

# Executive Roundtable

Putting Diversity and Inclusion on the Agenda in Russia

Oct. 9th, 2018

## Круглый стол

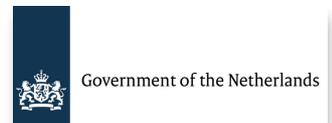
Разнообразие и инклюзия на повестке дня в России

9 октября 2018 г.

Organisers:



Host:



Presenters:



# PROGRAM

**THE WORKPLACE PRIDE EXECUTIVE ROUNDTABLE IN RUSSIA** will bring together employers, (both international and Russian) employees and civil society to take forward concepts of Diversity and Inclusion in the workplace in Russia and address the challenges of less visible minority groups. Hosted by the Dutch Embassy in Moscow, the gathering will develop a shared understanding of the local situation, strategies and tactics to address these challenges while focusing on practical and sustainable solutions for long-term progress.

**GOALS:** The Roundtable will also address a broad range of issues that both bind and separate Russian society when it comes to D&I in the workplace. This includes overarching topics such as legal, cultural and political perspectives, as well as individual business, organisational and personal perspectives that influence the discussion. The ultimate goal is to create momentum and positive change for all stakeholders including on the more difficult D&I topics. Most importantly, all participants will gain more knowledge about visibility and inclusion for these topics in Russia that can be applied to their business locally.

TIME	PROGRAMME	TOPIC
08:30 - 09:00	REGISTRATION	Coffee
09:00 - 10:00	OPENING SESSION	<b>Dutch Deputy Ambassador to Russia: Dominique Kuhling</b>
		<b>David Pollard (Moderator): Executive Director, Workplace Pride Foundation</b> <i>Diversity and Inclusion on the global stage:</i>
		<b>Polina Andrianova: Director Coming Out, St. Petersburg LGBT inclusion in Russia</b>
		<b>Max Olenichev: Actual legal situation for LGBT people in Russia and how this pertains to the workplace</b>
		<b>Irina Lazebnaya</b> , Diversity Engagement Partner IBM
		<b>Andrey Gulnev - LGBT Network Leader, IBM</b> <i>The power of Employee Networks</i>
10:00 - 10:45	PANEL DISCUSSION	<b>Working with peers for greater progress:</b> <i>Business leaders examine how cooperative efforts can facilitate progress with D&amp;I and LGBT workplace inclusion in Russia</i>  <ul style="list-style-type: none"> <li>• <b>SAP:</b> Vera Solomatina</li> <li>• <b>IBM:</b> Irina Lazebnaya</li> <li>• <b>Shell:</b> Maxime Shoob</li> </ul> <b>David Pollard (Moderator)</b>
10:45 - 11:00	MORNING BREAK	
11:00 - 12:15	BREAKOUT SESSIONS	<b>Participants share challenges and best practices from their own organisations in smaller groups</b>
	Nr. 1	<b>Exploring the Business case in the Russian context</b>
	Nr. 2	<b>Understanding how employees (networks) can play a role in greater inclusion:</b>
	Nr. 3	<b>Russian social &amp; cultural aspects in LGBT workplace inclusion</b>
12:15 - 13:00	CLOSING SESSION	<b>Feedback and open Q &amp; A:</b> <b>David Pollard &amp; Polina Andrianova</b>
13:00 - 14:15	LUNCH	



Based in Amsterdam, Workplace Pride is a not for profit foundation dedicated to improving the lives of Lesbians, Gays, Bisexuals, Transgenders and Intersex (LGBTI) people in workplaces all over the world. Founded in 2006 and now including 57 member organisations representing more than 4.5 million employees, we strive for a world of inclusive workplaces where LGBTI people can truly be themselves, are valued and, through their contribution, help to lead the way for others.



Based in St. Petersburg, since 2008, "Coming Out" has been working for universal recognition of human dignity and equal rights of all regardless of sexual orientation or gender identity. We base our work on the principles of collaboration, visibility, and community involvement. We provide free legal and psychological aid, publish educational brochures, run a community center, organize seminars and support groups, street rallies, monitor and document LGBT rights abuse and publish reports, represent victims of violations in court, and organize our annual pride event QUEERFEST. Our work couldn't be possible without the support of a team of 80 volunteers, and our partners and friends within the human rights movement in Russia and internationally.