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**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTI
INCLUSION AT WORK

Third Edition / OCTOBER 2020

Dear Liz Bostock,

It was with great regret that Workplace Pride was forced to cancel our 'Conference Lite' planned for last Friday due to new Covid-19 regulations in the Netherlands. While we had planned on announcing the 2020 Global Benchmark top scorers at the event, we have been encouraged by the outpouring of support that these leaders have received. Congratulations again for all of their efforts!

Despite the challenges that this year is presenting us all, there is still plenty going on with LGBTI workplace inclusion! On Thursday of this week Workplace Pride will host our 13th webinar, this time on Trans integration at work. On October 27th, the Foundation's long planned conference in Taiwan, will highlight its role as the 1st Asian country to have marriage equality. Stay tuned also for upcoming webinars on Rainbow Families (Nov. 4th), 'Queering The Academic Curriculum' (Nov. 23rd) and our "Tech@WP event "There's Always a Rainbow in the Cloud" on November 13th.

Flexibility, resilience and perseverance are the names of the game for us all now! The LGBTI community are experts at this though; it's part of our DNA! Together, we can ensure that we all come out stronger and that LGBTI inclusion becomes an even MORE indispensable element of the modern workplace.

Enjoy reading!

David Pollard
Executive Director,
Workplace Pride



[Top Scorers in Annual LGBTI Global Benchmark Show Cross Sector Progress](#)

The spotlight for Workplace Pride's 2020 annual Global Benchmark goes to those organisations whose outstanding performance indicate true milestones for LGBTI inclusion in the workplace. It is encouraging that exceptional progress is being made in many different sectors; progress that allows LGBTI employees to 'truly be themselves', no matter where in the world they are. Top performers include:

Most Improved Private Sector over 2019 Global Benchmark
score: RELX/Elsevier: **+ 32.6%**

Most Improved Public Sector over 2019 Global Benchmark
score: Saxion University of Applied Sciences: **+ 26.6%**

Highest Starting position for a new participant: Netherlands Ministry of Finance

Special "Hall of Fame" award as 1st organisation to reach 100% on the Global Benchmark: IBM

To see the official press release click [HERE](#)



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!



[Tech@workplacepride](#)

["There is always a rainbow in the cloud"](#)

13th of November from 14:30-17:30
Europe/Amsterdam

[SAVE THE DATE](#)

Every year, the Tech@Workplace Pride programme organises an event from a different city in the Netherlands.

The guiding theme of this 2020 Groningen edition is **Data Ethics**, which refers to a code or behaviour and adherence to the principles and values on which human rights and personal data protection laws are based. It's about honest and



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[Transwerkt - Trans Re-integration in the Workplace Webinar](#)

15th October 2020 from 1:00 pm – 2:00 pm Europe/Amsterdam

Our next Keeping Members Connected webinar is almost here! **Petra van Dijk** from Transwerkt Nederland will be joined by **Remke Verdegem** (she,her) board member (work and education) of TNN (Transgender Netwerk Nederland). Also we are hoping to have a dial-in guest all the way from Argentina! **Maryanne Lettieri** of Contrata Trans will share her views of the issues facing trans people and the workplace challenges they face in Argentina.

To see the webinar click [HERE](#)



[Taiwan Conference](#) [“Trailblazing LGBTI](#)

genuine transparency in data management. Data ethics is a step further than mere compliance with personal data protection laws like GDPR.



RAINBOW FAMILIES WEBINAR. WEDNESDAY 4 NOVEMBER 2020. 13:00 - 14:00 CET

workplacepride.org/online



Upcoming Events & Webinars:

- [Transwerkt-Trans Re-integration in the Workplace](#) - 15th October @ 1:00 pm – 2:00 pm Europe/Amsterdam
- [Taiwan Conference](#) - 27th October
- [Rainbow Families Webinar](#) - 4th November 2020 @ 1:00 pm – 2:00 pm Europe/Amsterdam
- [Tech@Workplacepride Webinar](#) - 13th November 2020 @14:30 pm – 17:30 pm Europe/Amsterdam

[Inclusion in Asia](#)

This unique, bi-national and multi-media conference within a global context is entitled, “Taiwan - Trailblazing LGBTI Workplace Inclusion in Asia - Marriage equality in times of social change”.

This timely event is being organised against the backdrop of ever greater diverse and inclusive societies and workplaces. Set in the midst of a global pandemic, ongoing challenges with gender equality and the heightened awareness of racial inequality around the world, this event brings both the challenges as well as the opportunities of greater workplace inclusion to the forefront for everyone. As this is a hybrid event.

Workplace Pride will connect with the Taiwan conference whilst hosting keynote speakers in person from our studio in Amsterdam.

This event will occur on the 27th of October.

To see the conference schedule and get tickets for the Taiwan event click [HERE](#)

For the invite in Mandarin click [HERE](#)

To join the streaming section please click [HERE](#)



[POC Webinar recap](#)

With a live international audience of over 100 participants, four unique voices of LGBTI people of colour shared their passion, professionalism and humanity as they discussed the hard issues facing their community in workplaces around the globe.

Cheyenne Smaal is a successful coaching executive at Waternet, and a Hindustani Surinamese transgender person.

Winston van Niel (Moderator): Founder of Parea Nederland, which is a growing network of LGBTQ+ professionals of colour.

Aurora Guds: Employed at the Dutch Ministry of Finance and a Board Member of their LGBTI network, 'B/Proud'.

Kevin Kabatsi: Originally from Uganda. He is now the Program Manager for Africa at the Rabobank Foundation.

Moderated by Winston, the webinar was split into two main sections plus a live Q&A. In the first section, Winston and the panel shared candid stories about their personal experiences in the workplace along with their biggest challenges around the issues that LGBTI people of colour face in 2020.

Part two of the discussion focused on workplace policies and structures. The panel discussed their thoughts on gender equality, D&I interventions and LGBTQ equality. Best practices and

practical pieces of advice based on their own experiences provided the audience with a valuable opportunity to ask questions to the panel in a very lively and insightful Q&A section.

To see the webinar please click [HERE](#)

Would you like to contribute to the Workplace Pride website or newsletter?

Write to: info@workplacepride.org

Workplace Pride is a not-for-profit foundation dedicated to improving the lives of Lesbians, Gays, Bisexuals, Transgenders and intersex (LGBTI) people at work. Its 70 plus members employ more than 4.5 million people worldwide.

info@workplacepride.org
www.workplacepride.org



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