

Pride
Biz
Austria

LGBTIQ+
Business
Forum

Transforming toward a fully inclusive organisational culture?

Creating a sense of belonging for the
LGBTIQ+ community by reflecting on
mechanisms of heteronormativity



Wednesday,
9 October 2024
Entrance: 12:30 pm
Start: 1:00 pm



OMV
Trabrennstraße 6-8
1020 Wien

initiated by



in cooperation with



Dear Friends of Diversity,

Initiated by **IBM** and **Pride Biz Austria**, the **LGBTIQ+ Business Forum 2024** is supported by **OMV** as host and partner.

This year's **LGBTIQ+ Business Forum** aims to give businesses effective tools to ensure psychological safety - not only for the **LGBTIQ+ community**, but also for their allies, relatives, friends, and all people who want to work for an open-minded company that embraces diversity. Evidence has shown that innovation, retention, and profitability are related to working culture and the level of inclusive leadership.

Transforming toward a fully inclusive organisational culture

Creating a sense of belonging for the **LGBTIQ+ community** by reflecting on mechanisms of heteronormativity:

- **What are the critical factors** for fostering such a transformation?
- **Which strategies** need to be implemented to attract diverse talents?
- How can we ensure we achieve the precious goals of **psychological safety and a sense of belonging?**

You are invited to come and discuss your ideas on how to develop an inclusive work-place and meet other executives, HR/CSR, People & Culture, and Diversity Managers to share experiences and network.

12th LGBTIQ+ Business Forum

Wednesday, 9 October 2024

1:00 pm **Opening words**

Daniela Vlad (Member of the Executive Board, OMV)

Michael Czachs (Country Leader, IBM Consulting Austria)

Lukas Burian & Astrid G. Weinwurm-Wilhelm (Pride Biz Austria)

Keynote: "The power of true belonging: unlocking employee potential through self-acceptance"

Erdem Köygülü (Global DEI Manager, TÜV SÜD)

Panel discussion "Reflecting on Belonging"

Janine Broekhuizen (Head of Organizational Effectiveness, OMV)

Sara Praeceptor (Specialist Diversity & Inclusion, Mondi Group)

Christina Röthlin (Diversity & Inclusion Lead, OMICRON)

Madeleine Bauer-Eder (Head of HR, IBM Austria)

Reflecting Team Session

The Rainbow over OMV - Insights & Outlooks

Deep dives

What drives an ally?

How to facilitate belonging?

How do legal frameworks shape the well-being of LGBTIQ+ employees?

Wrap-up & Closing & Networking

7:00 pm **End of the event**

Registration

<https://pridebiz.at/forum2024>

The 12th LGBTIQ+ Business Forum will be held in English, which will allow international guests to participate. We encourage you to share this invitation with colleagues interested in diversity and inclusion.

Please note: The LGBTIQ+ Business Forum welcomes organisations from all industries, regardless of their current level of LGBTIQ+ diversity initiatives. You will find inspiration whether you are just starting to implement strategies or are already at an advanced level.

As seating is limited, advance registration is mandatory.



Pride Biz Austria is the umbrella organization of the Austrian Gay Professionals (AGPRO) and Queer Business Women* (QBW*). It is the Austrian platform for LGBTIQ+ Diversity at the workplace. See www.pridebiz.at for more information!

Contact

www.pridebiz.at

businessforum@pridebiz.at

0664 788 9999