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