LGBTI Workplace Inclusion – locally & globally

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Outline

• D&I, LGBTI, the alphabet soup!
• LGBTI Workplace Inclusion:
  ▪ Why?
  ▪ How to achieve?
  ▪ In the publishing industry: UK PA
  ▪ Case study: Elsevier Pride
  ▪ How to tackle in a global company (and on the global stage)
LGBT? LGBTI? LGBTQIA? LGBTQIA+?
Why LGBTI workplace inclusion?

It makes **business sense**: LGBTI-friendly workplaces

- are more *competitive*; diverse companies are more *creative and innovative*.
- *retain* more gay employees than their non LGBTI-friendly counterparts.
- are more attractive to *straight* employees
- attract more LGBTI *customers*, and that’s good for business.
  - LGBTI Americans, for example, will spend over $1 trillion / year in 2020
  - Have buying power 4 x of Hispanics & African American, 2 x of Asian Americans, 4 x of Millennials. Gay couples spend more than straight couples.

- **But** even in countries that have made significant strides, LGBTI people can *face high hurdles*, with studies suggesting that they are more likely than the general population to be bullied at school, *treated unfairly at work*, and denied access to basic services.
On a personal, more local (Dutch) level:

• 40% of trans people experience formal and informal discrimination in the Dutch labour market
  - Source: TNN & Gender Talent

• 12% of heterosexual employees experience burnout symptoms in the Netherlands, but 20% for LGBTI employees
  - Source: Netherlands SCP

• Support and benefits for LGBTI people around the world in participating organizations ranks only 32% on a scale of 100.
  - Source: Workplace Pride 2017 Global Benchmark
How to achieve LGBTI inclusion, from

1. Ensure that your policies are fully inclusive of LGBTI people
   This includes pensions, parental leave, health insurance, etc.
2. Get people involved across your organization
   For instance setting up a network group specifically for LGBTI employees
3. Reward those involved in your LGBTI network group
   Embed their involvement in their appraisals
4. Decide upon a clear strategy and tactics
   It’s crucial to know where you want to be & how you’re going to get there.
5. Engage staff members who don’t identify as LGBTI
   Allies are a crucial element of ensuring inclusion for all.
6. Ensure senior support
   Have senior leaders actively communicate support for LGBTI inclusion
7. Speak to your staff
   Consult with employees – both LGBTI and non-LGBTI – about inclusion; start with onboarding
8. Understand your staff
   Getting to know the make-up of staff through techniques e.g. monitoring
9. Celebrate your successes
10. And also: mentoring; (and: watch out for ‘self appointed gate keepers’)

How to achieve LGBTI inclusion, from
Inclusivity Action Plan of the UK PA

• Initial focus on Gender & Ethnicity
• So far on *Inclusivity*:
  - Charter & Network
  - BAME (Black, Asian & Minority Ethnic) interns
  - Inclusivity Events – this year with Minister Hancock
  - Unconscious bias workshops
  - Ambitious 5 year target of
    - 15% BAME and
    - 50% senior roles for women
  - Dedicated award - this year to HarperCollins
• LGBTI on the radar for near future
Elsevier Pride debate on kids of gay parents; “Can I be myself at Work” Workshop
Elsevier Pride “Drag Queen” Bingo Fundraiser for Amnesty Pride
Elsevier – Signed the Declaration of Amsterdam
Amsterdam Canal Pride Parade
Elsevier / RELX first corporate sponsor of the AIDSmonument Amsterdam
Dance Workshop
Sheba Agarwal, moderator of the panel discussion welcomes the panelists and introduces them to the audience. Panelists from left to right: Dr. Peter Reiss (AMC), Peter Hayward (Editor The Lancet HIV), Elske Hoornenborg (GGD), Jörgen Moorlag (Poz & Proud) and Paul Zantkuijl (SOA AIDS).
Kickoff of the Transgender awareness campaign
(Or: the battle for the gender neutral toilet)
Global Laws Against Homosexuality Visualized

Global laws regarding homosexuality in 2016

Punishment for homosexual acts
- Homosexual acts can be punished by death
- Homosexual acts are illegal

Relatively neutral
- No specific laws on gay rights
- Homosexual acts are legal

Recognition of same-sex unions
- Same-sex marriage is allowed
- Same-sex marriage is allowed in some jurisdictions

Note: 2016 map (Germany, Australia, soon Taiwan in the black)
Multinationals models of engagement (Yoshino):

• The "When in Rome" model, in which companies adhere to the norms and local laws of the jurisdiction, but allow employees to opt-out of placement there.

• The "Embassy" model, in which companies enforce pro-LGBT policies in the workplace but do not seek to effect change outside their walls.

• The "Advocate" model, in which companies seek to change cultural attitudes outside the workplace.
Elsevier / RELX supported LGBT Workplace Symposium Chennai May 2017

with Accenture, SAP, ING, ABN AMRO, Capgemini, Barclays, Shell, IBM and McKinsey, etc.
Epilogue:

Censorship: IPA’s Kolman Refers to Russian ‘Anti-Gay Propaganda’ Law in Moscow

In News by Porter Anderson / September 8, 2017 / Leave a Comment

Referring to Russian’s ‘anti-gay propaganda’ law, the International Publishers Association’s Michiel Kolman tells Muscovites that restrictions on freedom to publish are wrong even when made with ‘good’ intentions.