

Legal & cultural challenges in creating LGBTIQ+ inclusive workplaces in different countries



Moderated by:

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She/Her

Workplace Pride

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Electrolux Group

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EY

Breakout 2: Town Hall

Today's Agenda 13:15 – 14:30

Introduction of the panels	5 minutes (13:15 – 13:20)
Subject matter experts (3 views)	20 minutes (13:20 – 13:40)
Group discussions (3 groups)	25 minutes (13:40 – 14:05)
Report back (3 groups)	10 minutes (14:05 – 14:15)
Summary	5 minutes (14:15 – 14:20)
Q&A	10 minutes (14:20 – 14:30)

Introduction of the breakout

In this breakout session, speakers will share their experiences in handling legal and cultural difficulties LGBTQ+ professionals experience in the workplace in different countries. Together with speakers and participants, the session will explore tangible actions you can take to promote LGBTQ+ inclusion in your organization.

- What kind legal challenges do LGBTQ+ professionals experience in countries where homosexuality is legally punished?
- Is there anything an organization can do to protect them?
- How about countries where LGBTQ+ rights are legally protected and yet LGBTQ+ professionals face discrimination and harassment in the workplace?
- How can your organization provide support to LGBTQ+ identifying professionals?

Objectives:

- Gain practical knowledge on how to support their LGBTQ+ identifying colleagues in their own organization.
- Acquire an understanding of the organizational benefits of LGBTQ+ inclusion.
- Generate actionable insights on the topic.

Subject matter experts

Mickey van Helden

Legally
challenging
countries

Cosimo Scarano

Cultural
challenges in
different
countries

Åsa Granstrand

What's
happening in
Sweden?

HOW MNCs CAN MAKE A DIFFERENCE

Vested in the growth of emerging and developing markets, multinational corporations can use their market muscle to spur LGBT inclusion globally

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

To learn more about this study, please visit www.talentinnovation.org
Follow the discussion by using [#outglobal](https://twitter.com/outglobal)

Groups discussions (25 minutes, 13:40 – 14:05)

Mickey van Helden

Legally
challenging
counters

Cosimo Scarano

Cultural
challenges in
different
countries

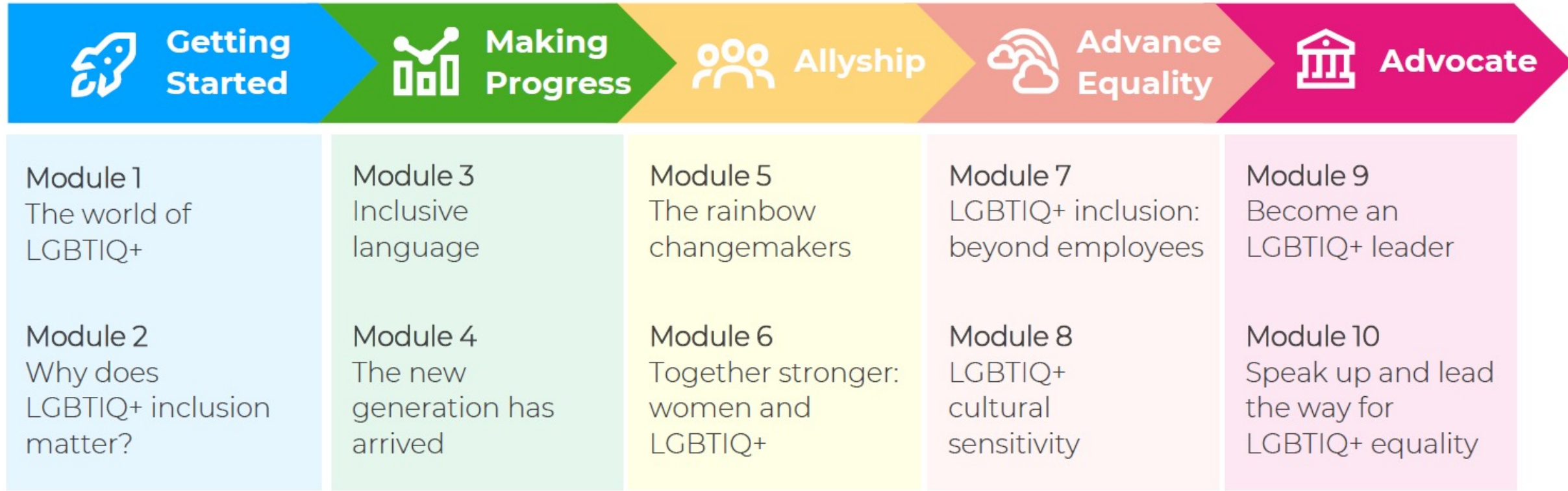
Åsa Granstrand

What's
happening in
Sweden?

- How is the current climate for LGBTIQ+ employees in your organization?
- Who are your stakeholders?
- How do you ensure that this effort is sustainable for all parties?
- What are the challenges you experience in your role in advancing LGBTIQ+ inclusion?
- How did you acquire leadership's buy-in?
- What works or didn't work in your role on the topic?

Learning & Development

Program Overview



Key Takeaways

Small steps you can take in a legally/culturally difficult countries.

- Find a local HR, line managers or employees who are willing to help advancing LGBTIQ+ inclusion with the organization.
- Offer an anonymous participation to LGBTIQ+ activities (webinar, ERG etc.)
- Provide educational resources on the topic of LGBTIQ+ inclusion in the workplace.
- Promote DE&I (diversity, equity and inclusion) and start the conversation of workplace inclusion without using the letters of LGBTIQ+.
- Connect with a local embassy for collaboration in a difficult country and examine what you can do together on the topic.
- Educate employees on the organizational benefits of an inclusive workplace for everyone, not just for LGBTIQ+ professionals.
- Start small. Rome wasn't built in one day! Celebrate small wins in a difficult country.
- Inspire colleagues through a personal story telling. Collaborate with an LGBTIQ+ ERG and provide safe space for people to ask questions and learn more about LGBTIQ+ inclusion.



Thank You