



**Workplace  
Pride**

THE INTERNATIONAL  
PLATFORM FOR LGBTI  
INCLUSION AT WORK

First Edition / JANUARY 2021

There's no denying that 2020 was a historic year of flux and profound change in society and 2021 looks to continue this trend. Despite the underlying causes of these changes, there's still significant potential for the LGBTIQ+ community to adapt and harness our strength. As you can read in our 1st newsletter of the year, the stage is being set for all of us to step up our engagement with employers, governments and civil society. Together we can ensure that our community is a force for positive change in workplaces around the world in the coming year.

Happy Reading!

David Pollard  
Executive Director,  
Workplace Pride

LGBTIQ+  
**TOGETHER  
FOR A  
BRIGHTER  
FUTURE**



# In 2021 Workplace Pride isn't standing still

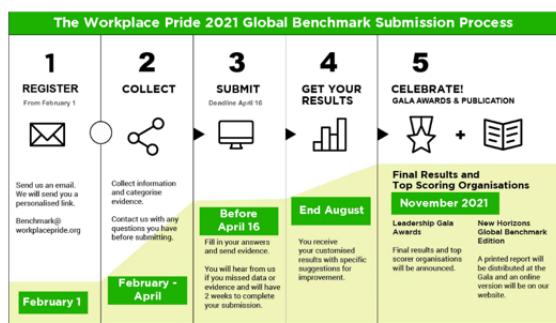
Until now we have used the acronym LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) but we feel that a more colourful umbrella is needed for these changing times.

**From 2021, Workplace Pride is going to use LGBTIQ+ as our primary acronym.**

By adding the “Q+” to our current acronym of LGBTI, we are embracing those generations who not only proudly identify as Queer but those who may still feel a stigma attached to the term. For the “+” part, we feel this includes those who identify outside the more mainstream labels on gender and sexuality. Also, very importantly the “+” includes **all** allies!

To celebrate this shift in thinking at Workplace Pride we will launch a new webinar series for 2021 featuring speakers from the LGBTIQ+ community.

The first of these webinars isn't to be missed and will be for members and the general public on the **27th of January 2021!**



**The 2021 Global Benchmark launches February 1st!**

The Workplace Pride Global Benchmark is an online tool designed to measure the LGBTIQ+ policies and practices for internationally active employers. It addresses the needs of organisations who are faced with implementing global D&I and LGBTIQ+ policies in countries where obstacles such as legal frameworks or cultural norms make it hard to do so.

**Workplace Pride has new members!**

We are very proud to welcome IFF and The University of Twente as members of Workplace pride and look forward to cooperating with them to further our common goals of diversity and inclusivity for the LGBTIQ+ community!

What does it do?

- Gives participants individual, custom-made overview of their organisations' LGBTIQ+ policies and practices
- Suggests practical improvements to policies and practices
- Highlights how organisations score among their peers
- Awards a "Workplace Pride Global Benchmark Endorsement" for top-scoring organisations
- Is the go-to measurement tool of LGBTIQ+ policies and practices for internationally-active employers



## Workplace Pride's Learning and Development Program

We are very excited to share some more information on this program which we are working very hard on to release by the end of the first quarter. Although meaningful progress has been made for LGBTIQ+ people around the world, many LGBTQI+ employees face discrimination, harassment and discomfort in the workplace. For over a decade, Workplace Pride has been striving to push the boundaries of LGBTIQ+ inclusion in the workplace. Workplace Pride has



**International Flavors & Fragrances** is an American corporation that produces flavors, fragrances, and cosmetic actives, which it markets globally. It is headquartered in New York City and has creative, sales, and manufacturing facilities in 44 different countries.



**The University of Twente** is a public technical university located in Enschede, the Netherlands.

The UT collaborates with Delft University of Technology, Eindhoven University of Technology and the Wageningen University and Research Centre under the umbrella of 4TU and is also a partner in the European Consortium of Innovative Universities (ECIU). The University has been placed in the top 400 universities in the world by three major ranking tables.

decided to create a Learning and Development Program and share the valuable intelligence we've accumulated in the last 14 years.

There are quite a few learning and development programs that promote diversity and inclusion in the marketplace. What's unique about our program is the focus on LGBTIQ+ inclusion based on our data and experience.

Our objectives:

- Share the intelligence Workplace Pride has accumulated.
- Promote LGBTIQ+ inclusion within organizations.
- Encourage participants to become catalysts for LGBTIQ+ inclusion

With that in mind, we have created 5 packages with 10 modules. Each package has 2 modules depending on the progress of LGBTIQ+ inclusion within the organization. We are working very hard on finalising the full program by the end of the first quarter and hope to launch a number of modules ahead of time.



#### UPCOMING WEBINARS

JANUARY - FEBRUARY 2021

[workplacepride.org/online](http://workplacepride.org/online)



### Upcoming Events & Webinars:

On the 10th of February we'll host our next live webinar entitled "Rainbow Families". Jelle Martens, Workplace Pride Board Member will moderate a fascinating discussion around LGBTIQ+ families both in the Netherlands and internationally as well as HEMA providing a corporate perspective.

More information to follow!



GET YOUR HARD COPY NOW!

[Our New Horizons summer edition is now available to Workplace Pride Members!](#)

Please click [HERE](#) to fill out an application to get yours!

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Would you like to contribute to the Workplace Pride website or newsletter?  
Write to: [info@workplacepride.org](mailto:info@workplacepride.org)

Bisexuals, Transgenders and intersex (LGBTI) people at work. Its 70 plus members employ more than 4.5 million people worldwide.

[info@workplacepride.org](mailto:info@workplacepride.org)

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