



Embracing LGBT+ acceptance in CEE workplaces

Creating awareness and giving examples of LGBT+ realities



Thursday,
1 October 2020
01:00 pm (CET)



Online event
Participants from
all over Europe

initiated by



hosted by



**Raiffeisen Bank
International**

Member of RBI Group

8th LGBT+ Business Forum

All times local Vienna time (CET)

-
- 01:00 pm **Opening words**
Astrid G. Weinwurm-Wilhelm & Feri Thierry (President & Vice President Pride Biz Austria)
Patricia Neumann (Country General Manager IBM Austria)
Hannes Mösenbacher (CRO Raiffeisen Bank International)
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- 01:15 pm **Keynote: A map and a guide for the 'long way towards LGBTI equality'**
Miltos Pavlou (European Union Agency for Fundamental Rights)
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- 01:30 pm **Enhancing LGBT+ perspectives**
Corporate strategic aspects & personal stories of LGBT+ people and straight allies living and working in CEE countries
Christian Noll (GM of IBM-GBS/DACH) **Dragana Todorović** (Executive director ERA/SRB)
Andrey Gulnev (Leader EAGLE IBM/RU) **Filip Mesić** (Senior UX/UI Designer RBI/HR)
Melinda Miklós (CEO WeAreOpen/HU) **Gabriela Pacso** (Director of Marketing IBM/RO)
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- 02:15 pm **Diversity & Inclusion at workplace**
Insights into the Profesia survey on the LGBT+ perspective in CZ, SK and HU
Anna Podlesná (CSR manager Profesia/SK)
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- 02:30 pm **Agile Work Streams**
Addressing corporate strategies, inclusive leadership & LGBT+ allies
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- 03:15 pm **Sharing of results & findings**
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- 03:30 pm Closing words
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Dear friends of diversity,

you are cordially invited to the annual LGBT+ Business Forum, which takes place on October 1, 2020. This year's host and cooperation partner of the **initiators IBM** and **Pride Biz Austria** is **Raiffeisen Bank International**. Join other executives, HR/CSR and diversity managers in the discussion and in exchanging ideas on LGBT+ issues in the workplace in the CEE countries.

The CEE region is very diverse in itself: On the one hand, all the countries of this region, except from Belarus and Kosovo, are members of the **Council of Europe** and, therefore, signatories to the **European Convention on Human Rights**. Eleven of them are also members of the **European Union** whose **Charter of Fundamental Rights** explicitly prohibits discrimination on the basis of sexual orientation (Article 21) when applying and implementing EU law (Article 51). On the other hand, all these countries still have their own **individual situation and specific legislation**.

Prejudices and stereotypes in the workplace, however, are pan-European phenomena. This is reflected both in the **2020 FRA report** „A long way to go for LGBTI equality” and the independent expert **SOGI reports** commissioned by the **Human Rights Council of the United Nations** – the 2020 issue focusing on “conversion therapy”.

With this Forum, we want to **broaden our perception** of the allegedly “progressive West” and **give a voice to LGBT+ activists** in the workplace from CEE countries to learn more about their **best practices and experiences**.

The 8th LGBT+ Business Forum marks **two innovations**: Not only will it be **held in English**, it will also be in the form of an **online event** (also due to Covid-19), which will make it possible for international guests to participate.





Click here for registration*.

*Registration possible until September 18.

Due to Covid-19, this event will be held as an online event. The video stream will also be available after the live event. Only the speakers and representatives of the organizing parties will be on site.

Online participation will be done by MS teams. We will inform you prior to the event about the technical requirements and the registration for the individual workstreams.



Pride Biz Austria was initiated in 2019 by the Austrian Gay Professionals (AGPRO) and the Queer Business Women (QBW). It is the Austrian platform for LGBTI Diversity at the workplace.

See www.pridebiz.at for more information!