

Key Takeaways

- **There are always some (small) things you can do in challenging countries.**
- **In some countries, it's best not to cluster LGBTIQ+ people. Separating sexual orientation and gender identity (sex characteristics and medical status) may be more effective.**
- **There may be a gap between the legal situation and the cultural situation in challenging countries.**
- **Find local HR/staff who are open to the topic of LGBTIQ+ inclusion.**
- **If it's legally and culturally not safe to start the conversation on LGBTIQ+ inclusion, start a conversation on general DE&I.**
- **Provide online resources and support to the colleagues in challenging countries.**
- **Prioritize countries and regions that are less difficult or legally sensitive on the topic.**
- **Start a conversation with cultural nuances if the LGBTIQ+ angle is too difficult to be accepted (e.g., diverse families, child adoption etc.)**
- **Be vocal in your global communication, so that local employees in challenging countries still feel supported.**
- **Find other business organizations to collectively work on the topic. This could put a level of pressure on the local government.**
- **Safety first: Pay extra attention and be careful in countries where LGBTIQ+ people are criminalized.**
- **It depends: Even if it seems impossible to break through on the topic, finding local staff who identify as LGBTIQ+ or allies could provide insights on the topic.**



What can we do?

Reach out to HR to see how I can support in difficult regions.



Reach out

Listen

Share my own experience

Motivate leadership to take action.

Listen

Find local Ally or partner in crime

Advocate step by step

Have top management speak up

Listen. Start with understanding the context.

Change employee surveys to better identify differences in engagement etc. per diversity group.



What can we do?

Start a generic DEI community, in which multiple dimensions can be addressed,, one step at a time :)



Start to talk about it to cultivate the LGBTQ+ friendly culture

Bring your family along

Talk to local communities, share their challenges towards to the rest of the organization.

Find a social community in-company and ask this question.

