



LGBT+
Business
Forum



Case Study – Agile Work Stream "(Straight) Allies"

Anna is an IT Specialist and Business Process Analyst, born in Slovakia. In her professional career she spent most of the time living abroad. She studied Business Administration in the UK where she also worked for several years in information technology.

In 2017 she decided to move to Austria where she met her wife Ansaya at a congress. Ansaya, born in Thailand, is two years older than Anna and was teaching at the Medical University of Vienna at that time. After living two years together in Vienna, they decided to get married and Ansaya gave birth to a boy named George. Soon after, Ansaya decided to teach part time in a medical facility.

When George turned one, the cooperation Anna works for offers her a long-term management position as "Head of Business Process Management" in a CEE country to lead the corporation's center of excellence there. The offering of the position came to her as a surprise.

The day she was offered the position by the CIO she went home to talk to her wife about the challenges for the family. The young family has concerns about moving to the CEE country. They asked themselves: "Are we even legally allowed to move there as a family?"

On the next day at work Anna is reaching out to you* asking for your support.

Can you help the family identify the challenges they could be confronted with?

*) The goal of the working session is to discuss with the audience the challenges and collect ideas to mitigate these challenges from an ally perspective (imagine you are an LGBT+ person or straight ally)

- How can you help Anna make the right decision?
- Who should she reach out to?
- What is your responsibility as her (straight) co-worker?

Hint – This is the legal situation of the family in Austria:

- Anna is a citizen of Slovakia and has the right to live and work in Austria.
- Ansaya and George are citizens of Thailand and have the permanent residency in Austria.

The goal of the workshop is to **develop a checklist** with issues and aspects you need to take into account in order to support Anna and her family. (The goal is not to develop a concrete solution within a legal framework.)



Member of RBI Group

(straight) allies



Drilona SHALA,
SSK Agile Coach, RBI



Pavel SUBRT,
LGBTIQ Professional, RBI

How can you help Ana make the right decision?

+ Add note

legal situation
especially
regarding marriage

ask HR ?
employee-
embrace group?

other communities
(friends,
connections in the
country you want
to go...)

check
kindergarten,
psychologist,
environment in
general

be there for her,
just listen and
support +
understand in
what situation she
really is

check first if
Ansaya can find a
job there too

be yourself - dont
hide,

check on the
acceptance of
same sex couples

I would ask her to
check wether
there is some kind
of diversity
charter in place

Who should she reach out to?

+ Add note

HR

ERG - Employee Resource Group

Local LGBTI groups also outside the company

Facebook, linkedin groups ... (social media groups)

Partner benefits (kindergarten, insurance ...)

contact the firm / direct management and adress the topic, your thoughts ...

LGBTI Index (eg. Rainbow map of ILGA)

What is your responsibility as her (straight) co-worker?

+ Add note

be supportive, openminded

don't assume from the beginning that heterosexuality is the norm

acceptance is a human , accept the person the way he

be aware of uncouscious bias

address any discrimination

listen (carefully), find time for her (in safe environment)

help creating awareness

help with networking

win new allies