



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+?

LGBTQIA

		
Lesbian	Gay	Bisexual
	Queer Or Questioning	
Transgender		Intersex
	Androgynous Or Asexual	

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')

Inclusivity Action Plan of the UK PA

THE **PUBLISHERS**
ASSOCIATION

- 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

Started 2013



Workplace
Pride

Elsevier PRIDE

Elsevier Pride presents
A Panel Discussion: Wed 29 May 16:00 - 18:00
Herman Boerhaave 01.005
Discussion followed by Reception with Food & Drink

TOPIC: Elsevier, Publisher of Controversial Research?

AUDIENCE: EVERYONE!
This panel is discussing an article published by Elsevier. Whether you are an editor, sales manager, support, parent, single, gay, straight...

How different are the adult children of parents who have same-sex relationships?
Written by Mark Regnerus
Published in Elsevier's Social Science Research

Panel Members:
Harald Boersma
Director of Corporate Communications, Elsevier
Marc Chahin
Publisher, Elsevier
Prof. Henny Bos
Gay & Lesbian Studies, University of Amsterdam

Chaired By:
Michiel Kolman
Sr. VP Global Academic Relations, Elsevier



Elsevier **PRIDE** BBQ
AUGUST 1
JOIN!
11:30 - 13:00

Elsevier **PRIDE** presents


Can I be myself at work?

Elsevier Pride invites you to join this event.

It's for all Elsevier employees - gay and straight, and we will address the topic of being yourself at work from an LGBT (lesbian, gay, bisexual, transgender) perspective.

Please sign up for this event via [http://www.elsevier.com/pride](#)

Where: Herman Boerhaave
When: 14 November 2013, 16:30 - 18:00 (followed by networking)



Elsevier Pride debate on kids of gay parents;
“Can I be myself at Work” Workshop



Elsevier Pride “Drag Queen” Bingo Fundraiser for Amnesty Pride

June 2014



Elsevier PRIDE



Elsevier – Signed the Declaration of Amsterdam



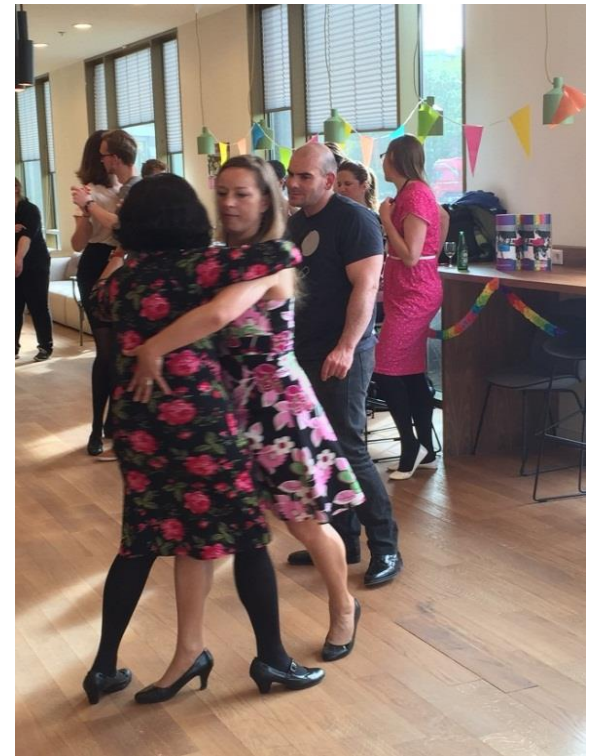
Amsterdam Canal Pride Parade





stichting NAMENproject Nederland

Elsevier / RELX first corporate sponsor of the AIDSmonument Amsterdam



Dance Workshop

June 2015



Elsevier PRIDE



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](#)),

Panel Discussion

PANEL DISCUSSION - June 18th, 15:00:

PrEP... The end of HIV or social controversy?

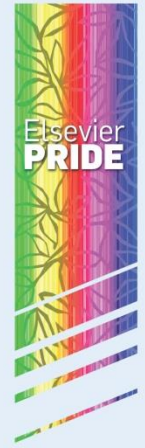


Elsevier Pride is hosting the first panel discussion on (PrEP) Pre-Exposure Prophylaxis in The Netherlands.

Featuring Peter Hayward, Editor [THE LANCET HIV](#), relevant researchers, health institutions and LGBT representatives.



PrEP is an antiretroviral (ARV) drug that can reduce risk of HIV infection.



Come find out more!

When & where?

Date: 18th June 2015
Room: Herman Boerhave

Program:

15:00 Reception with coffee and tea
17:30 Drinks & Snacks

This event is open to all Elsevier colleagues and general public. Please confirm your attendance at: ElsevierPrideNetherlands@elsevier.com

Jan 2016



Workplace
Pride

Elsevier PRIDE

March 31: International Transgender Day of Visibility

Elsevier PRIDE celebrates this holiday with an April newsletter edition on gender identity: [nonsolus/fluidgender](#)

How fluid is your gender?



Read more: [nonsolus/fluidgender](#)

Elsevier
PRIDE

Kickoff of the Transgender awareness campaign
(Or: the battle for the gender neutral toilet)

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.*



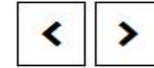
Epilogue:

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.



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