Workplace Pride
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TRACKS OF CHANGE
Advancing LGBTIQ+ Inclusion in the Workplace
Socio-Economic Roundtable for LGBTIQ+ Inclusion

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Socio-Economic Roundtable for LGBTIQ+ Inclusion

- Introducing the **FREE TO BE ME** program
- Informing you about the Civil Society Business Toolkit
- Listening to 'Stories from the Heart'
- Exploring Socio-Economic development for LGBTIQ+ Communities in the Global South
- Launching the **FREE TO BE ME** Mentoring Program
Program Overview

Governments influenced, general public supportive of LGBTQ+ human and socioeconomic rights

1. General public supportive
   - General public
   - International / Dutch
   - Movable middle

2. Governments make supportive legal & policy changes
   - Policymakers
   - Judiciary

3. (Socio)economic development programs accessible
   - Development programs
   - Employers
   - Impact investors

Source: Humanistisch Instituut voor Ontwikkelingsaanwerking, (HIVOS)
Our current work

Planning for:
- Jakarta (Q3)
- Kigali (Q3)
- Accra (Q4)
What is the toolkit about?

- A go-to-guide to help civil society organisations (CSOs) work more closely with the business world
- A practical, goal driven and sustainable approach to LGBTIQ+ inclusion
- Empowering LGBTIQ+ CSOs to create positive, long-lasting changes for our communities
Empowering LGBTIQ+ Civil Society Through Business Collaboration

www.civilsocietybusinesstoolkit.org
Stories from the Heart
When LGBTIQ+ people are limited in their human rights this creates social and economic harms.

Employers who treat LGBTIQ+ people equally in the workplace will see positive business outcomes, such as higher productivity or lower costs that would be associated with exclusion including health care or absenteeism costs.

Full inclusion of LGBTIQ+ people in economic, social, and political settings will improve well-being at the macroeconomic level.

Where LGBTIQ+ supportive policies and practices are present in the workplace, we see improved relationships and employee satisfaction.
Roundtable Discussions

How would you define Socio-Economic Development for LGBTIQ+ communities?

How could business and civil society work more closely together to support LGBTIQ+ communities?

What gets in the way of supporting these communities?
Introducing the *FREE TO BE ME* program

Informing you about the Civil Society Business Toolkit

Listening to ’Stories from the Heart’

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