

Where are the (lesbian*) women

Workplace Pride Conference Workshop
28 June 2019 14:00-15:15

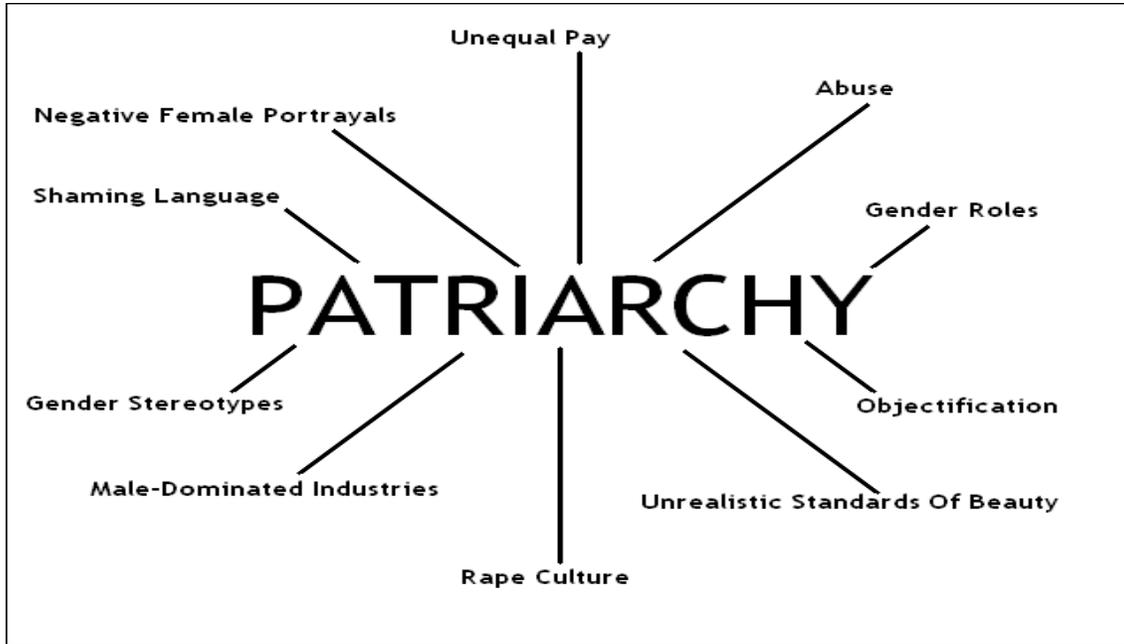


Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTI
INCLUSION AT WORK

Workplace Pride Foundation originated as
Company Pride Platform in 2006





‘Women are inferior and men should rule them’



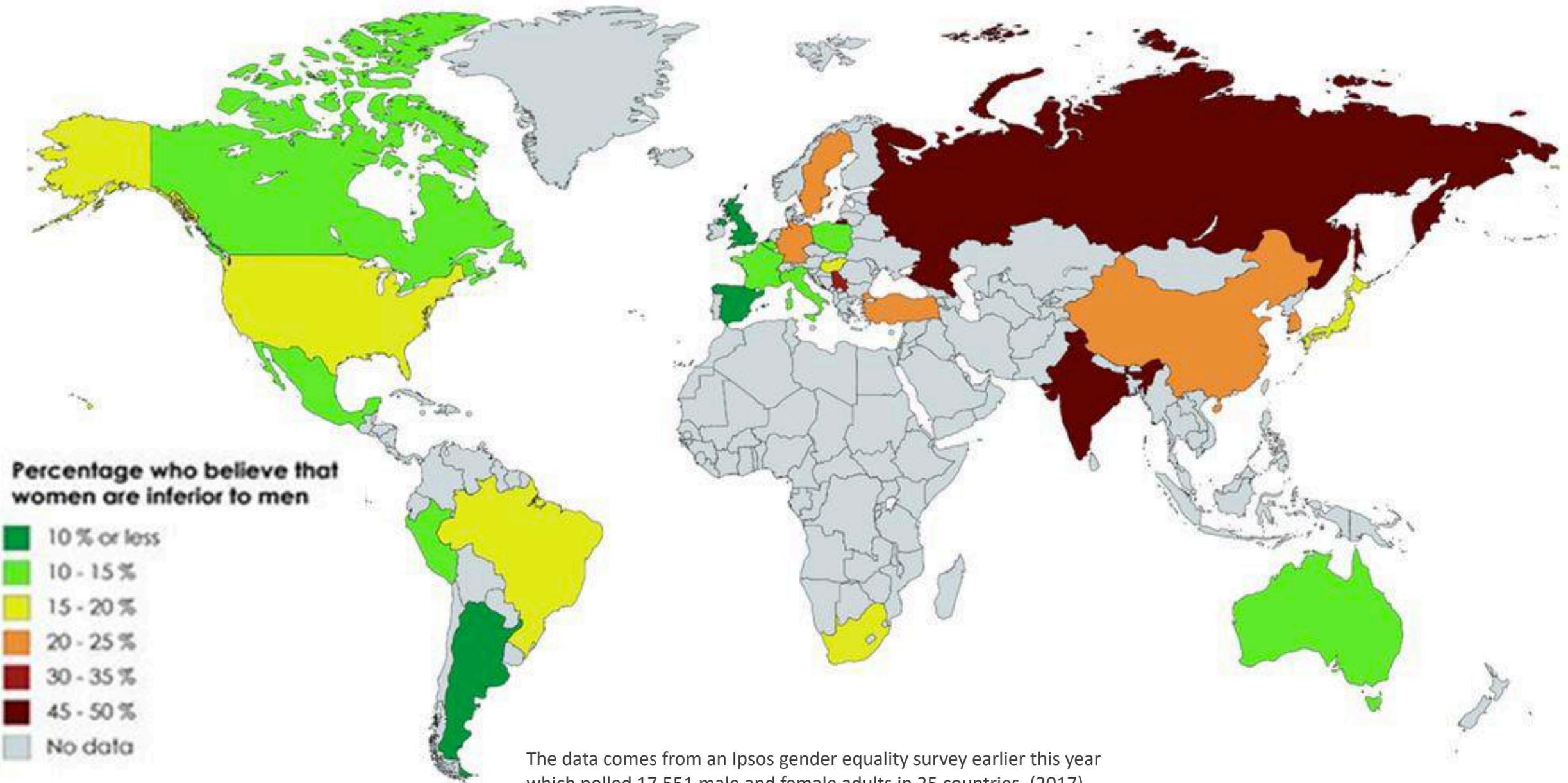
Is it safe?

To stick your neck out, or to (purposely stand out from the crowd) puts you in a vulnerable position

In unsafe situations others (of your kind) won't thank you for it either as its puts them in danger too

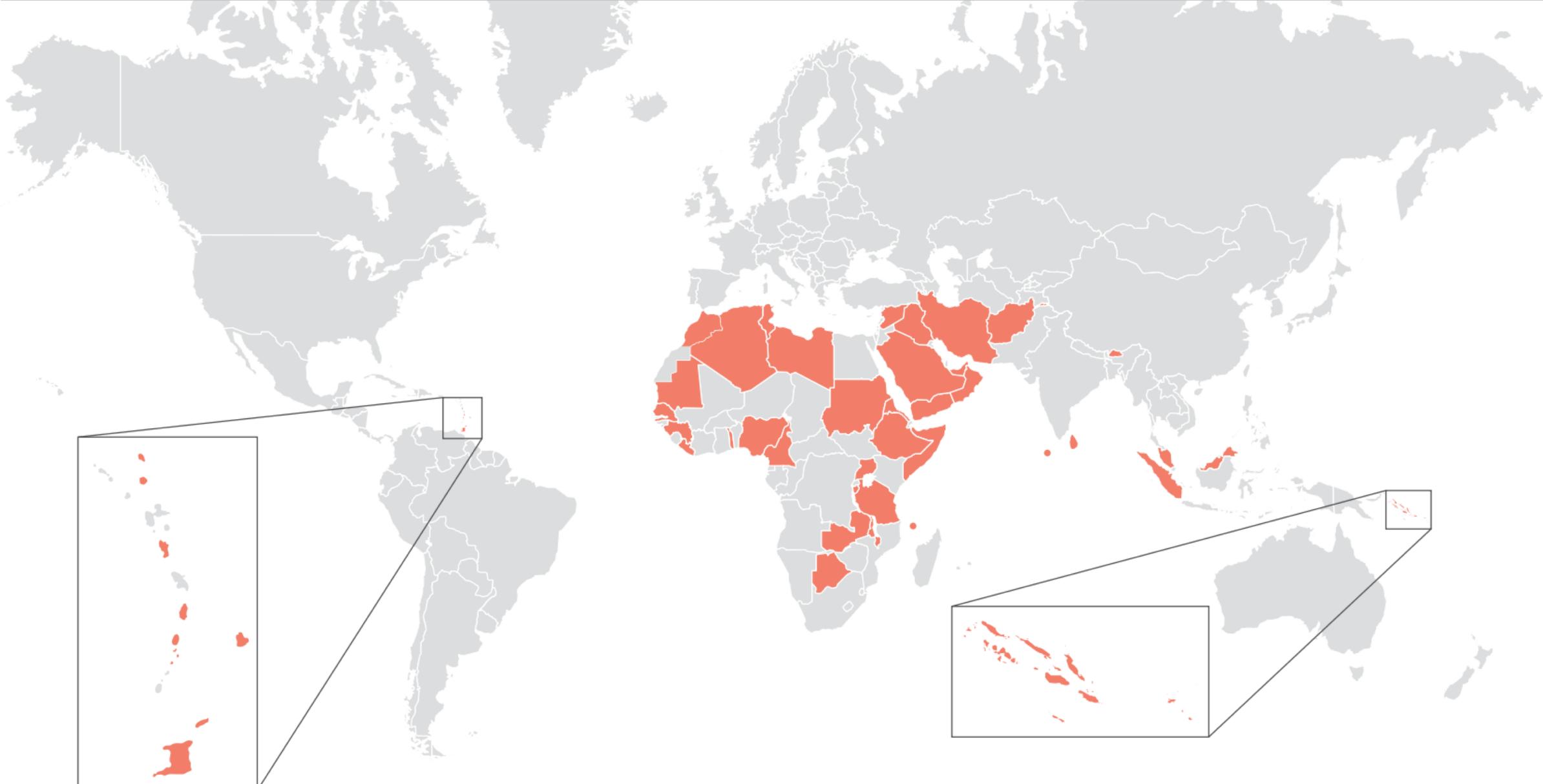
It requires personal leadership

And it requires others to support you



The data comes from an Ipsos gender equality survey earlier this year which polled 17,551 male and female adults in 25 countries. (2017)

Figure A: Countries that criminalise lesbians and bisexual women



Source: <https://www.humandignitytrust.org/wp-content/uploads/resources/Breaking-the-Silence-Criminalisation-of-LB-Women-and-its-Impacts-FINAL.pdf>



Les BNers



Camera Frank Buis (RPA)

Where are the (lesbian*) women



Stephanie Hardy
Manager PwC UK Assurance
Gender pronouns: She / Her



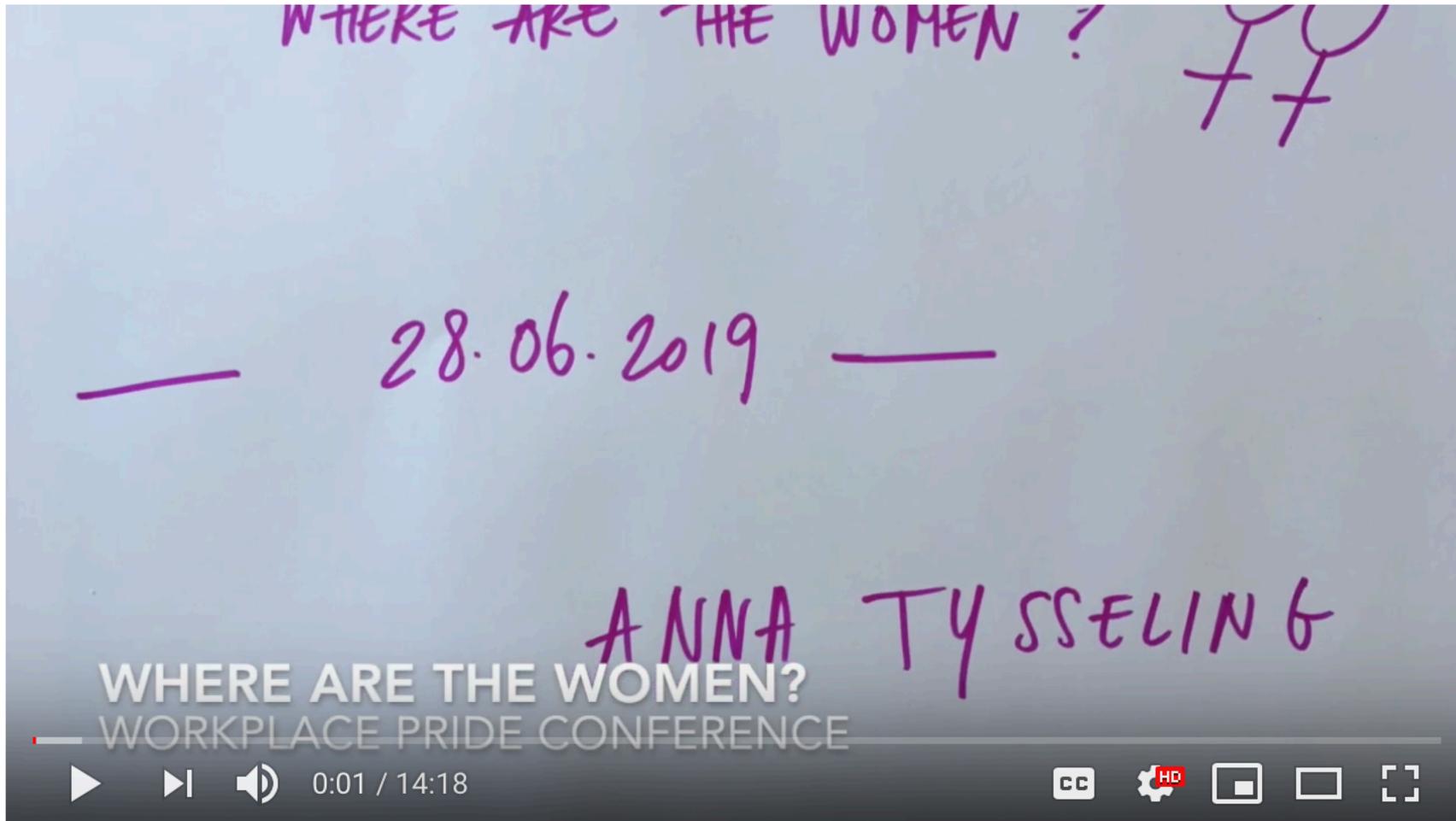
Dr. Anna Tijsseling
PHD History prosecution of
homosexuality



Marion Mulder
Board Member



Christine Holtkamp
Relationship Manager



<https://youtu.be/xY1IZ8v5A7A>

Its incredibly important that we continuously **stay visible**
That can simply mean “show up and be IN that picture”



Group selfie!!!



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Future Frontiers

xX Edition

26 September 2019 9:00-18:00
Evoluon
Eindhoven

The event on how to achieve
a high tech culture with equal
opportunities and inclusion

With topics on:

Leadership & personal

Development

A woman's view on technology





Workplace
Pride

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Session 10. Where are all the women? Building workplace environments where same-sex attracted women can thrive as their authentic selves

Hosted by PwC and Women@WorkplacePride”

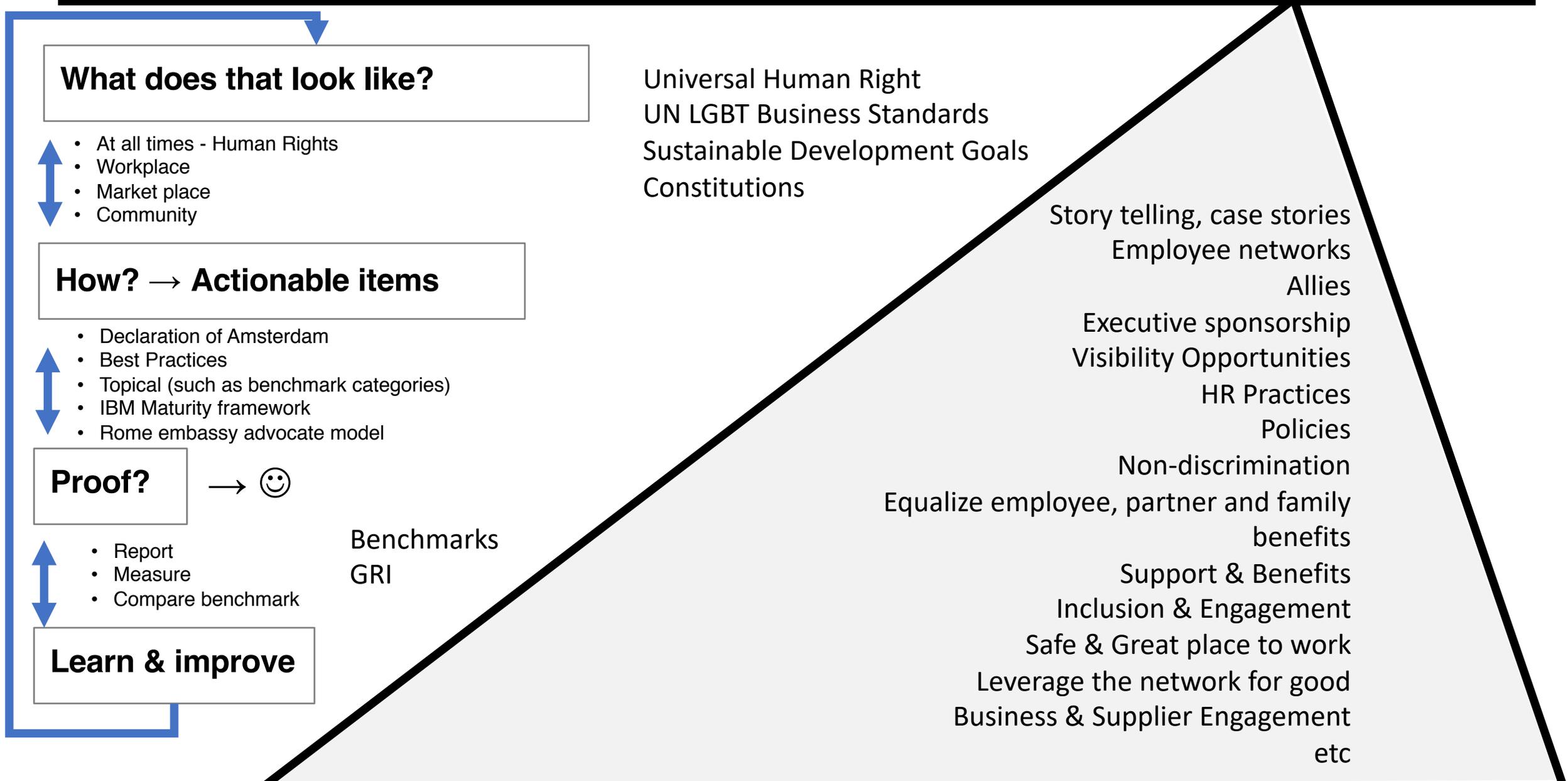
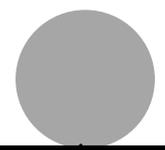
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Women in the workplace have always faced extra challenges to be themselves. Unfortunately, the hurdles are even greater for same-sex attracted women as they face the dual impact of gender and sexuality. To examine this issue in more detail, PwC’s Australia office has created a report identifying some of the challenges for same-sex attracted women in working environments, but also suggesting some concrete actions for change. This interactive breakout session examines the outcomes of the study and puts the discussion into the context of other cultures and other organizations.

Agenda

- Welkom by Marion Mulder (5-10 min)
- Where are the women in the workplace - Stephanie Hardy, PwC (15 min)
- Where are the women, a societal perspective - (15 min)
- Ideas and discussions in 3 groups (20 min)
 - Theme 1: Career, what can (your) companies do for women in the workplace
 - Theme 2: Human rights, what can (your) companies do for women in society
 - Theme 3: Personal: what can you do yourself
- Report back and roundup (10 min)

Improving the lives of LGBTI People



What does that look like?

- At all times - Human Rights
- Workplace
- Market place
- Community

How? → Actionable items

- Declaration of Amsterdam
- Best Practices
- Topical (such as benchmark categories)
- IBM Maturity framework
- Rome embassy advocate model

Proof? → 😊

- Report
- Measure
- Compare benchmark

Learn & improve

Universal Human Right
 UN LGBT Business Standards
 Sustainable Development Goals
 Constitutions

Benchmarks
 GRI

Story telling, case stories
 Employee networks
 Allies
 Executive sponsorship
 Visibility Opportunities
 HR Practices
 Policies
 Non-discrimination
 Equalize employee, partner and family benefits
 Support & Benefits
 Inclusion & Engagement
 Safe & Great place to work
 Leverage the network for good
 Business & Supplier Engagement
 etc