



THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Annual Members Meeting and New Year's Reception

25/01/2024



HOSTED BY



intertrust
GROUP
A CSC COMPANY

Opening



Bianca Nijhof (She/Her)

Co-Chair
Workplace Pride



Michiel Kolman (He/Him)

Co-Chair
Workplace Pride

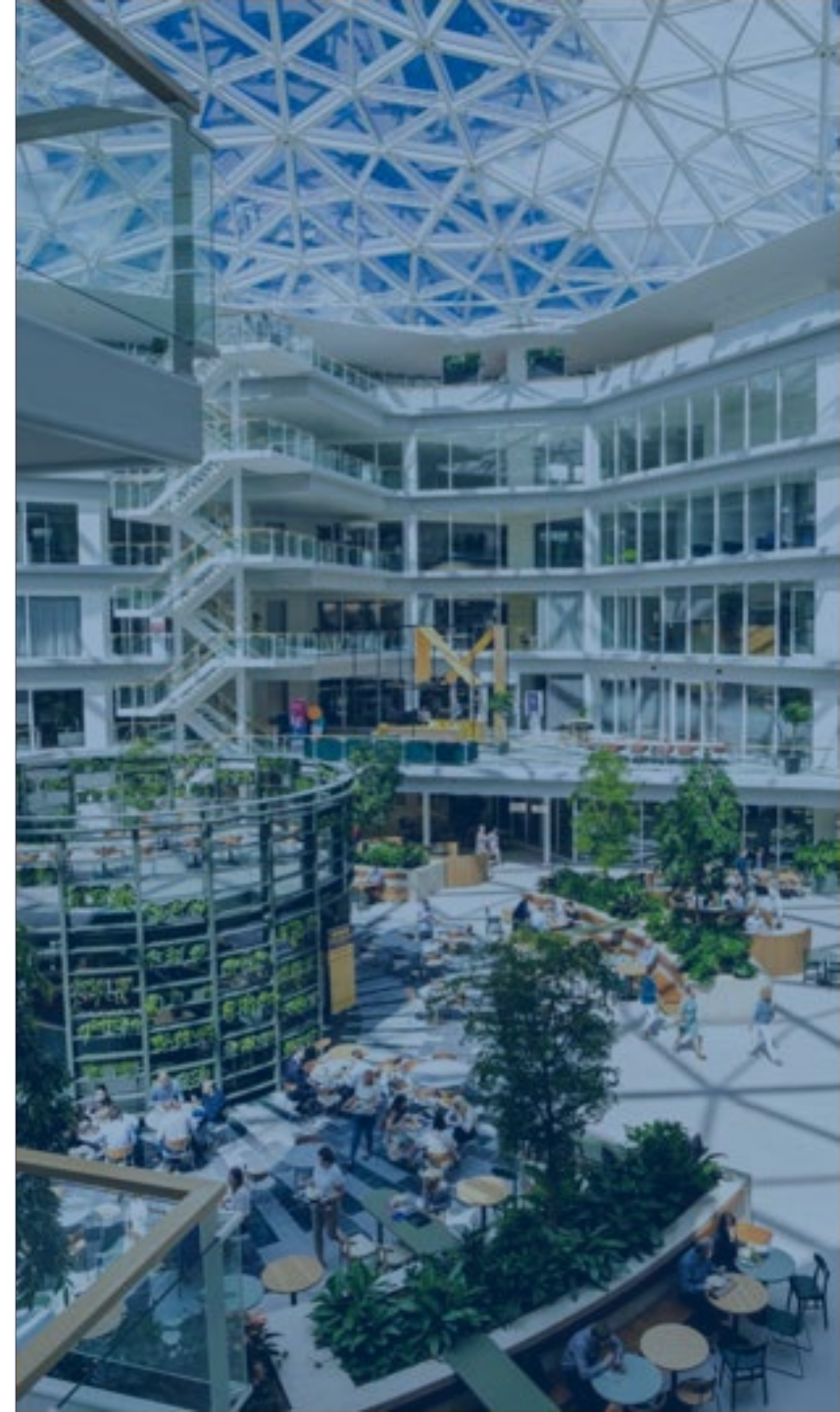




Maarten Blacquière (He/Him)

Chief Finance and Risk Officer

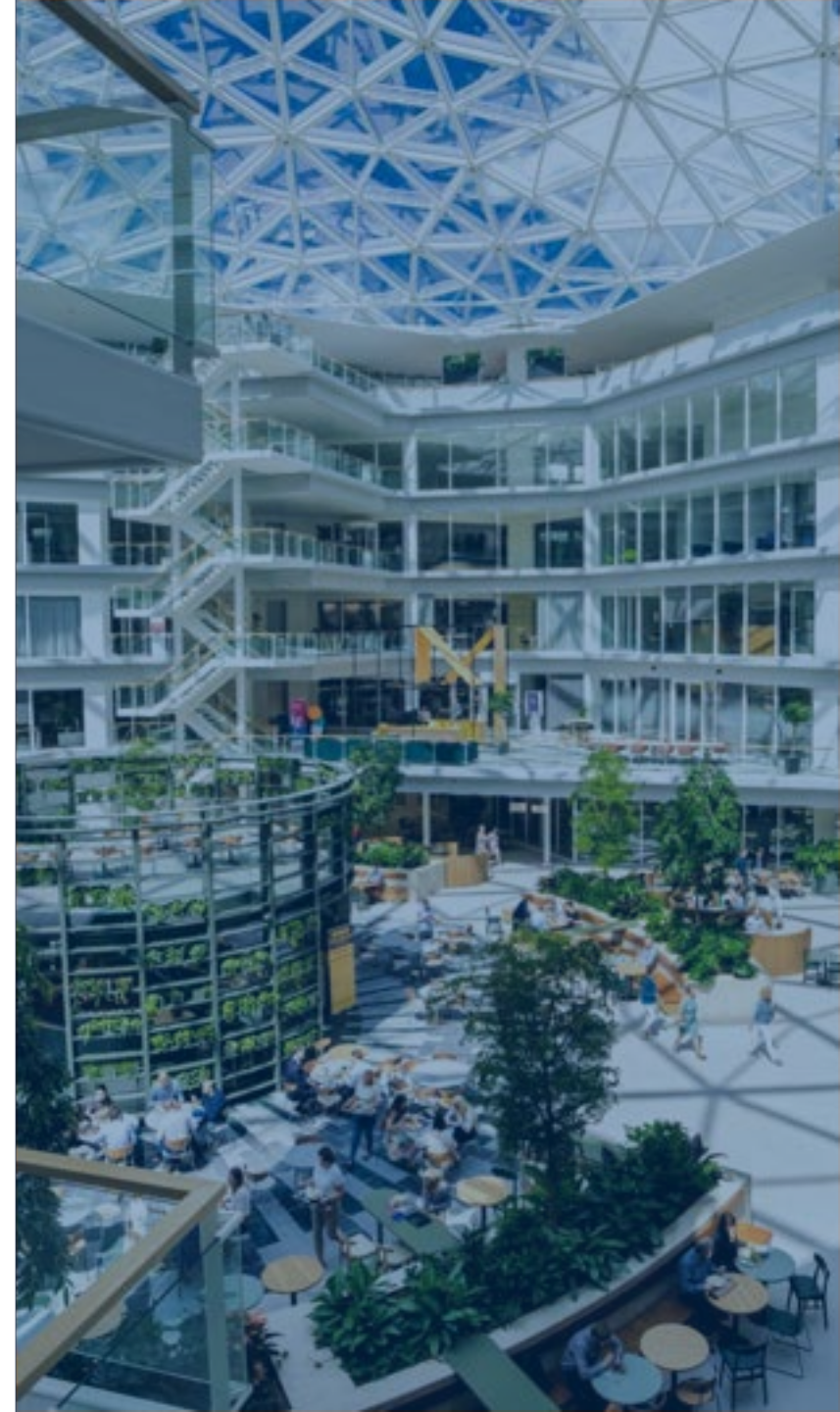
APG





Gert Huizing (He/Him)

Senior Internal Auditor
Intertrust Group
a CSC Company



Welcome



David Pollard (He/Him)

Executive Director
Workplace Pride



Program

Foundation Overview

Foundation Pillars

- Relationship Management
- Measurement – Global Benchmark
- Learning & Development
- Events/Networking
- Resource Hub
- Communities

Communications Update

Finances

Accomplishments & Challenges

Planning 2024



Workplace Pride

- Founded in **2006** to help employers create better places to work for everyone, including LGBTIQ+ people
- We connect employers and the LGBTIQ+ community all over the world
- Our work benefits employers, their employees, their clients, and the LGBTIQ+ community
- We provide measurement tools, specialised training, relationship management, convening of events/conference/exchange of best practices



Foundation Board



**Advisory
Board**



**Foundation
Board**



Staff



Bianca Nijhof (She/Her)
Co-Chair



Michiel Kolman (He/Him)
Co-Chair



Aad Buis (He/Him)
Treasurer



Hanim Hamzah (She/Her)
Board Member



Leon Pieters (He/Him)
Board Member



Zainab Patel (She/Her)
Board Member



Angelique Meul (She/Her)
Board Member



Martijn van den Tillaart (He/Him)
Board Member



Sophie Jeckmans (She/Her)
Board Member



Maral Arikan (She/Her)
Board Member



Advisory Board



Staff



Advisory Board



Foundation Board



Paul Overdijk (He/Him)
Chair



Boris Dittrich (He/Him)
Board Member



Margot Slattery (She/Her)
Board Member



Graham Sparks (He/Him)
Board Member



Erica Webber (She/Her)
Board Member



Foundation Staff



David Pollard (He/Him)
Executive Director



Mikel Heijman (He/Him)
Chief of Staff



Yuli Kim (She/Her)
Director of Program Development



Brian Yothers (He/Him)
Director of Operations



Christine Holtkamp (She/Her)
Director of Communities



John Ryan (He/Him)
Director of Communications



Elise Reynard (She/Her)
Executive Assistant



Omar Badawy (He/Him)
Relationship Manager



Robert Covers (He/Him)
Relationship Manager



Kailin Simonoff Oenmel
(They/Them)
Data Manager



Membership

Leaders



Partners



6,8
Million
Employees



Members



2023 Foundation Review



25%
Increased
Membership

30
Member
Events



8
Declarations
of Amsterdam

70
Companies
Global
Benchmark



24
Volunteers
Made it Happen



Declaration of Amsterdam



Declaration of Amsterdam "Call to Action"

1. Employers must provide a safe, comfortable equal opportunity workplace and promote authenticity for LGBTIQ+ employees.
2. Employers should work closely with and benefit from the knowledge of other parties (employee networks and NGOs) dealing with LGBTIQ+ workplace issues to achieve improvements.
3. Employers should identify and support leaders and decision makers (LGBTIQ+ and straight) that actively strive to create LGBTIQ+ inclusive working environments.
4. LGBTIQ+ employees should actively strive to be visible at work and collaborate with their employers on diversity and inclusion, leading the way for all employees.
5. LGBTIQ+ employees should guide their employers on measures to support this Declaration's goals and implementing best practices.
6. Employers and LGBTIQ+ employees should create and support structures in the organisation that ensure progress.
7. Employers should embed the Declaration's concepts in organisational principles, and include them explicitly in external communications such as Annual and Corporate Responsibility Reports.
8. Employers and employees should develop and establish measurements that identify the level and progress of LGBTIQ+ inclusiveness within the organisation and benchmark this externally.
9. Employers should dedicate a minimum of 1 euro per employee in the organisation to support LGBTIQ+ programs and Employee Resource Groups.
10. Organisations should visibly support the improvement of working environments for their LGBTIQ+ employees in all countries where they are active.



www.workplacepride.org



Foundation Pillars



Relationship Management



Global Benchmark



Learning & Development



Events/
Networking



Resource Hub



LGBTIQ+ Communities



Relationship Managers



Christine Holtkamp (She/Her)
Director of Communities



Brian Yothers (He/Him)
Director of Operations



Yuli Kim (She/Her)
Director of Program Development



Omar Badway (He/Him)
Relationship Manager



Robert Corvers (He/Him)
Relationship Manager



Levis Maina
(He/Him)

Alvin Ambunya
(He/Him)

Cristine Breva
(She/Her)

Graham Sparks
(He/Him)



Measurement



Brian Yothers (He/Him)

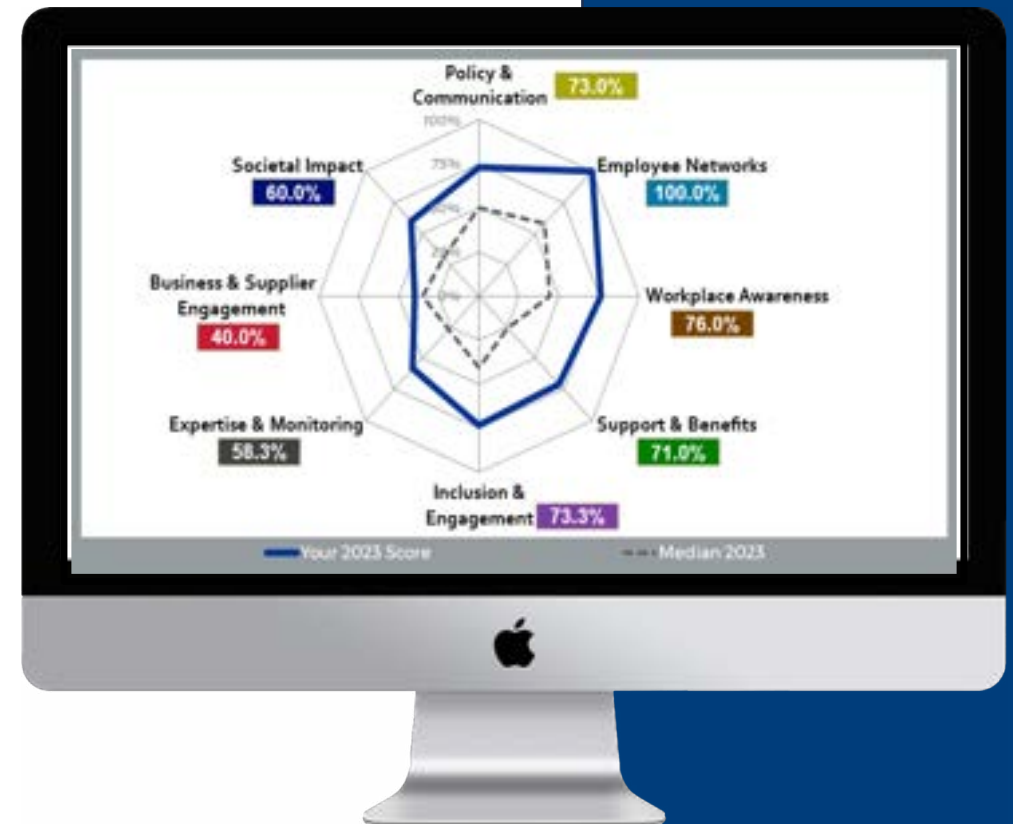
Director of Operations
Global Benchmark/Relationship Manager
Workplace Pride



Global Benchmark

An instrument to measure LGBTIQ+ workplace policies and practices

- Evaluate policies against leading practices
- Identify areas for improvement
- Monitor progress across years
- Applicable to all organisations (global, multi-national, and single-country)
- Requires supporting evidence for responses



Global Benchmark

2024 summary highlights



Learning & Development

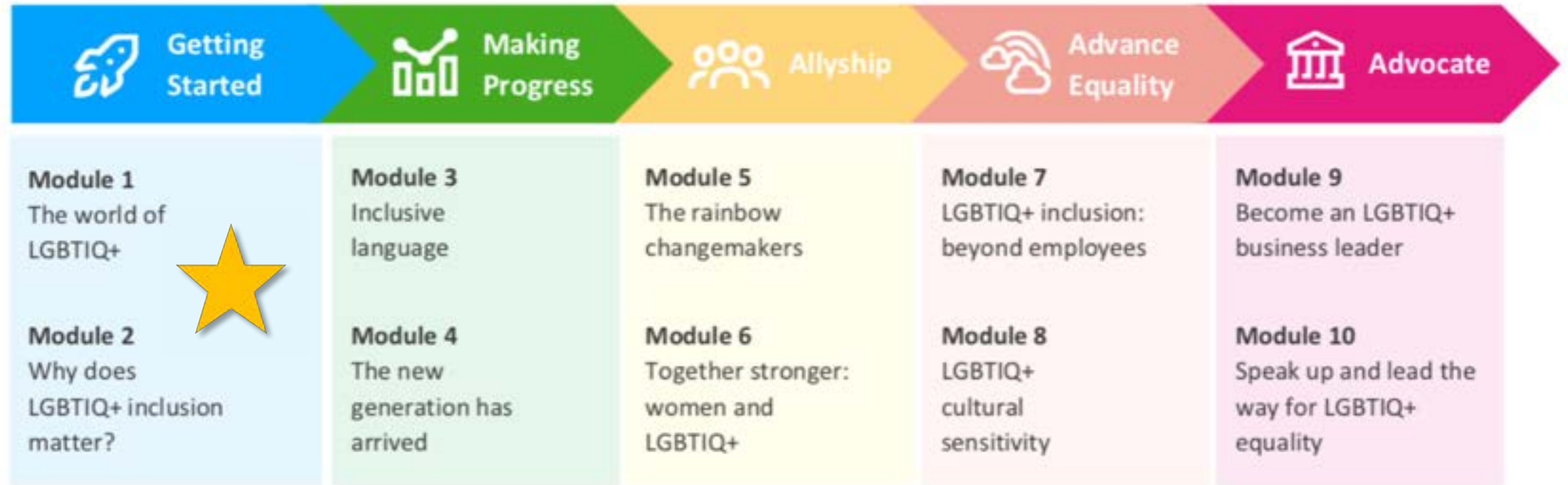


Yuli Kim (She/Her)

Director of Program Development
Learning and Development/Relationship Manager
Workplace Pride



Learning & Development



Learning & Development

38 
Organisations

55 
Modules

3k 
Students



Communities



Christine Holtkamp (She/Her)

Director of Communities
Relationship Manager
Workplace Pride



Communities



**Engagement
Leadership
Collaboration**



**Grassroots
connection to
LGBTIQ+ topics**



**Empower and
Support
Community
Members**



Communities 2024

**Increased
Collaboration**

**New
Communities**

**Focused
Communication**



Communications Updates



John Ryan (He/Him)

Director of Marketing and
Communications
Workplace Pride



Communications



Overview 2023

Successful Campaigns
Member Engagement
Engagement Metrics

Plans 2024

Website Updates
Improved Member Communication
Expansion of Communication Channels

Website Update

Members Area
Restructuring of Content



Communications 2023

241k
Visitors/Users

175k
Impressions

15k
Reactions

36%
Engagement

6th
Ranked Globally

1.7k
Impact Awards

Netherlands | United States | United Kingdom | India



Communications 2024

Website

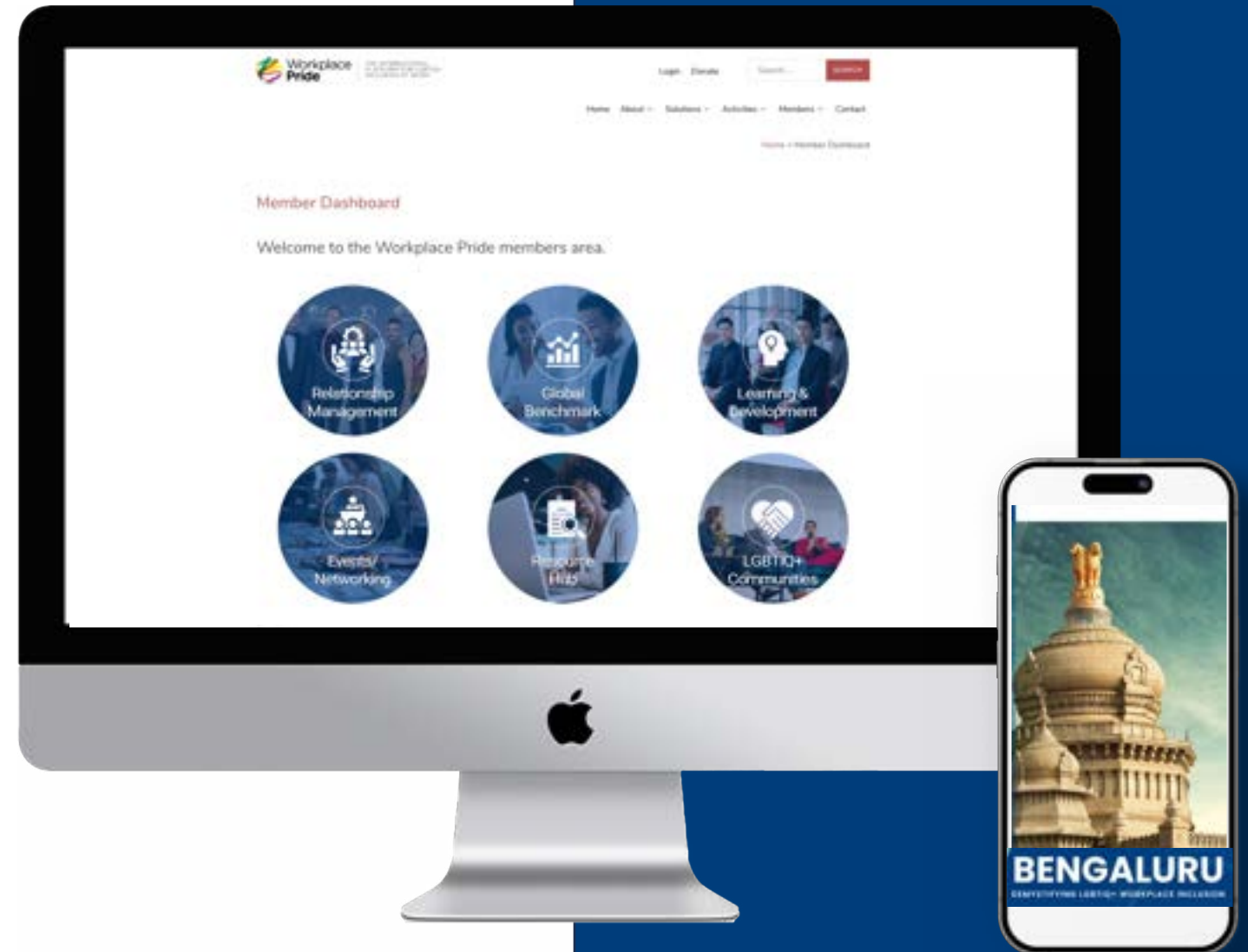
Website Refresh
New Member Area

Member Comms

Newsletter X 4
Monthly Important Dates
Member Participation

Campaigns

Conferences
Impact Awards
Global Benchmark



Financial Overview



Aad Buis (He/Him)

Treasurer

Workplace Pride Board



Financial Statement

Profit and Loss account

	Forecast	Actuals			
	2023	2022	2021	2020	2019
Membership contributions	850.599	798.600	627.376	477.581	463.208
Other revenues	53.263	63.072	71.733	51.000	54.239
Total membership contributions	903.862	861.672	699.109	528.581	517.447
Staff expenses	459.102	439.496	367.042	276.636	253.603
Event related expenses	252.389	246.944	181.585	67.235	138.278
Other general expenses	190.312	176.457	145.327	170.604	118.628
Total costs	901.803	862.897	693.954	514.475	510.509
Nett result	2.059	-1.225	5.155	14.106	6.938



Planning for 2024

Annual Members Meeting

Annual Members Meeting and New Year's Reception



Jan

March

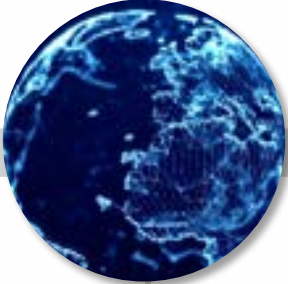


India Conference

Demystifying LGBTIQ+ Workplace Inclusion

Global Benchmark

Analysis of data and evidence



April

June



International Conference

New Babylon The Hague

Impact Awards

11th Impact Awards Beurs van Berlage



Nov

Dec

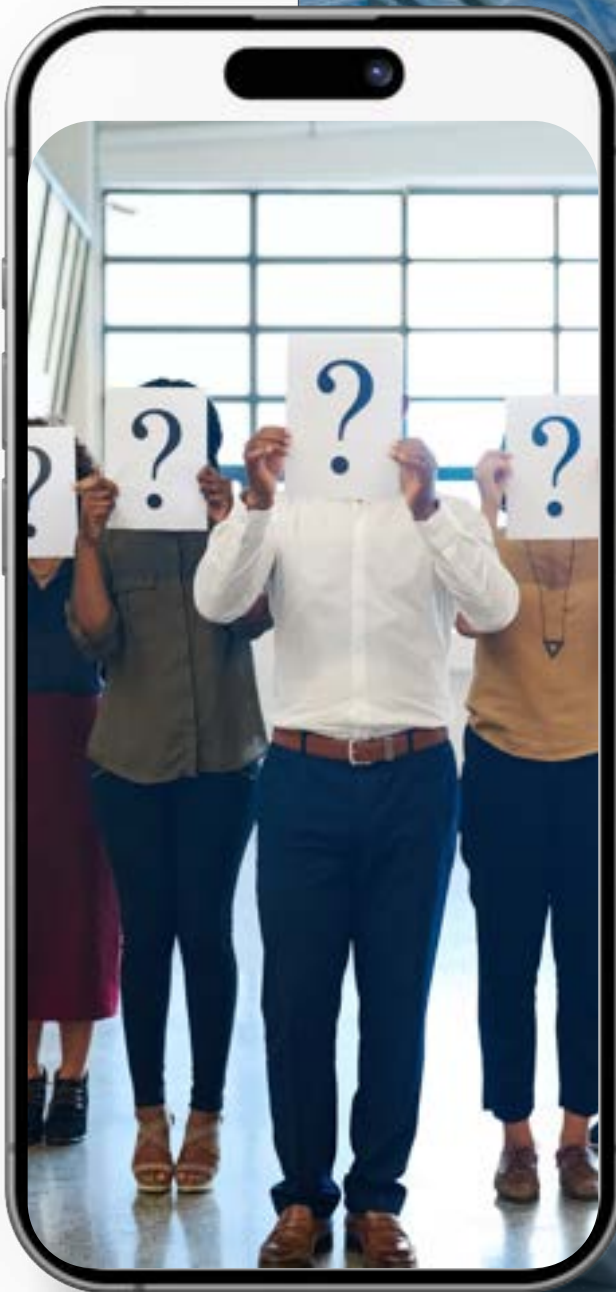


Purple Friday

Community Events



Q&A





**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Thank You

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info@workplacepride.org

