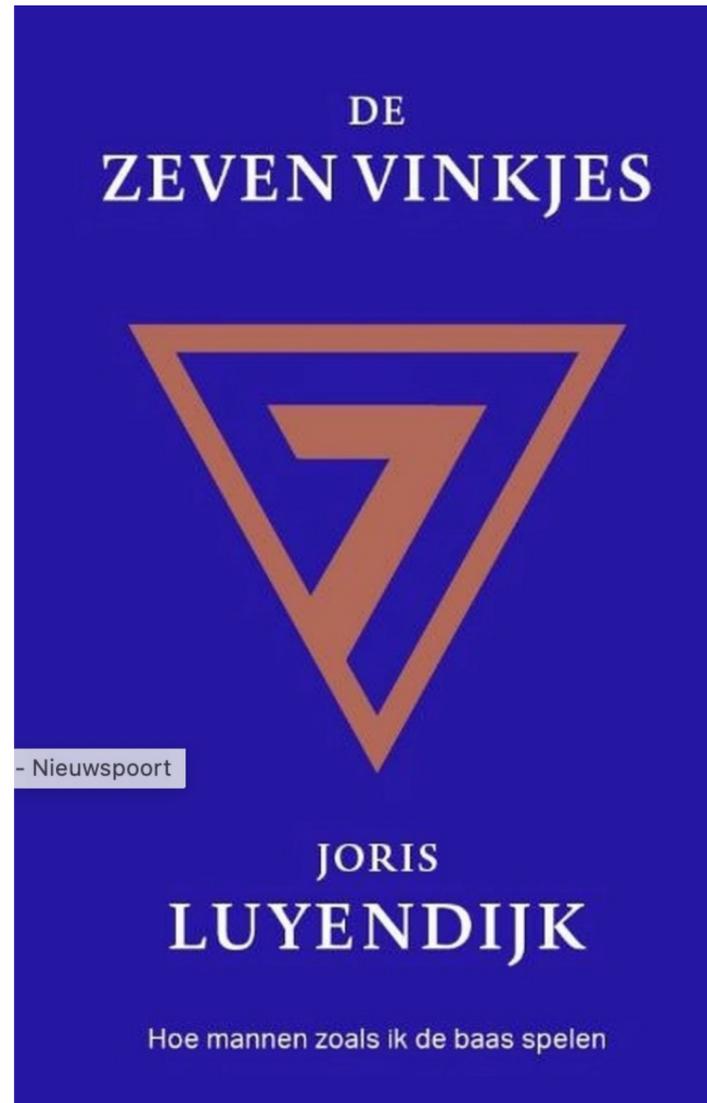
THE FOCUS IN DEI
POLICIES SHOULD BE ON
THE FACT THAT



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



MY PRINCIPLES IN INTERACTING



FINAL WORDS FROM ME

FOLLOW YOUR DREAMS

BELIEVE IN YOURSELF

AND NEVER GIVE UP





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Peter Zerp

Supplier Inclusion & Diversity Europe Lead
Accenture Supply Chain & Operations

A photograph of four diverse business professionals sitting around a conference table in a bright room with large windows. They are engaged in a discussion, with some holding documents and a laptop. The scene is overlaid with a semi-transparent dark blue filter.

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

Consumers

Employees

€570bn

Combined turnover
Minority businesses in 8
European countries

82%

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

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



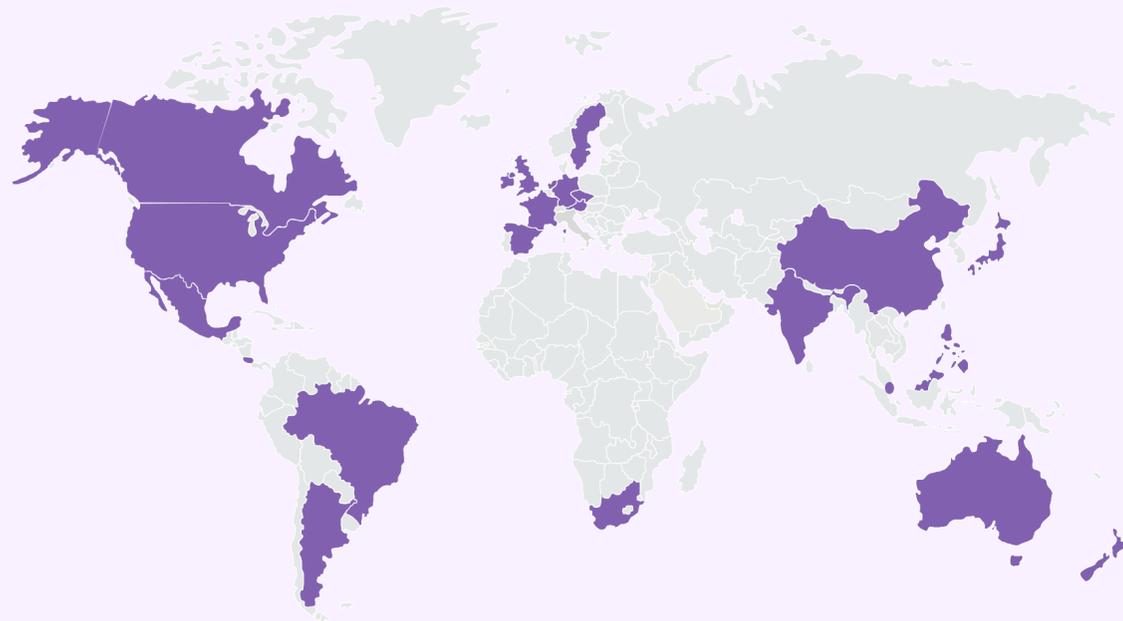
Accenture invests in **supplier development in 7 countries.**



Accenture spends \pm \$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

<p>South Africa B-BBEE* Level 1 status for 6 years</p>	<p>WBENC Top Corporation for WBE's 2023</p>
<p>WEConnect 2022 Platinum Global Champion for SI&D</p>	<p>MSDUK 2022 Global Supplier Diversity Advocate Award</p>

*B-BBEE= Broad Based Black Economic Empowerment



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*



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



THANK YOU



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