



Workplace  
**Pride**

May 26th International  
**2023** Conference  
Spoorwegmuseum, Utrecht

**TRACKS OF CHANGE**  
Advancing **LGBTIQ+** Inclusion in the Workplace



# Setting up an ERG in challenging countries

Although meaningful progress has been made for LGBTIQ+ people around the world, many LGBTIQ+ employees face discrimination, harassment, and discomfort in the workplace.

Employee Resource Group (ERG) often plays a critical role in advancing LGBTIQ+ workplace inclusion in an organization.

But is it possible to set up an ERG in a country where homosexuality is criminalized or culturally not acceptable?



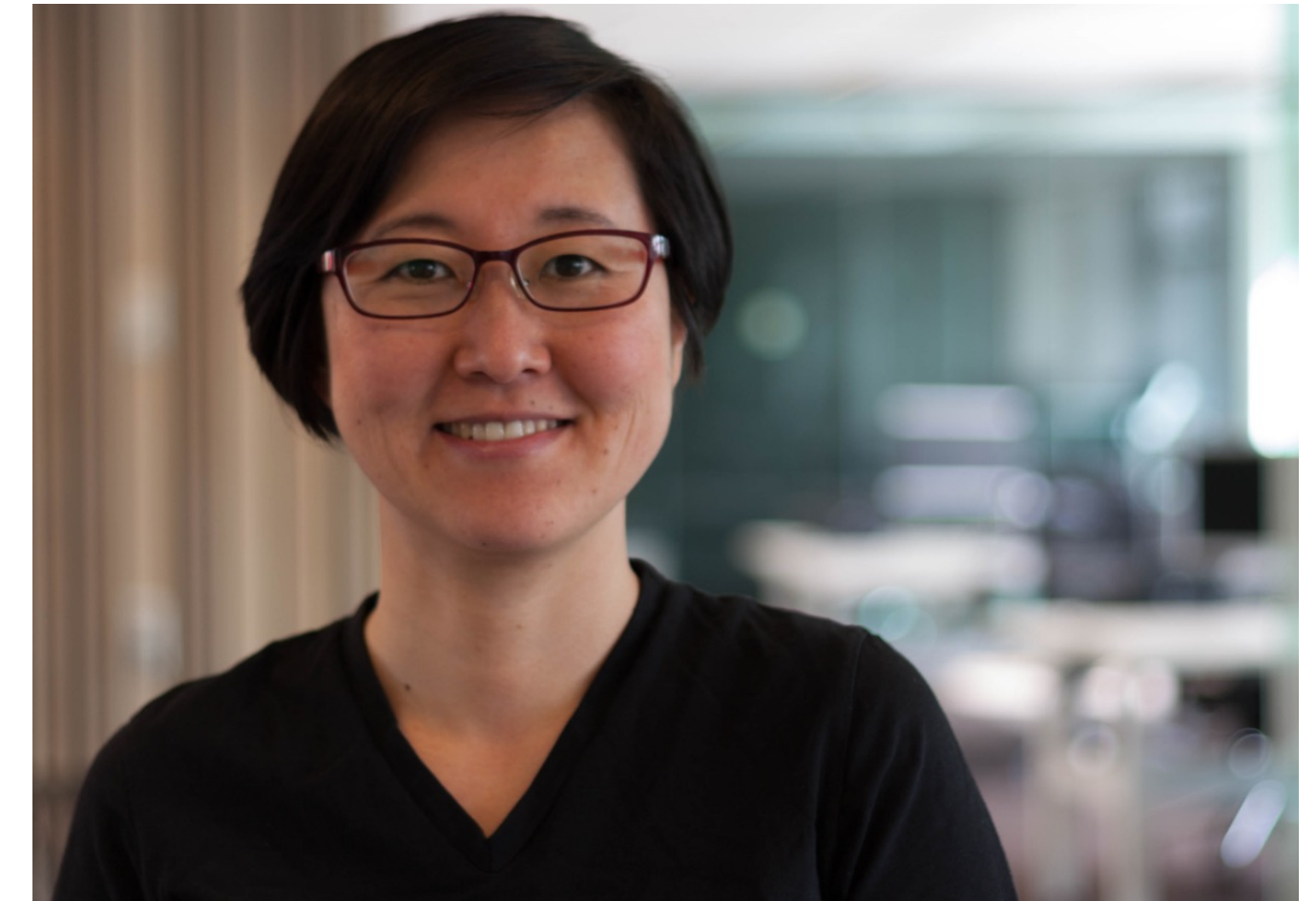
# The Panel



Tamer Zikry  
Global Head of Talent  
CSC



Yanhui Peng  
Founder and Director of LGBT  
Rights Advocacy China, Program  
Coordinator of the Chinese  
Initiative on International Law



Yuli Kim  
Director, Program Development  
Workplace Pride





**What is the legal situation  
for LGBTIQ+ professionals?**



# Setting up an ERG in challenging countries



## Advocacy model

Actions are described by three models:



### WHEN IN ROME

Adhere to the norms of the jurisdiction



### EMBASSY

Implement and enforce protective policies and LGBT-supportive measures on corporate campuses



### ADVOCATE

Support local LGBT activism and lobby local legislators to enact protective laws

\* Source: Center for Talent Innovation, "Out in the World" study



**Can you share your experience  
in a challenging country?**





**Is there anything business organizations can do  
in those countries?**



## Call to action

- **Find a local supporter/allies in a challenging country**
- **Secure support from local HR/legal/compliance staff members**
- **Allow access to resources about LGBTIQ+ support online**
- **Introduce LGBTIQ+ colleagues in a neighboring country**

