

PRESS RELEASE

Workplace Pride appoints Javier Leonor as Executive Director as founder David Pollard steps down after twenty years

AMSTERDAM, 18 August 2026 — The Board of Workplace Pride today announced the appointment of Javier Leonor as the Foundation's next Executive Director, effective 5 October 2026. He succeeds founder David Pollard, who steps down after leading the organisation for twenty years to the international platform for LGBTIQ+ workplace inclusion it is today, with over hundred member organisations across the corporate, public, NGO, and academic sectors.

Javier Leonor joins from Accenture, where he most recently led global inclusion and belonging programmes spanning 60 countries and more than 750,000 employees. His work at Accenture combined inclusion strategy with digital delivery at scale: he built a global allyship platform that grew from 40,000 to 120,000 active members, led the implementation of same sex and transgender inclusive benefits in more than 30 countries, grew the ERG chapters to more than 90 globally in 45 countries, and directed inclusion-focused leadership development for over a thousand senior leaders. His earlier career spans nearly two decades in technology consultancy, including leading international teams and four years as a member of Accenture's Works Council in the Netherlands. A Spanish national long based in Amsterdam, he holds an MBA from the Universiteit van Amsterdam and a degree in telecommunications engineering, and works in Spanish, English, and Dutch.

“In Javier we found the combination this next chapter demands: someone who has delivered inclusion at global scale, who understands how digital platforms multiply impact, and who speaks the language of the boardroom without ever losing sight of the people this work is for. The Board is confident that Workplace Pride's future is in the right hands,” said *Michiel Kolman and Bianca Nijhof, Co-Chairs of the Board of Workplace Pride.*

“Workplace Pride has spent twenty years proving that inclusion is not a statement but a practice — something you measure, build, and defend. I have seen from inside a global company what its Benchmark, its thought leadership and its business community make possible. My ambition is to bring that value to many more workplaces, in many more places, through the digital reach this moment makes possible — without ever losing the personal connection that makes this community what it is,” said *Javier Leonor.*

“Twenty years ago we put on our suits and got on a boat to show that our community belongs in every workplace, at every level. What grew from that day belongs to the members who built it with us and the LGBTIQ+ community around the world who it serves. Javier understands both where this organisation comes from and where it must go — I hand it over with pride and with complete confidence,” said *David Pollard, outgoing Executive Director.*

Leonor takes up the role on 5 October 2026 and will work with David Pollard through a structured handover to ensure continuity for members and partners. His mandate, set out in the Foundation's Fit for Future strategy, centres on extending Workplace Pride's international reach and membership base, developing its digital platforms and services, securing the long-term future of its Global Benchmark, and strengthening the Foundation's voice at a time when workplace inclusion faces renewed pressure in several parts of the world.

About Workplace Pride

Workplace Pride is an international not-for-profit foundation based in Amsterdam, dedicated to improving the lives of LGBTIQ+ people in workplaces worldwide. Founded in 2006 and formally established in 2008, the Foundation brings together employers and employees from the private, public, NGO, and academic sectors. Its Global Benchmark, developed in 2014, is a globally recognised tool for measuring the maturity and effectiveness of LGBTIQ+ inclusion policies and practices. www.workplacepride.org

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