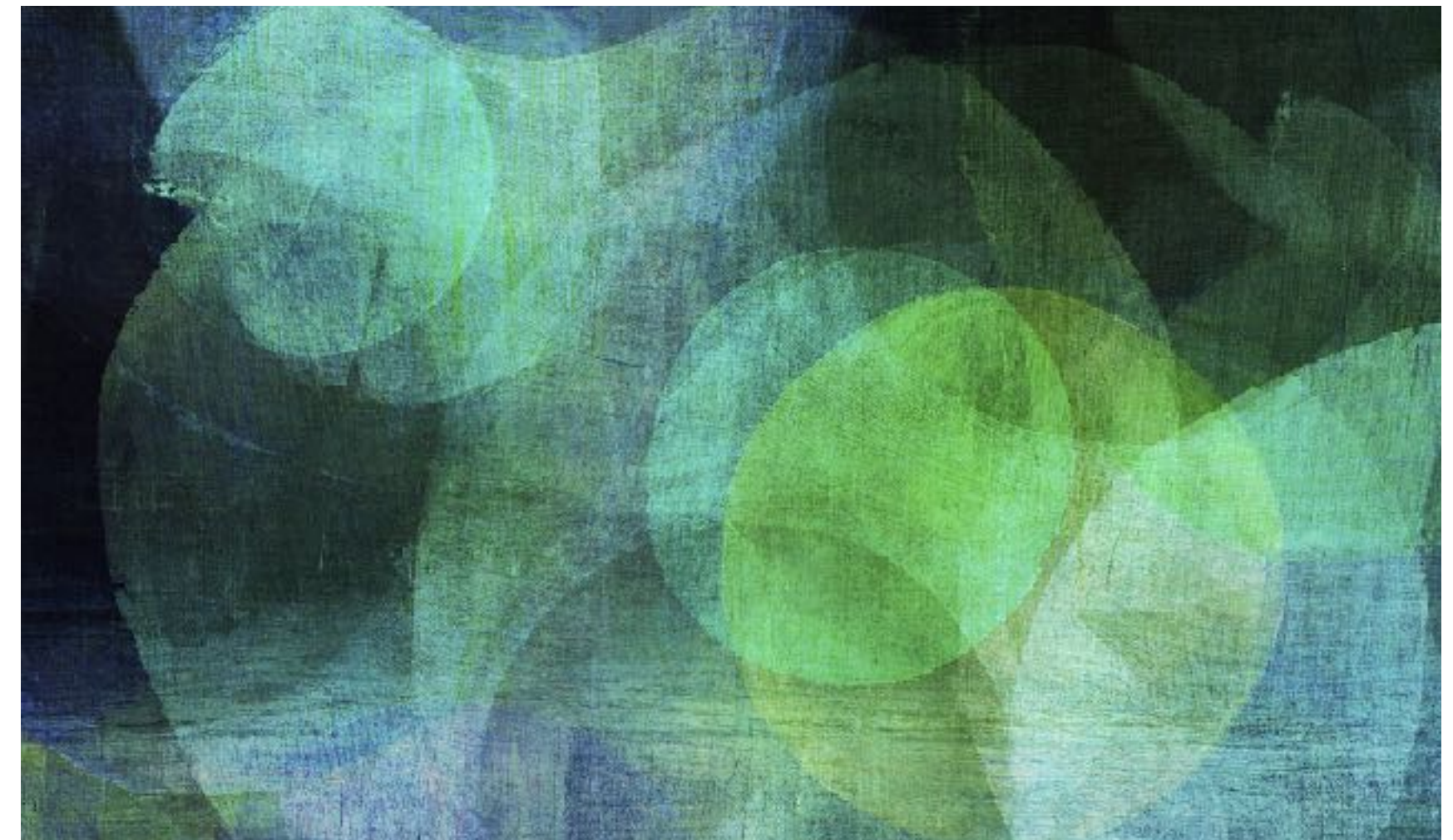




Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK



2022 Annual Members Meeting

Hosted by: **adyen**



Bianca Nijhof: Co-Chair Workplace Pride



Ingo Uytdehaage:
CFO Adyen



David Pollard: Executive Director, Workplace Pride

CONTENTS

- 2022 Foundation Overview
- Foundation Pillars
 - Relationship Mgmt. & Advice
 - Measurement & Learning
 - Community Engagement
 - Events & Activities
 - Research & Knowledge Sharing
- Financials

- Accomplishments & Challenges in 2022

- Planning for 2023



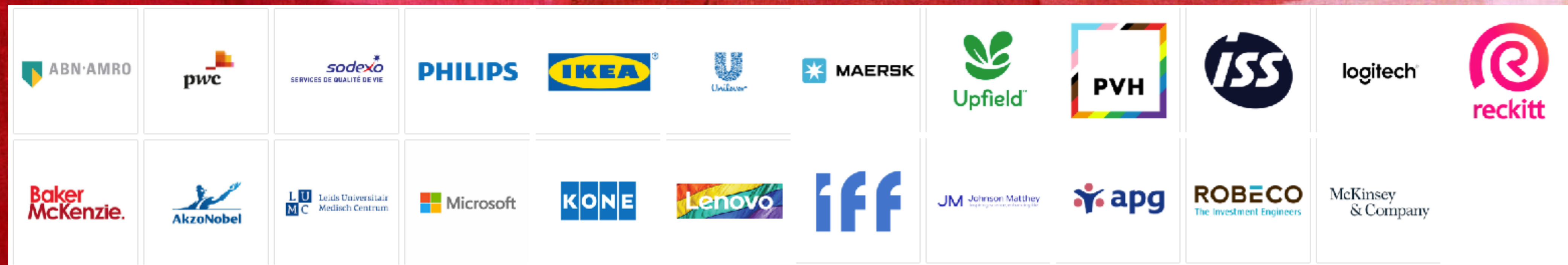
2022 FOUNDATION OVERVIEW

WORKPLACE PRIDE MEMBERS

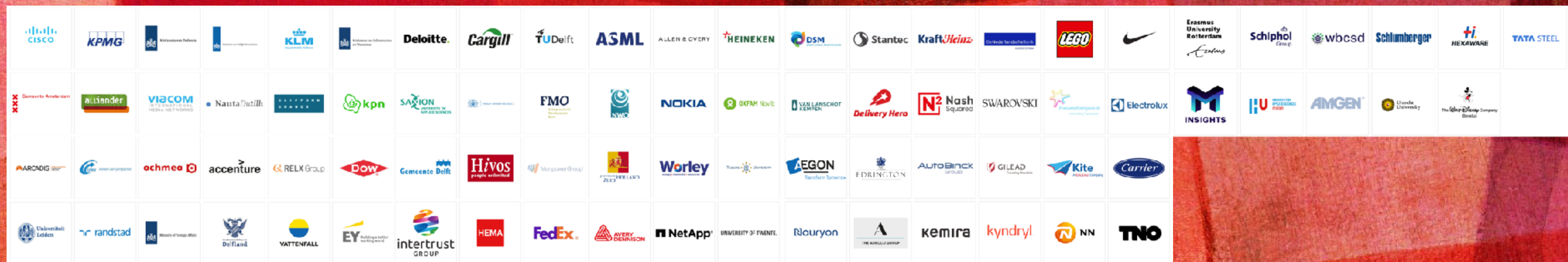
FOUNDATION LEADERS

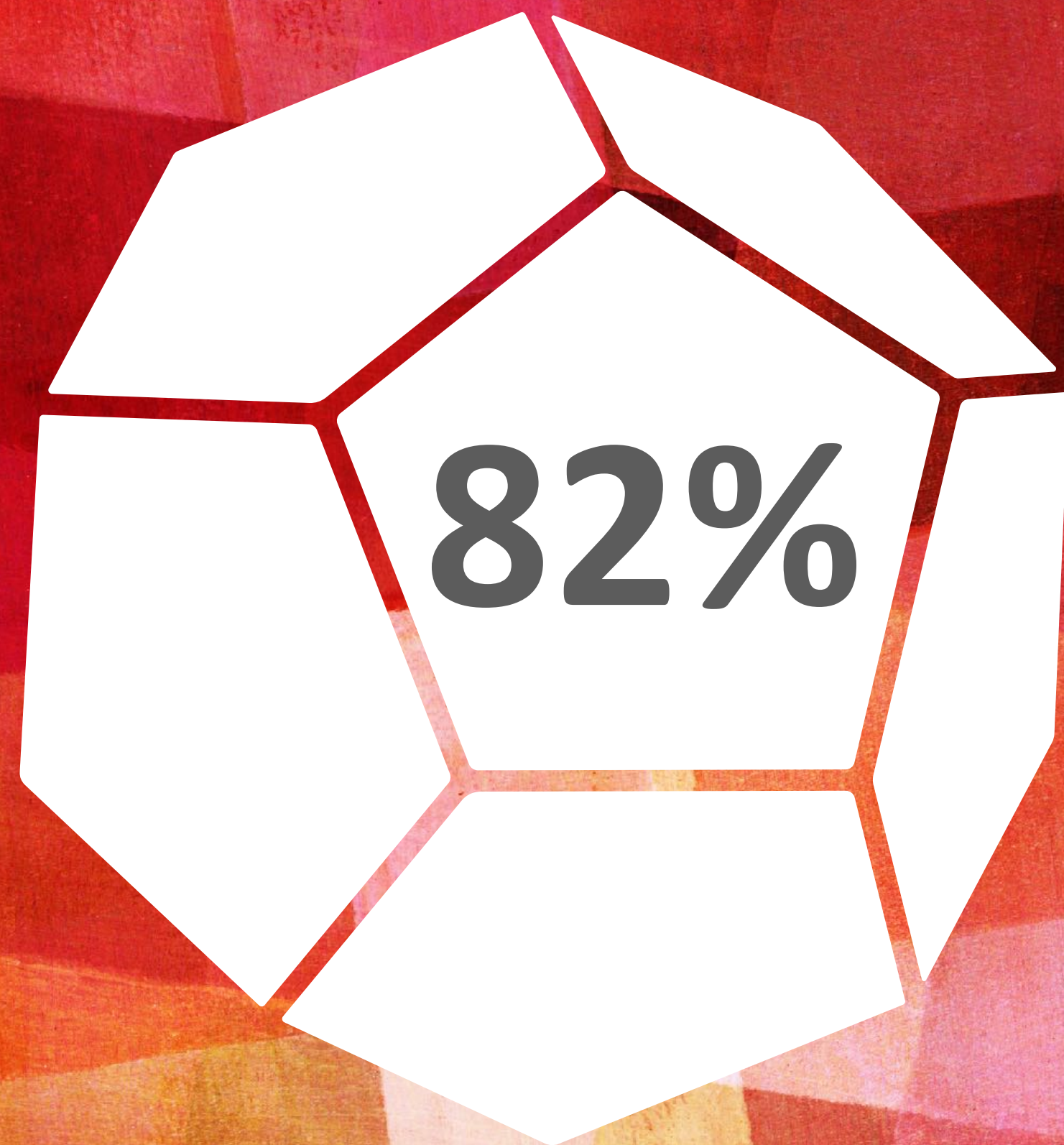


FOUNDATION PARTNERS



FOUNDATION MEMBERS





2022 FOUNDATION OVERVIEW

- **82% increase in membership** in the past 2 years
 - The need appeal to all types of employees globally is the main reason organisations join
- **Growth has been a strain** on resources and planning as we adapt to more demand
- **Foundation Pillars** more defined
 - Relationship Management & Advice
 - Measurement / Global Benchmark
 - Learning & Development Program
 - Community Engagement
 - Events & Activities
 - Research and Knowledge Sharing

RELATIONSHIP MANAGEMENT & ADVICE



Brian Yothers



Christine Holtkamp



Yuli Kim



Omar Badawy

Free to Be Me



Levis Maina
Nairobi



Cristine Breva
Manilla



Graham Sparks
London/Berlin



Moses Wasyke
Nairobi

- First point of contact for our members
- Provide tools, advice, expertise and a community to engage with on this topic
- Help to interpret the ever-changing nuances of the movement
- Connect members to each other in Europe and internationally

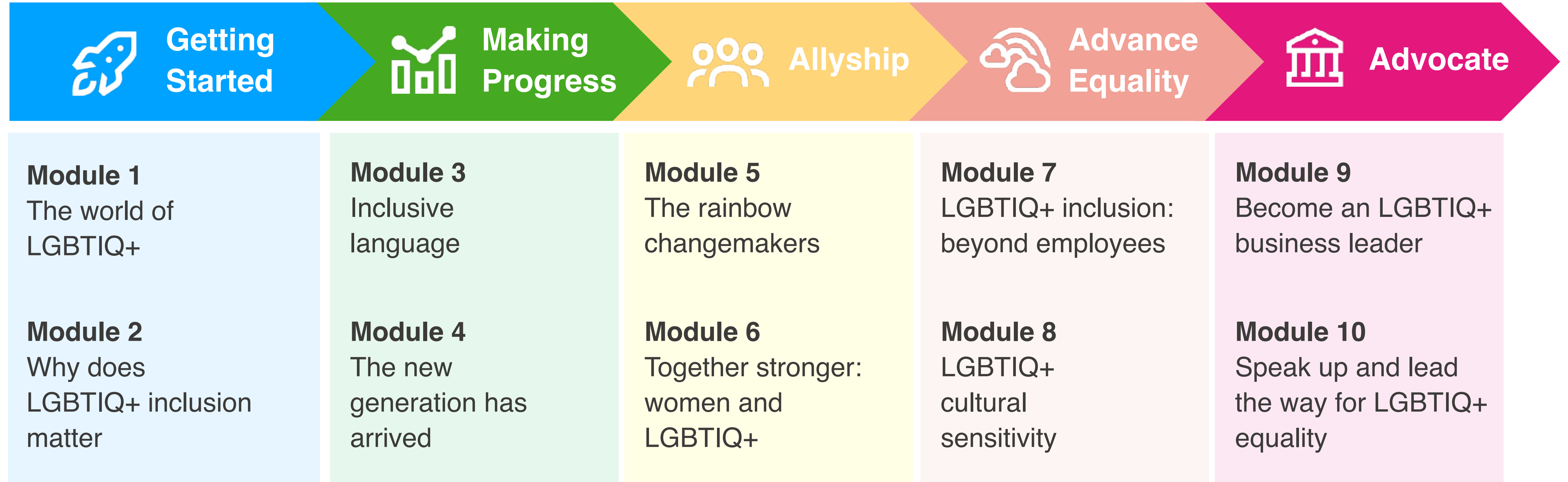
**Yuli Kim:
Director of Program
Development**

LEARNING & DEVELOPMENT



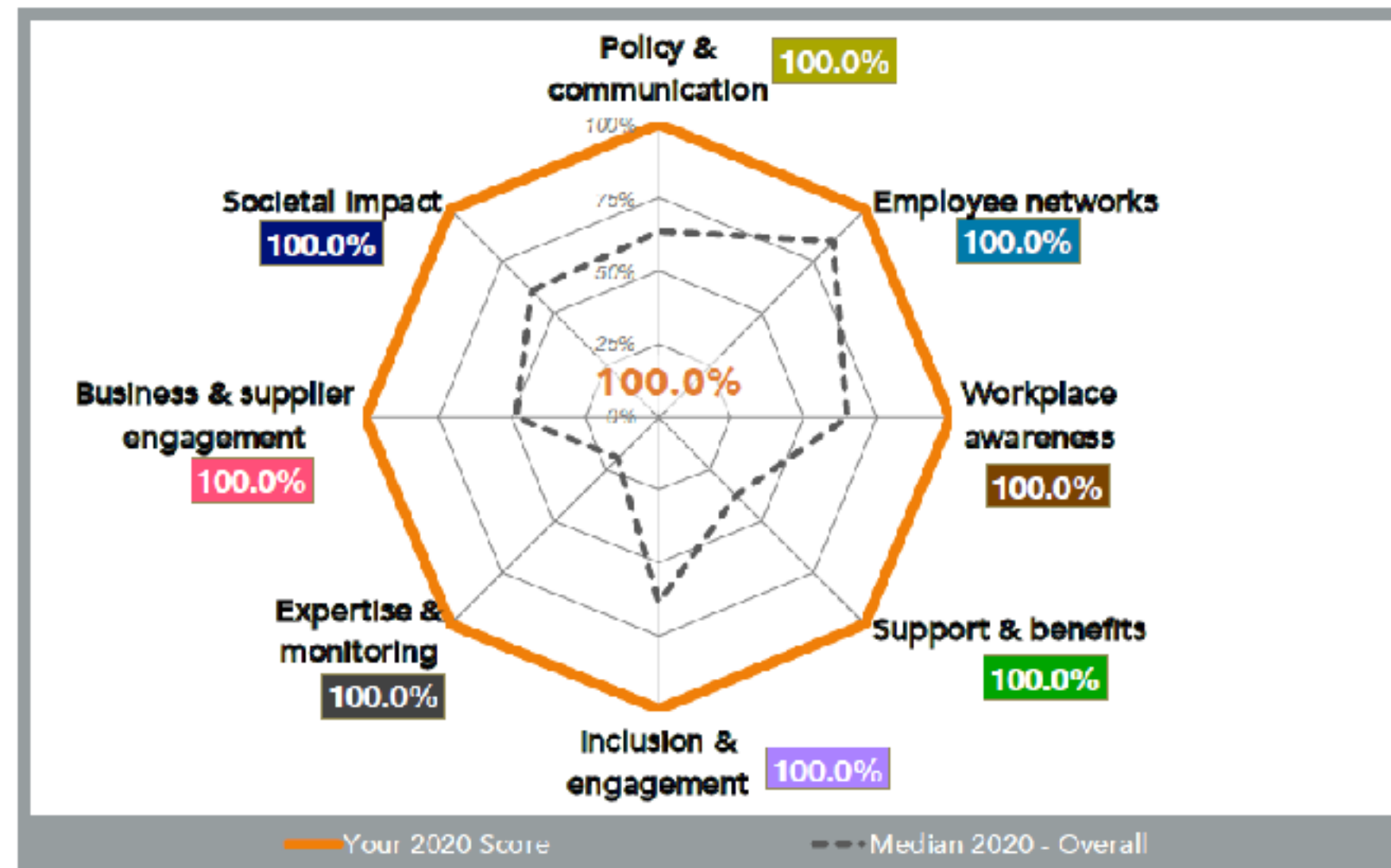
**Workplace
Pride**
LEARNING AND
DEVELOPMENT

PROGRAM OVERVIEW



**Workplace
Pride**
LEARNING AND
DEVELOPMENT

GLOBAL BENCHMARK



Learning Goals of Module 1:

1. Workplace awareness
Explain what it is like to be an LGBTIQ+ professional in the workplace.
2. Workplace awareness
Gain clear understanding of discrimination and harassment LGBTIQ+ people face in the workplace.
3. Support & benefits
Defend the organisational benefits of LGBTIQ+ inclusion in the workplace.

2022 HIGHLIGHTS

110 orgs

22 orgs

Only 20%

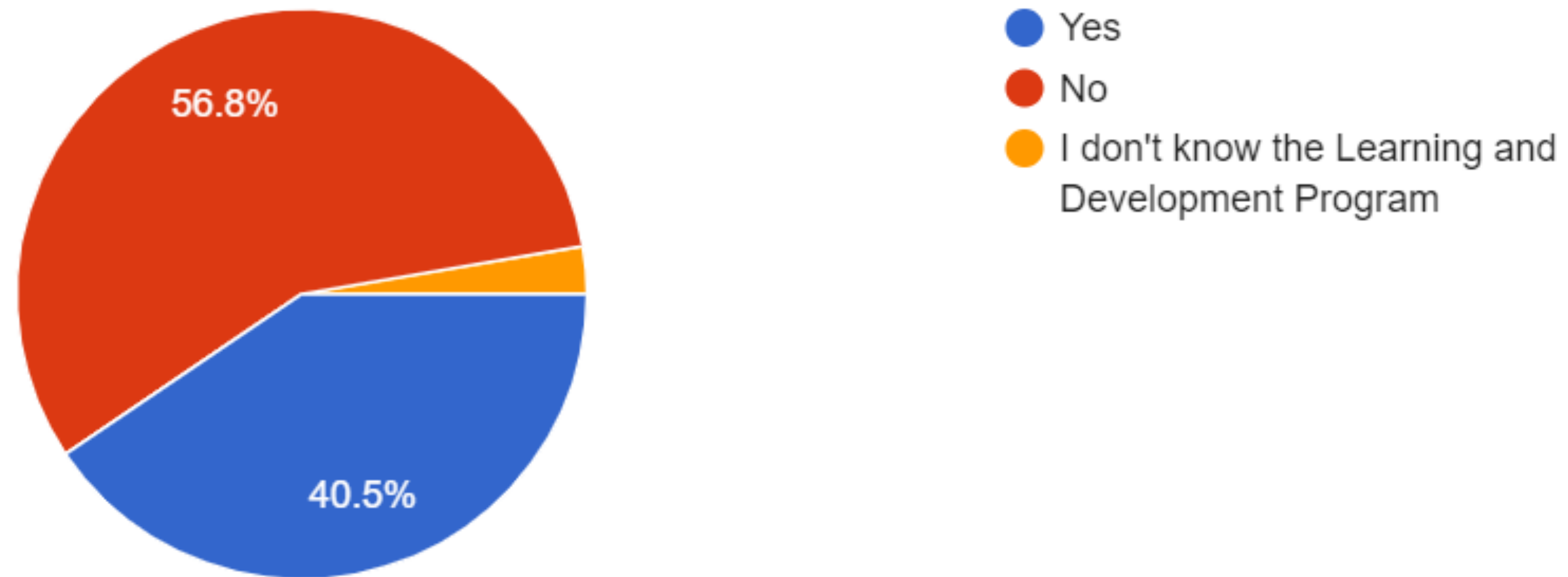


Workplace
Pride
LEARNING AND
DEVELOPMENT

2022 HIGHLIGHTS

Did you take any module(s) from the Learning and Development Program this year?

37 responses



Workplace
Pride
LEARNING AND
DEVELOPMENT

WHY?

Existing
program

Scalability

I'm not the right
contact



Workplace
Pride
LEARNING AND
DEVELOPMENT

WHY NOT?

Plug-in

Train the
trainers

Who should I be
talking to?



Workplace
Pride
LEARNING AND
DEVELOPMENT

WHY NOT?

Average
4.7

Above 90%

1



Workplace
Pride
LEARNING AND
DEVELOPMENT



**Workplace
Pride**
**LEARNING AND
DEVELOPMENT**

WHY NOT?

.....

“I really appreciated that we were in a safe space, and we could ask questions related to our regions and work environment.”

“It was a good balance between presenting and hearing others’ stories which brought things to life.”

“Great best practices shared as well as participants individual stories.”

“The content was very relatable and extremely useful.”

“The trainer was very knowledgeable about the topic, and I was able to learn something new.”

Brian Yothers: Director Operations



GLOBAL BENCHMARK

- Launched in 2014 – 2022 was the 9th edition
- Guides decision-making and action-planning
- Establishes a baseline for on-going improvement
- Compares to leading practices
- Provides concrete actions to drive positive change



- Growing number of participants
- Almost 25% from the Public Sector
- Participation drives real progress
- Balancing :
 - ✓ Comparability
 - ✓ Clarity
 - ✓ Complexity
 - ✓ International differentiation



GLOBAL BENCHMARK

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

ING

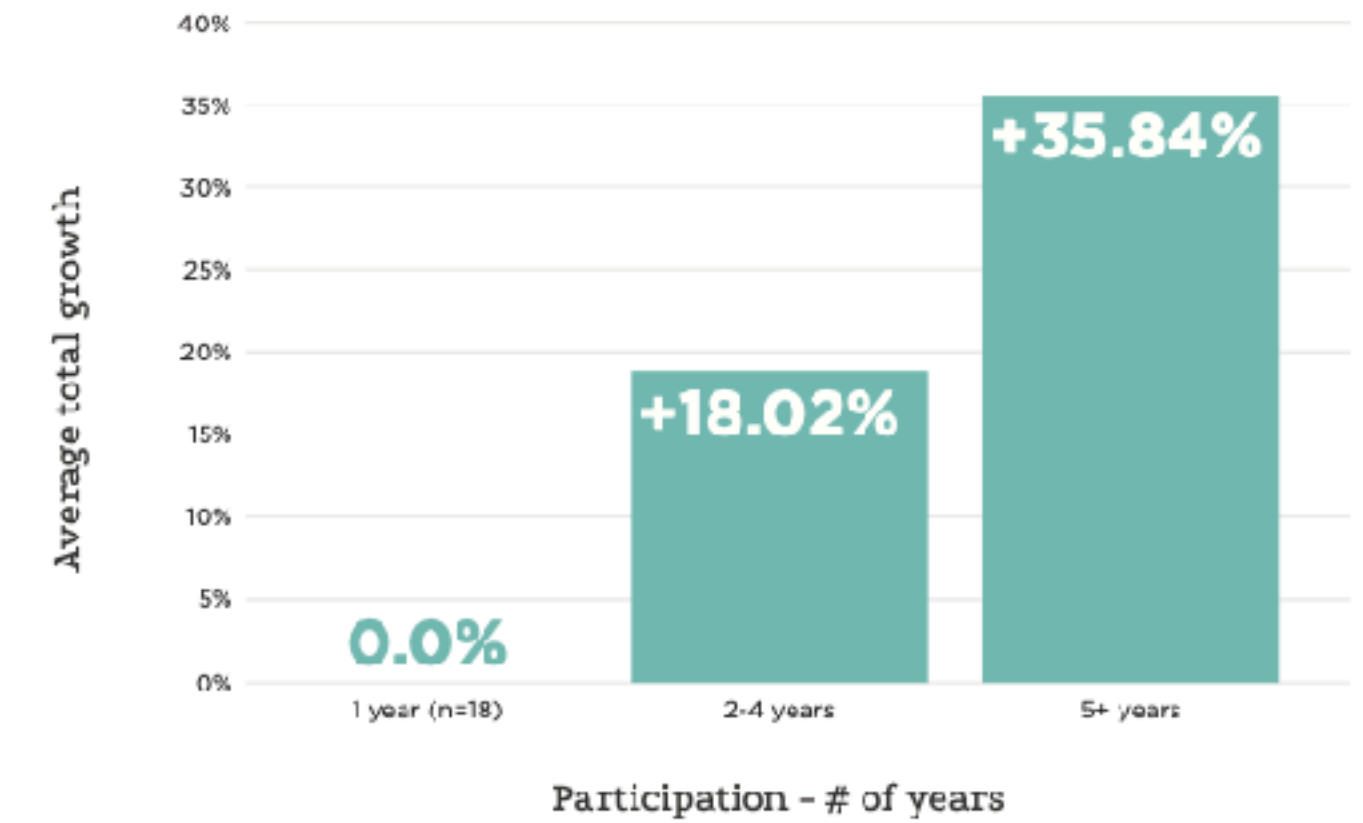
Deloitte

ARCADIS

AEGON

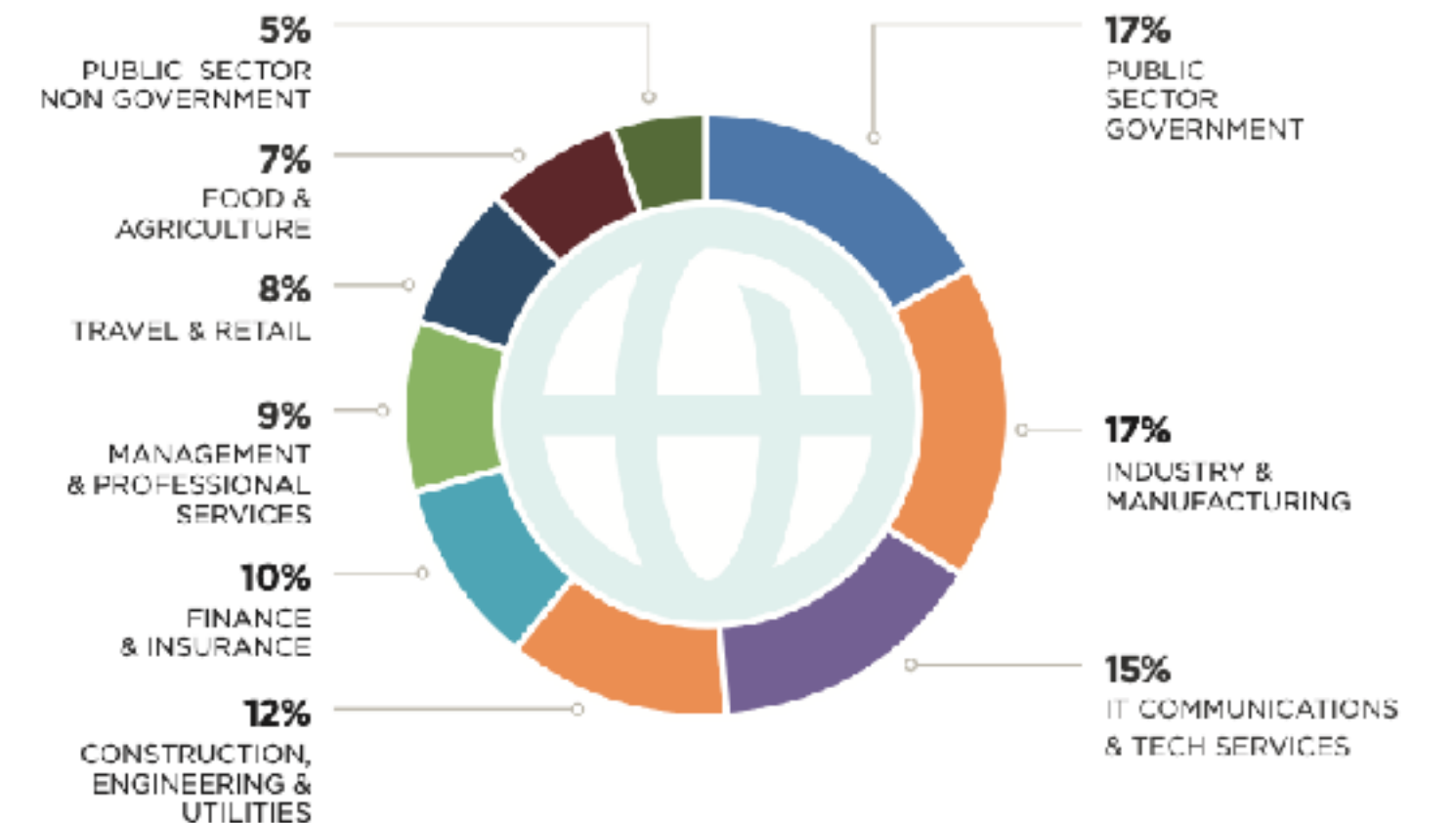
Growth by years of participation

When we analyze scoring trends over time, we continue to see that ongoing participation in the Global Benchmark truly helps drive positive change.



2022 Participation by Industry Sector

Industry sectors each have unique challenges in terms of culture, talents pool, organizational model and objectives.



Christine Holtkamp: Communities Manager



Communities



Workplace
Pride

WHAT AND WHY

In general

The Workplace Pride Communities are initiated and supported by the Workplace Pride Foundation, and they come together to focus on a topic or area that is relevant to LGBTIQ+ employees.

Participating in a Community provides an opportunity for employees of Workplace Pride members & others to engage, to show leadership, to make a difference and to collaborate with other Workplace Pride member organisations and the LGBTIQ+ community at large.

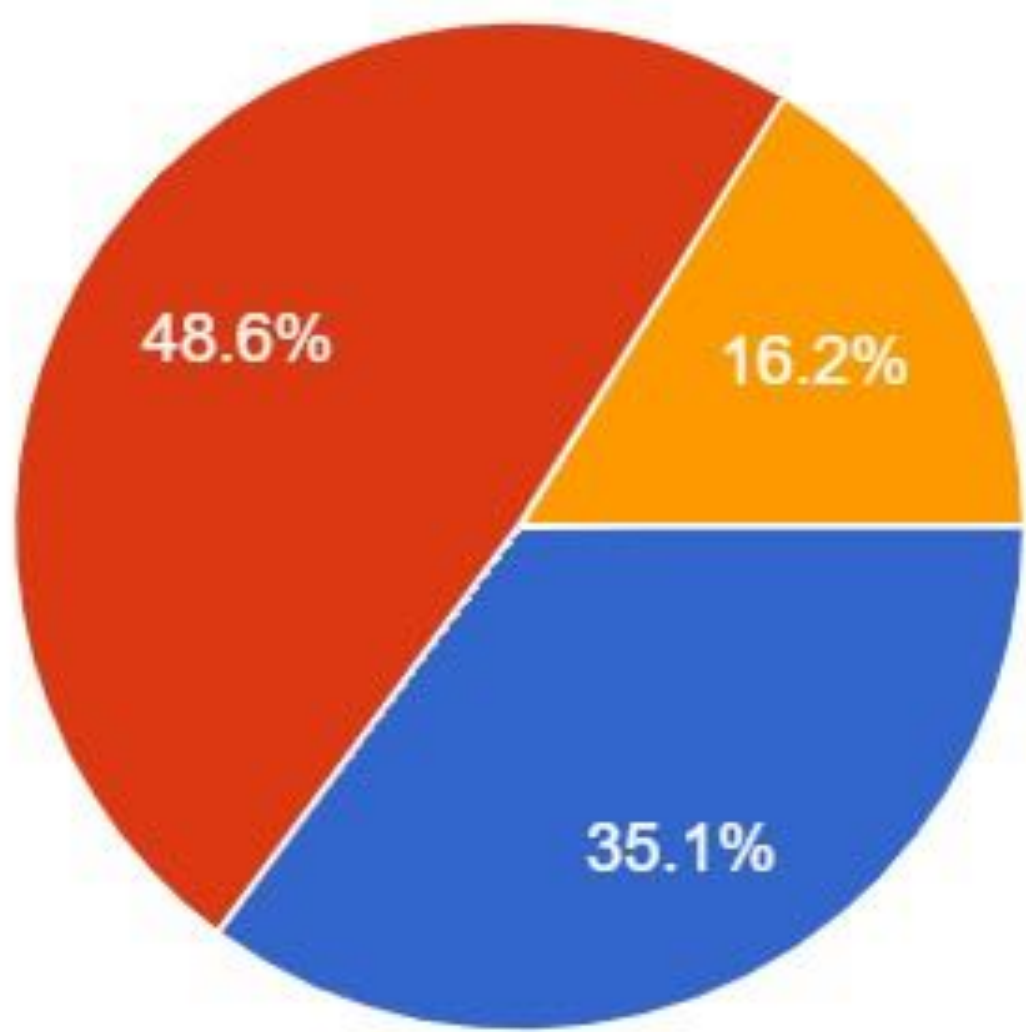
Main Goals and Opportunities:

- Develop and demonstrate leadership
- Generate and share knowledge
- Build strong relationships through networking
- Empower and support Community members in the workplace – making them visible and helping their voices be heard
- Support organisations in their LGBTIQ+ awareness efforts

Members survey results 2022 "The Communities may still work on visibility"

Do you or your colleague(s) participate in the Workplace Pride Communities (young, women, tech, academia and trans+)?

37 responses



- Yes
- No
- I don't know about the Workplace Pride Communities

Guidelines for the Communities

- Each Community has a Community leader and a core team and is assigned the same budget.
- These are mostly Workplace Pride members.
- They work closely together in initiating, preparing, implementing and evaluating activities & events with the support of the Workplace Pride liaison.
- They always consider if an event is inclusive, diverse, and international enough and if the relationship of LGBTIQ+ inclusion at work is sufficiently established.
- The events are primarily for Workplace Pride members, but sometimes people from outside join in as well.
- The aim is to seek as many speakers as possible among Workplace Pride members, but sometimes an outside speaker can add expert value.

Activities 2022 - Academia@Workplace Pride

- **19.05** Support Symposium at Leiden University with Prof. dr. Joanneke van der Toorn: *“LGBTIQ+ employee resource groups: Benefits, challenges, and opportunities.”*
- **24.06** Break-out session, International Conference: *“LGBTIQ+ inclusive environment for refugee students & scholars”*
- **08.09** Opening of the Academia@Workplace Pride Academic year at Leiden University: *“Stronger together towards LGBTIQ+ inclusion in Academia”*
- **28.10** Co-host at the Workplace Pride Gala
- **09.12** Purple Friday hybrid lunch with Student Pride: *“What about Gender Registration”*



Activities 2022 - Women@Workplace Pride

- **January - May** Community building: Develop annual plan and recruit new members for the core team
- **24.06** Break-out session, International Conference: *“What Women want, by Women”*
- **30.09** In-person event, Stories by queer women: *“Re-think queer female activism”*
- **26.10** Support Cisco event: *“Queer Female Leaders in the Workplace”*
- **28.10** Co-host at the Workplace Pride Gala
- **15.12** Internal event at Leids Universitair Medisch Centrum (LUMC) in Leiden. Preparation of the strategy for 2023



Activities 2022 - Young@Workplace Pride

- **January - May** Community building: Develop annual plan and recruit new members for the core team
- **24.06** Break-out session International Conference: “*On workdays we wear pink; attracting and retaining young LGBTIQ+ employees*”
- **20.10** Start registration for the 6-month Mentorship Program - A total of 140 applications, of which 70 were eventually chosen to participate as mentors and mentees.
- **28.10** Co-host at the Workplace Pride Gala
- **28.11** Kick off event Mentorship Program at Adyen
- **14.12** Christmas event at the Workplace Pride office (For Workplace Pride members under 35 only)



Activities 2022 - Tech@Workplace Pride

- **January - May** Developing an annual plan with special focus on Company visits to tech (related) companies
- **24.06** Break-out session International Conference: *“Using technology to safely connect with the LGBTIQ+ community during pandemic or war”*
- **05.10** Company visit KPN Internet of Things: *“If everything is getting connected with IoT, how do you control your data?”*
- **28.10** Co-host at the Workplace Pride Gala
- **16.11** Company visit Maersk Diversity and logistics @Maersk: *“ Strengthening & increasing the visibility of the community by exchanging knowledge about D&I, and networking”*



Activities 2022 - Trans+@Workplace Pride

- **January - May** Community building- brainstorm on the name of the Community, develop annual plan and recruit members for the core team
- **24.06** Break-out session International Conference: *“Practical tips for building stronger professional relationships with non-cisgender people”*
- **28.10** Co-host at the Workplace Pride Gala
- **17.11** Hybrid event: *“Trans+ in the workplace: a talk across generations”* together with transgender activists Corine van Dun and Ellen Jansen





COMING ACTIVITIES IN 2023

- Continue to build on professionalizing the collaboration, organising events and communications strategy
- Keeping the Communities information up to date on the Workplace Pride website

Activities to put in your calendar!

- **15.02.23**
Tech@WorkplacePride company visit,
Greenville TU Delft
- **10.2023**
Young@WorkplacePride Mentorship
Program 2023

FINANCIALS

**Aad Buis:
Treasurer Workplace Pride**

FINANCIALS



Profit and Loss account

	Forecast 2022	Actuals 2021	Actuals 2020	2019
Membership contributions	745,468	627,376	477,581	463,208
Other revenues	58,000	71,733	51,000	54,239
Total membership contributions	803,468	699,109	528,581	517,447
Staff expenses	421,000	367,042	276,636	253,603
Event related expenses	208,000	181,585	67,235	138,278
Other general expenses	165,092	145,327	170,604	118,628
Total costs	794,092	693,954	514,475	510,509
Nett result	9,376	5,155	14,106	6,938

The background is an abstract composition of organic, textured shapes in various shades of green and yellow. The colors are layered and blended, creating a sense of depth and movement. The overall effect is reminiscent of a close-up of natural elements like leaves or a microscopic view of a mineral surface.

MAJOR ACCOMPLISHMENTS & CHALLENGES IN 2022



EVENTS AND ACTIVITIES

- Targeted events and activities that support our members and the LGBTIQ+ community
- Bringing many stakeholders together
- Providing a platform for members' ERG's and leaders
- Challenges the movement so that we continue to make progress



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.



www.workplacepride.org

DECLARATION OF AMSTERDAM

- Record number of signers in 2022!



Dubai

A Vision for
Diversity & Workplace
Inclusion

March 31st, 2022



The Future is Now

LGBTIQ+ Workplace
Inclusion in Japan

30 September 2022



Organiser :



Host:



Co Hosts:



KraftHeinz



GLOBAL OUTREACH

- Foundation seen more and more as the go-to organisation for progress on international LGBT+ Workplace Inclusion
- Gives voice to our members' colleagues and leadership in sometimes challenging locations
- Members and the community feel the urgency to engage as the world becomes more polarised and policy implementation more challenging
- Outreach done at the request of our members and always in consultation with and/or inclusion of the local LGBTIQ+ community

RESEARCH & KNOWLEDGE SHARING

- Leiden University Special Chair continues to break ground on LGBTIQ+ topics
- Free to Be Me Project kicks into high gear with Socio-Economic roundtables and Mentorship Program
- Civil Society Toolkit gathers momentum as tools to connect LGBTIQ+ Civil Society and employers



RESEARCH & KNOWLEDGE SHARING

- Working with members to provide 'deep dives' into specific topics
- Challenges the boundaries of how organisations, particularly multinationals can contribute to the LGBTIQ+ workplace movement around the globe.



The background is an abstract composition of overlapping circular brushstrokes in various shades of green, teal, and blue. The strokes have a visible texture, suggesting they were made with a dry brush or a thick paint. The colors range from dark, almost blackish-blue to bright, vibrant green. The overall effect is a layered, organic feel.

PLANNING FOR 2023

PLANNING FOR 2023



Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

International push:

- Increased efforts to make our services available to our members' employees all over the world
- Most events primarily online or hybrid when possible
- Leverage the international character of our Dutch roots

Social Engagement by employers is front and centre:

- Authenticity of engagement with the LGBTIQ+ community is critical (avoiding 'rainbow-washing')
- New Members Guidelines addresses this





**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

PLANNING FOR 2023

.....

Reinforce our Communications processes:

- Clearer outreach to our members with low threshold communication tools
- Updating and streamlining our online presence

Membership Benefits

- No change in prices for 2023
- Update to benefits to take increasing costs for the Foundation into account *(Namely, Gala free seats only for Leaders and Partners, increase in price of standard Learning & Development modules)*

PLANNING FOR 2023

* = Tentative dates

Main Events:

01.02 - 21.04: Global Benchmark Submissions
26.05:* International Conference
29.07: Pride Walk
02 or 03.08:* Stories from the Heart
27.10: * Leadership Awards Gala

Additional Events:

Members Exchange Meetings:

07.02, 04.04, 06.06, 15.08, 10.10, 28.11

Global Leaders Council:*

08.02, 03.05, 06.09, 06.12

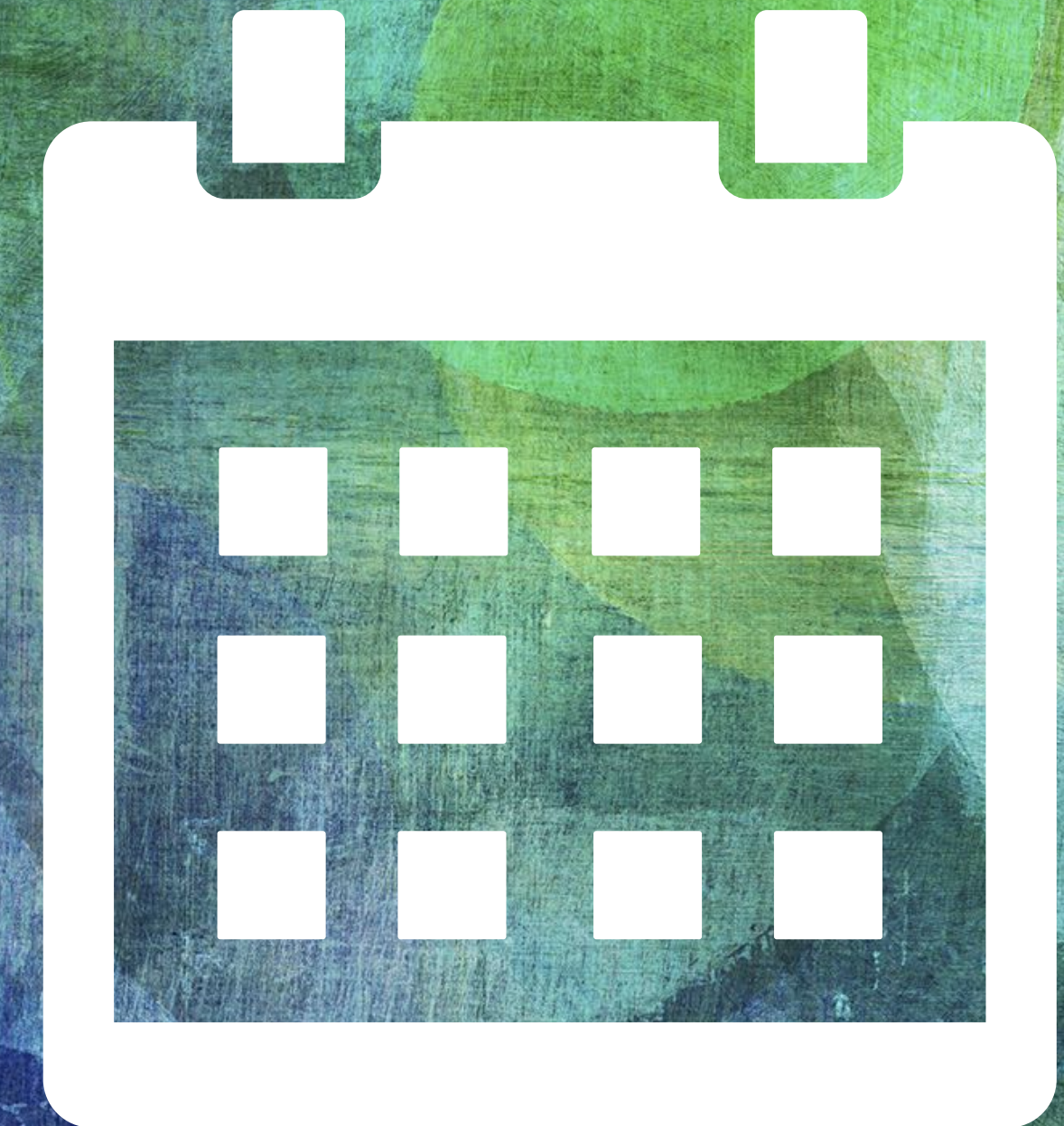
Benelux Supplier Diversity Webinar: *

02.02



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK



PLANNING FOR 2023

* = Tentative dates

Potential conference Athens: *
March

Workplace Pride Community Events:

15.02:	Tech@Workplace Pride - TU Delft
24.03:*	Trans+@Workplace Pride
26.04:*	Women@Workplace Pride
11.09:*	Academia@Workplace Pride
02.10:*	Young@Workplace Pride Mentorship Program
09.12:	Academia@Workplace Pride Purple Friday

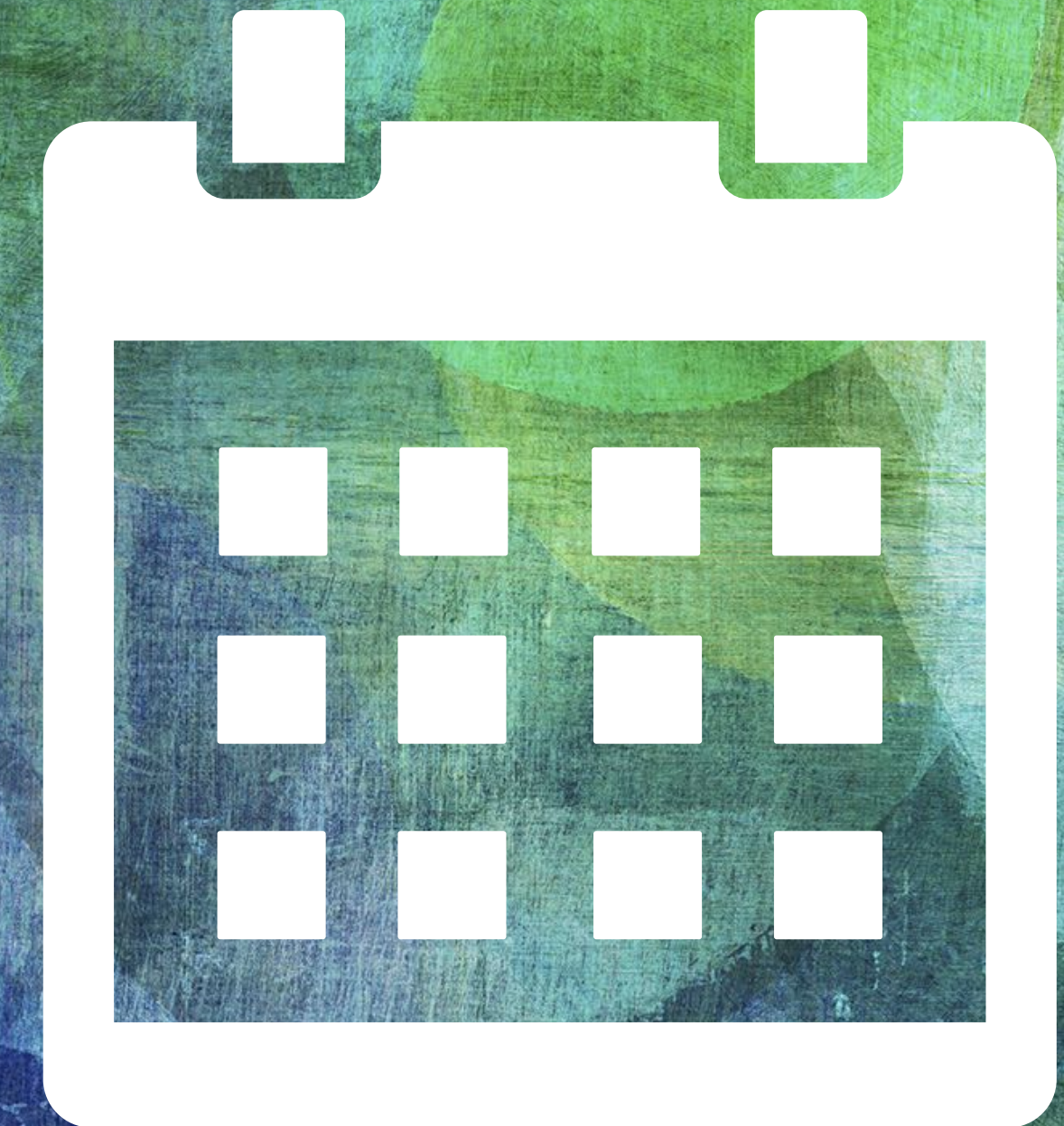
Free to be Me Project:

Q1:	Manilla Socio-Economic Round Table
Q2 - Q4:	Socio-Economic Round Tables in Rwanda, Ghana, Zimbabwe, Indonesia
Q1:	F2BM Mentorship Program



Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK



WORLD PRIDE 2026

- “Workplace Pride LGBTIQ+ Socio Economic Symposium”
- Major event with all of our stakeholders
- Members / CSOs / partners & governments, academia & intergovernmental agencies such as the UN
- Milestone event:
 - 30 years since Gay Pride Amsterdam in 1996
 - 25 years since Marriage Equality in the Netherlands
 - 20th anniversary of Workplace Pride



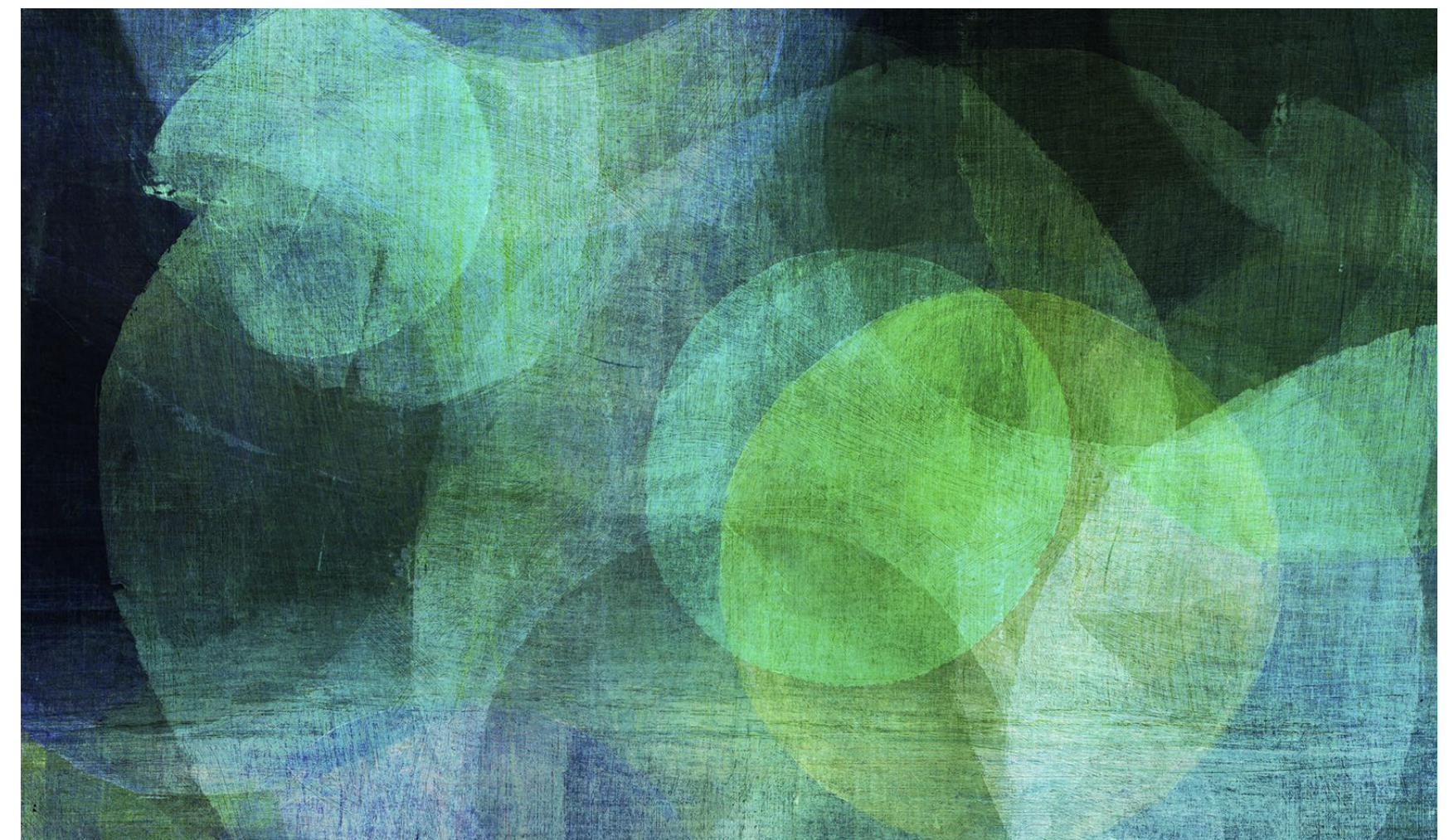


Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK



Q&A



2022 Annual Members Meeting

Hosted by: **adyen**