



Workplace Pride

The International Platform for
LGBTIQ+ Inclusion at Work

WORKPLACE PRIDE MEMBERS

FOUNDATION LEADERS

						
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FOUNDATION PARTNERS

FOUNDATION MEMBERS







33%

Of your life is spent at work*

*World Health Organisation



30%

The percentage of productivity and creativity loss we estimate if LGBTI people cannot be themselves at work

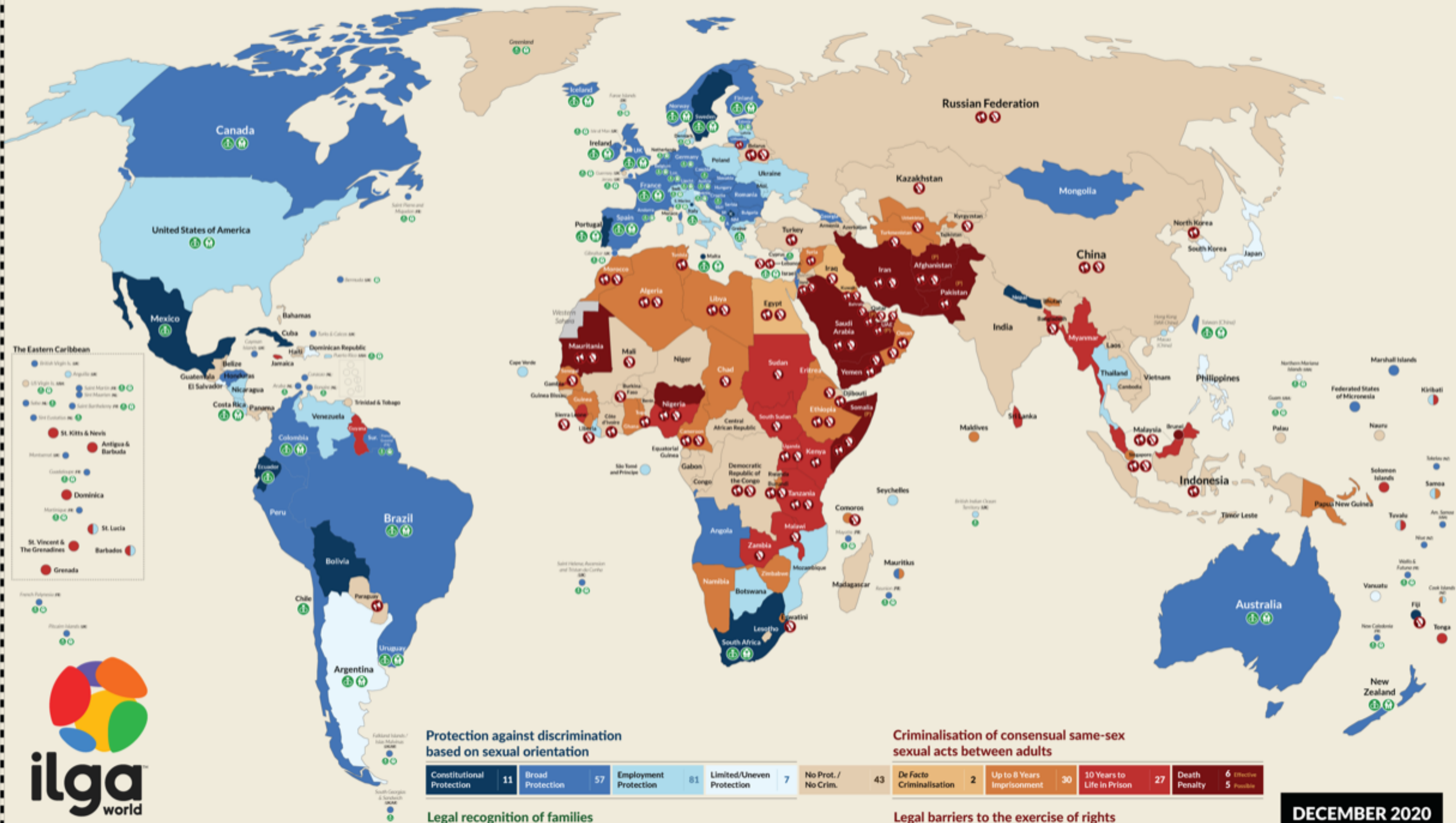


If you cannot be openly yourself at work, this is bad for you, bad for your employer & ultimately bad for economies due to productivity loss.



SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



The data presented in this map is based on State-Sponsored Homophobia, an ILGA report by Lucas Ramón Mendos, Kellyn Botha, Rafael Carraro Lelis, Enrique López de la Peña, R.I. and Daron Tan. This map can be reproduced and printed without permission as long as ILGA is properly credited and the content is not altered. ilga.org

LGBTIQ+ Inclusion around the world:

- Homosexuality criminalised in 69 countries
- Vastly different jurisdictions and cultural environments
- Difficult to navigate for internationally active organisations



69

Countries in which consensual same-sex acts between adults is illegal

42

Countries with legal barriers to freedom of expression on sexual and gender diversity issues

11

Countries with the death penalty as punishment for same-sex relationships

375

Transgender and gender-diverse people murdered in 2021, the deadliest year recorded

Source: Global Equality Fund 2020 - 2021 Report



Expert advice and guidance

- We work with our members to help them be more inclusive with their LGBTIQ+ policies and practice
- We provide tools, advice, expertise and a community with which to engage with on this topic
- We connect our members with each other and to the ever changing topic of LGBTIQ+ workplace inclusion, both in the Netherlands and internationally

Relationship Managers



Brian Yothers



Christine Holtkamp



Yuli Kim



Omar Badawy

Free to Be Me Project



Levis Maina
Nairobi



Cristine Breva
Manilla



Graham Sparks
London/Berlin



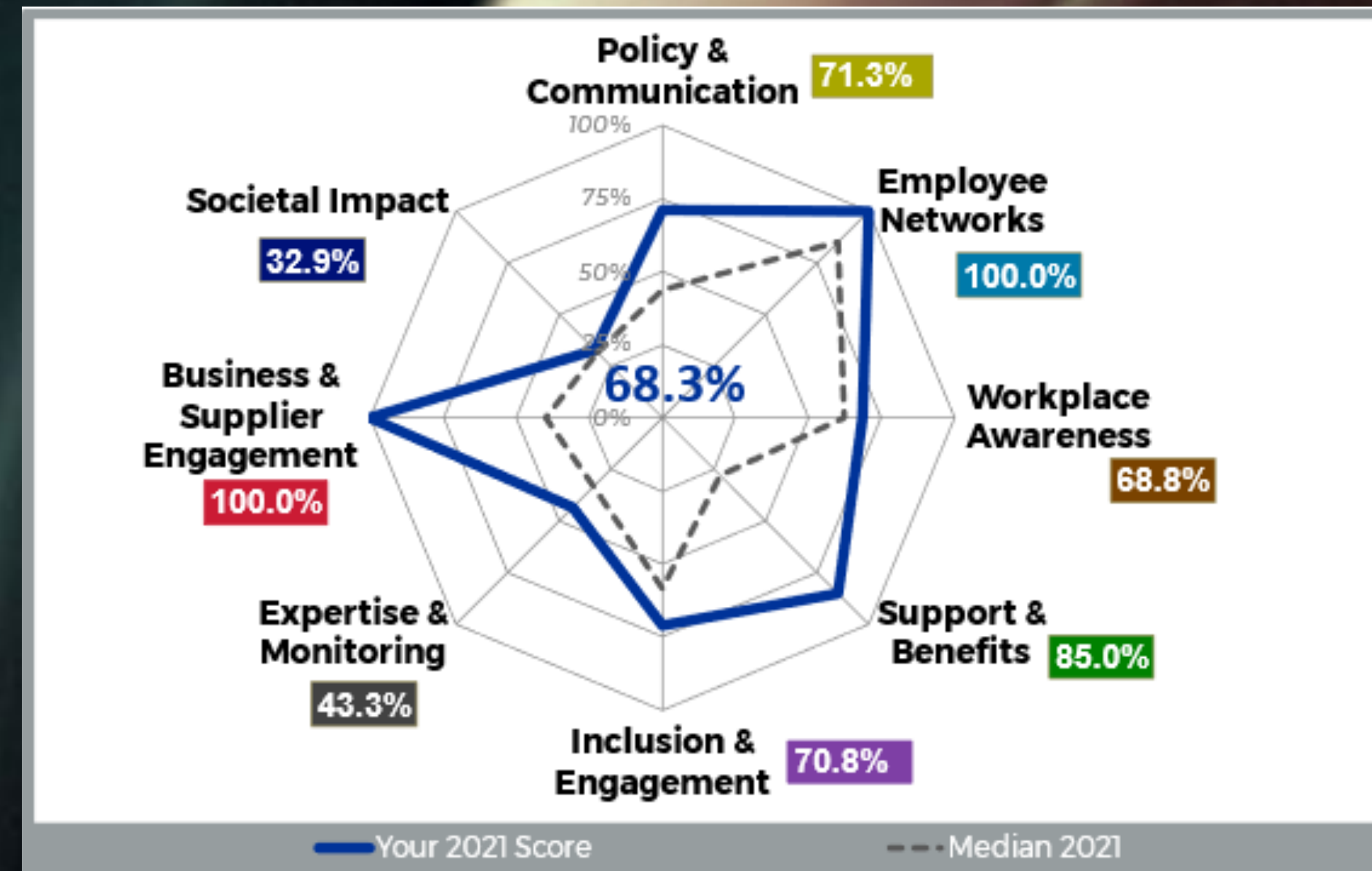
Moses Wasyke
Nairobi



Workplace Pride Global Benchmark

Measurement of LGBTIQ+ policies and practices on national and cross-border basis

- Evidence-based survey developed with Leiden University in 2014
- Designed for management based decision-making
- Allows peer-based comparison
- Establishes baseline for on-going improvements
- Checklist for systematic changes



SECTIONAL ANALYSIS

This 'spider chart' details your 2021 scoring across the 8 sections of the Global Benchmark.

Comments on each section are color-coded throughout the report to facilitate comparison



TREND MONITORING

This chart shows your historical scoring with comparisons to median scores:

- ⇒ median of all participants
- ⇒ by sector (public/private)
- ⇒ by industry group
- ⇒ by organisational size

Overall scores can vary over time as we 'raise the bar' for optimal LGBTIQ+ workplace inclusion criteria.

Workplace Pride Global Benchmark

- Growing number of participants
- Almost 25% from the Public Sector
- Participation drives real progress
- Balancing :
 - ✓ *Comparability*
 - ✓ *Clarity*
 - ✓ *Complexity*
 - ✓ *International differentiation*

Advocates Top-level achievement

90%+

These organizations stand out as clear leaders in LGBTQ+ Workplace Inclusion. They are leading the way for others and have all shown that they have taken actions and had policies and practices in place in 2021 that met or exceeded 90% of the scoring criteria.



The organizations are displayed in reverse alphabetical order.

sodexo

RELX Group

pwc

IBM

DOW

accenture

Ambassadors Distinguished achievement

70%-90%

These organizations are well advanced in their LGBTQ+ Workplace Inclusion journeys and have met between 70% and 90% of the scoring criteria. The organizations are displayed in reverse alphabetical order.



The organizations are displayed in reverse alphabetical order.

Unilever

Stantec



paloalto NETWORKS

NOKIA

KLM
Royal Dutch Airlines

ING

Deloitte

ARCADIS

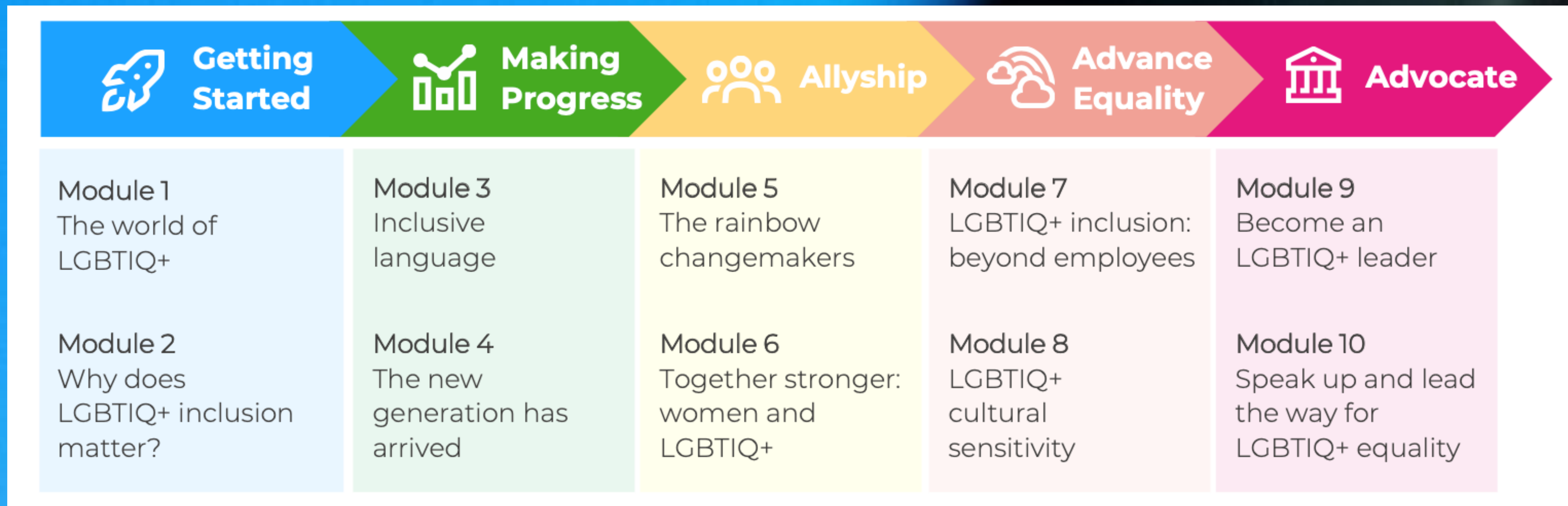
AEGON
Transform Tomorrow



Learning & Development Program



- Draws upon 15 years of experience and knowledge gathering
- Ties in directly to measurements resulting from the Global Benchmark
- Modules available for every level of LGBTIQ+ organisational maturity
- Workplace Pride members receive 1 free module within 1 year of joining and afterwards discounts based upon membership level



Global Outreach & activities



The Future is Now

LGBTIQ+ Workplace Inclusion in Japan

30 September 2022

Organiser :

 **Workplace Pride**

Host:

 **accenture**

Co Hosts:

 Kingdom of the Netherlands

KraftHeinz

 **Unilever**

Targeted events for our members and stakeholders that address specific issues, and always include local CSOs

Gives voice to our members' colleagues and leadership in sometimes challenging locations

Members and the community feel the urgency to engage as the world becomes more polarised and policy implementation more challenging



Dubai

A Vision for Diversity & Workplace Inclusion

March 31st, 2022

Organiser  **Workplace Pride**

Host **Baker McKenzie.**

Supporters  **intertrust GROUP**  **KraftHeinz**  **NOKIA**  Government of the Netherlands

 **iff**  **accenture**  **PVH**  **Open for Business**  **CATALYST**

2023

Athens

2022

Dubai

Tokyo

Pre-2022

- Budapest
- Taipei
- Singapore
- Kiev
- Moscow
- Chennai
- Manilla
- Hong Kong
- Nairobi
- Brussels
- Warsaw
- Paramaribo
- Krakow
- Copenhagen



EVENTS AND ACTIVITIES



- Targeted events and activities that support our members and the LGBTIQ+ community
- Bringing many stakeholders together
- Providing a platform for members' ERG's and leaders
- Challenges the movement so that we continue to make progress



RESEARCH & KNOWLEDGE SHARING

- Workplace Pride Communities provide forum for distinct topics for our members employees
- Leiden University Special Chair continues to break ground on LGBTIQ+ topics
- Free to Be Me Project kicks into high gear with Socio-Economic roundtables and Mentorship Program
- Civil Society Toolkit gathers momentum as tools to connect LGBTIQ+ Civil Society and employers



RESEARCH & KNOWLEDGE SHARING

- Working with members to provide 'deep dives' into specific topics
- Challenges the boundaries of how organisations, particularly multinationals can contribute to the LGBTIQ+ workplace movement around the globe.



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.



DECLARATION OF AMSTERDAM

- Developed in 2011 as an aspirational document
- Declaration signers share their commitment to foster a more inclusive workplace for LGBTIQ+ employees.
- Signing starts a positive conversation on LGBTIQ+ inclusion internally and externally.
- Closely tied to the Global Benchmark which provides a means of measuring progress





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