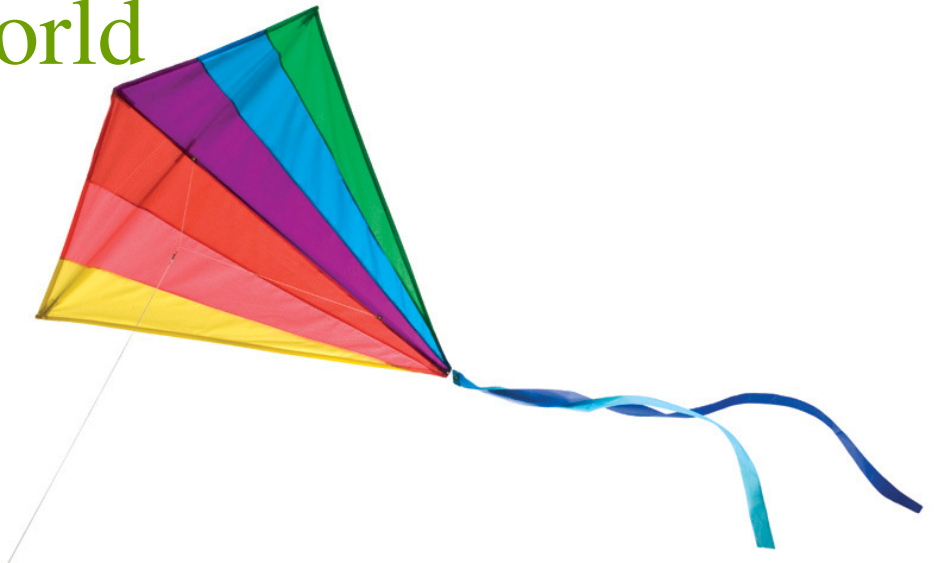


International Employee  
Resource Groups (IERGs)  
Supporting Your LGBT Staff  
Throughout the World



October 7, 2010



Workplace  
Advocates

## A few numbers

### Question

Which countries put gay and lesbian people to death for same-sex actions?

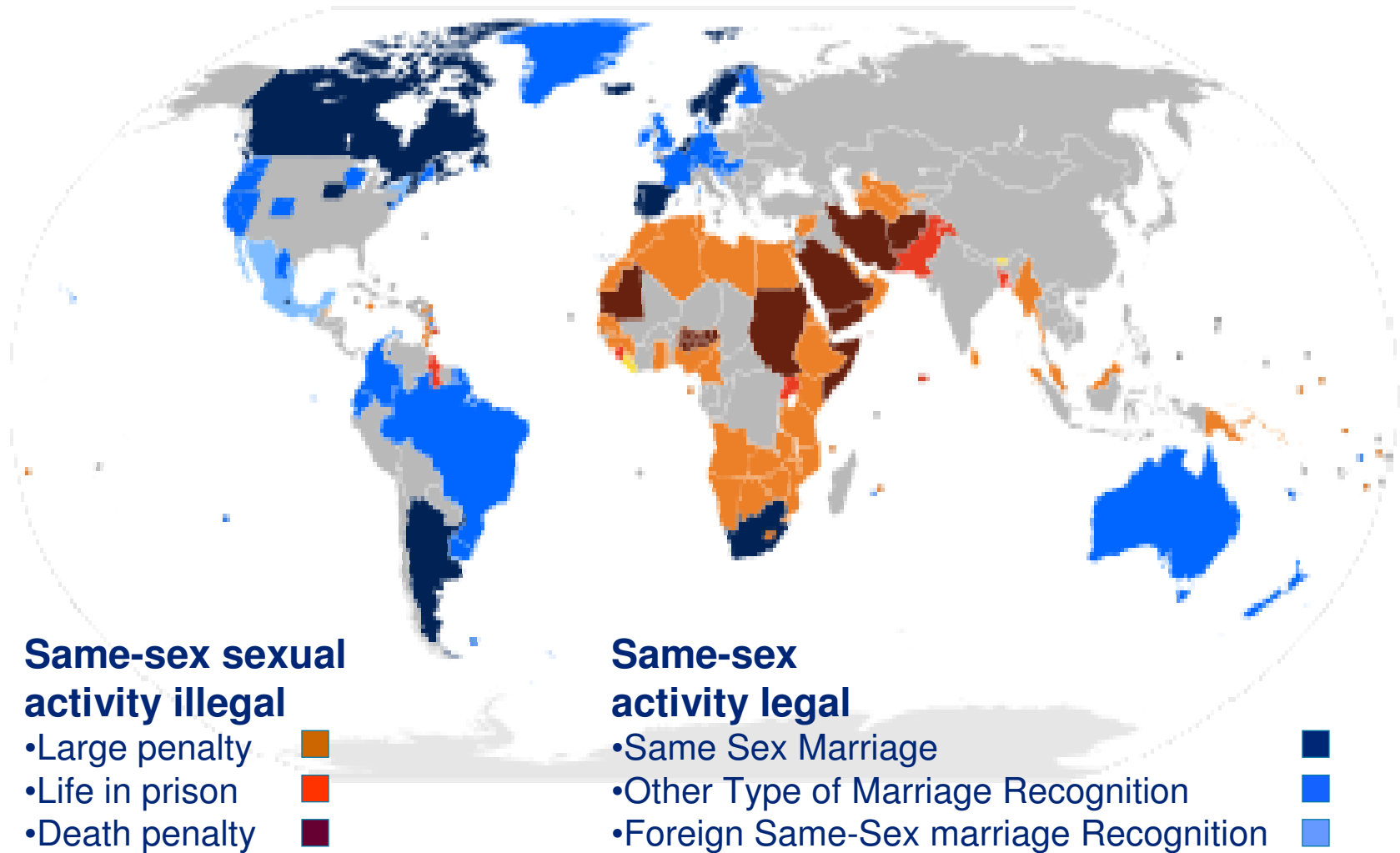
## A few numbers (cont.)

### Answer

According to the International Lesbian and Gay Association, seven countries still put gay, lesbian and bisexual people to death for same-sex actions. Those countries are:

Iran		United Arab Emirates	
Mauritania		Yemen	
Saudi-Arabia		Nigeria (12 Northern provinces with Sharia law)	
Sudan			

# World Homosexuality Laws



# Gay in Iran



Gay\_In\_Iran\_(Part\_1\_of\_2).3gp - Shortcut.lnk

# An Airline Sends Its Gay Flight Attendants To Iran

by [Michael A. Jones](#) June 04, 2010 06:23 AM (PT) Topics: [International Gay Rights](#)



If you're a gay flight attendant for a major European airline, you better get comfortable with the idea that your company may send you to a location where you could be beaten, imprisoned, or even killed. All with the apparent blessing of the company.

A group of LGBT flight attendants pleaded with the airline to stop being required to work flights to Iran. Iran, as the world has found out over the past thirty years, has been a pretty toxic environment for LGBT people. More than 100 LGBT people have been executed in Iran since 1980, and in recent years LGBT people have consistently been targeted by police raids.

That should give the airline all the indication they need as to what LGBT people are routinely considered in Iran. The airline told its gay flight attendants that there were already too many employees who didn't like traveling to Iran because of safety concerns, and that the company just couldn't afford to have another group of flight attendants uncomfortable traveling to the country. "We have already allowed a number of stewardesses not to serve on flights to

# Same-sex marriage

Argentina

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Belgium

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Canada

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Iceland

---

Netherlands

---

Norway

---

Portugal

---

South Africa

---

Spain

---

Sweden

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## Same-sex marriage (cont.)

### Performed in some jurisdictions

- Mexico: Mexico City
- United States: CT, DC, IA, MA, NH, VT

### Recognized, not performed

- Aruba (Dutch only)
- Israel
- Mexico: all states (Mexico City only)
- Netherlands Antilles (Dutch only)
- United States: CA (conditional), MD, NY, RI



# Civil Unions and Registered Partnerships



- Andorra
- Austria
- Colombia
- Czech Republic
- Denmark
- Ecuador
- Finland
- France
  - New Caledonia
  - Wallis and Futuna
- Germany
- Greenland
- Hungary
- Ireland
- Luxembourg
- New Zealand
- Slovenia
- Switzerland
- United Kingdom
- Uruguay
- Australia: ACT, NSW, TAS, VIC
- Mexico: COA
- United States: CA, CO, HI, ME, NJ, NV, OR, WA, WI
- Venezuela: ME

# Global Mobility Emerging Markets

**Brazil**



- Same-sex marriage decision pending in court

**India**



- Homosexuality legal since 2009, no rights

**China**



- Homosexuality legal since 1997, gender change possible, no other rights

**UAE**



- Middle-East – completely illegal, possible death sentence

**Argentina**



- All rights respected, few anti-discrimination laws on the books

# LGBT Trends in the Canadian Marketplace

## Corporate Policy

- Official acceptance and engagement of LGBT individuals and issues is becoming mainstream in corporate environments across Canada
- Pro-LGBT policies have been determined to be necessary but not sufficient to ensure that LGBT acceptance is a core component of corporate culture

## Client Attitudes

- Clients are becoming increasingly engaged in LGBT issues (e.g., CIBC pride network, bank)
- Clients are insisting that business partners share similar values on diversity and LGBT issues
- Diversity supports greater creativity and innovation for clients (e.g., Richard Florida's "creative class")

## Competitor Moves

- Competitors are using LGBT as a competitive differentiator to recruit and service clients (e.g., executive, IBM recruiting)
- Risk exists of losing human capital and other engagements to competitors, given their greater perceived expertise on diversity issues

# Some Deloitte Competitors: Recruitment

These companies were ahead of Deloitte when we started our ERG

Consulting at McKinsey is not as *straight*forward as you may think

Please join us for a cocktail reception to learn how we support and celebrate LGBTQ colleagues in McKinsey & Company's Canadian Practice.

Date: Wednesday September 12, 2007, from 6:30 to 8:30 p.m.

Location: 110 Charles Street West, Toronto, Ontario

RSVP by Monday September 10, 2007, to [canada\\_recruiting@mckinsey.com](mailto:canada_recruiting@mckinsey.com)



You are Invited to...  
**The P&G LGBT Career Info Session**

P&G is looking for talented LGBT students for full-time and summer positions in Marketing, Sales, Finance, HR and IT.

Join us at the **P&G LGBT Career Info Session** to learn about exciting career opportunities, free cocktails and appetizers.

Where: Voglie Lounge, 582 Church St.  
When: Tues. September 25<sup>th</sup>, 6:45pm – 9:30pm  
Dress: Business Casual

To RSVP Email your confirmation to:  
David Hutchison  
[hutchison.d.1@pg.com](mailto:hutchison.d.1@pg.com)

OR Request an Invite on the Facebook Event Page:  
<http://www.facebook.com/event.php?eid=4799351663&ref=mf>

**The first 20 people to RSVP will receive a \$10 Movie Pass at the Event!**

Touching lives, improving life.  
**P&G**



ProcterGamble  
**GABLE**  
Gay, Lesbian and Bi-Sexual Employees and their Supporters

**Blue Q - IBM Canada's Gay, Lesbian, Bisexual, Transgender (GLBT) Employee Group** invites you to

**Meet other GLBT students and professionals** and **Explore why workplace diversity matters**

Please join us **Thursday, September 20<sup>th</sup>**  
**Fire on the East Side (2<sup>nd</sup> Floor)**  
**6 Gloucester Street, Toronto**

**7:30pm COCKTAIL RECEPTION**  
**8:30pm WORKPLACE DIVERSITY MATTERS**

- \* Meet GLBT Students from other schools.
- \* Get tips on what to look for when choosing an employer.
- \* Network with IBM GLBT employees, including "out" executives.
- \* Discover the benefits of working for a company that values diversity and supports its GLBT employees.

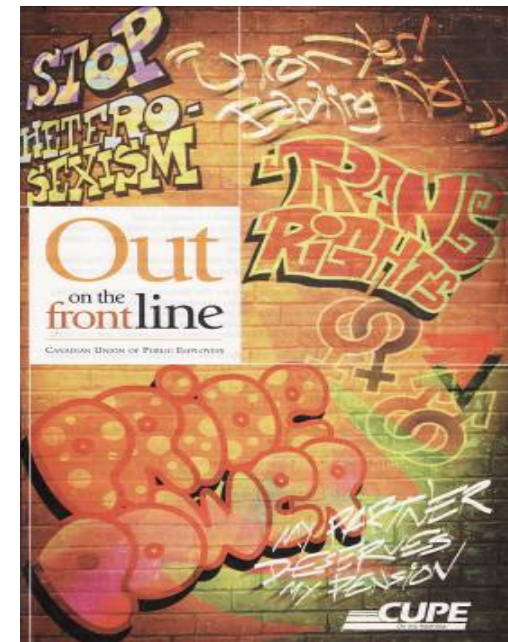
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Or at: [facebook.com/event.php?eid=7052630419](http://facebook.com/event.php?eid=7052630419)

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# Why Should Deloitte Have an ERG : Our Competition and our Clients

Publicity and Prestige is associated with these firms

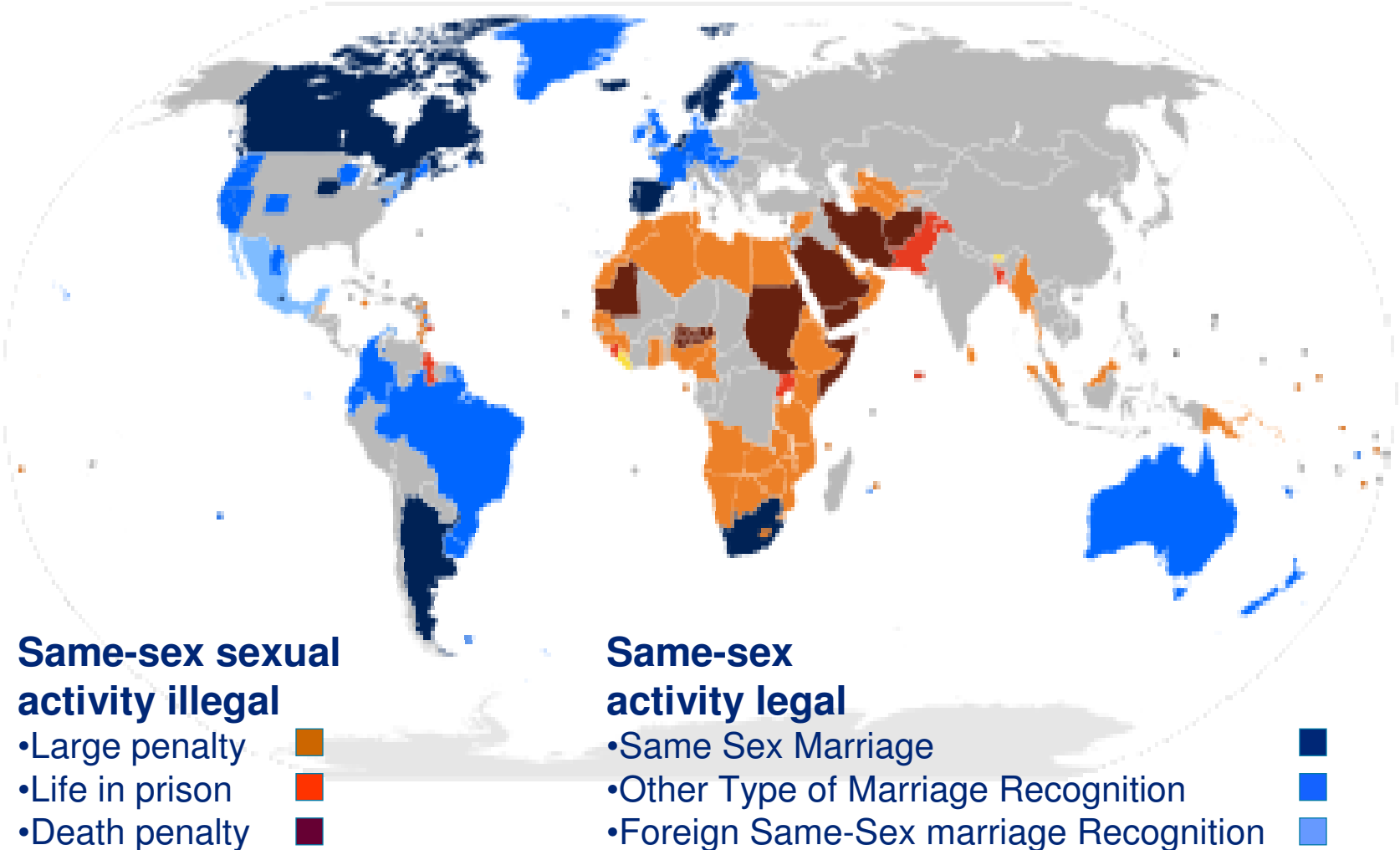


# LGBT People Network Profile: Deloitte

<b>Vital Statistics</b>	<ul style="list-style-type: none"><li>• Deloitte uses women's issues as the entry wedge to diversity in the world</li><li>• Only three countries with the Deloitte net work so far recognize LGBT as part of their diversity program (USA, Canada, UK)</li><li>• In the Most recent employee commitment survey in Canada, only 1.5% of employees in Canada anonymously self-identify as LGBT</li><li>• LGBT employees are consistently the least satisfied group across most employee satisfaction criteria.</li></ul>
<b>Lessons Learned from Deloitte model</b>	<ul style="list-style-type: none"><li>• Women's issues are an effective way to start diversity programs</li><li>• There are a shockingly low percentage of LGBT employees at Deloitte</li><li>• Deloitte recognized the need to develop programs to recruit and retain LGBT employees.</li></ul>
<b>Challenges Deloitte faced</b>	<ul style="list-style-type: none"><li>• The penetration of LGBT issues across the world in Deloitte diversity is far too small</li><li>• Key leaders in other countries need to be sensitized to the importance of LGBT issues as an integral part of their diversity program</li></ul>
<b>Deloitte next steps</b>	<ul style="list-style-type: none"><li>• Training of the majority in diversity issued</li><li>• Using the diversity concept more broadly than just defining women's issues for the majority of offices in the world – how to move beyond to the next steps.</li></ul>

# Group Question

## How many of you have been sent outside of the US/Canada for work?



# Is it Ethical for Your Company to Operate in Countries Where LGBT Individuals May Suffer Discrimination?



What about where women will suffer?



What about where certain ethnicities will suffer?



Where only social/political elites can succeed?

## Our Answer: Yes, given the following:

- It is not a majority of the work performed by your company, in other words there will still be valuable work for you to do elsewhere
- The benefits of the work benefit the company, in other words, benefit all
- You are not endangered by the mandate

## Group Question

### Should companies offer protection when you travel abroad?



Connecting you to an ERG in the region?



Prohibiting you from traveling to the worst countries?



Protecting your family (partner and/or children)?

## Group Question

### How do we make ERG part of the solution?



Is an LGBT ERG legal in the country?



How can ERG's provide leadership without breaking the country's laws?



Do they have a responsibility/mandate to push for social change in the country where they are located?



Reach out from other countries – create a global ERG network... i.e. Canada could sponsor an LGBT ERG in Australia, Mexico could sponsor Guatemala

# How to staff an ERG

- Build ERG LGBT group where laws permit
- Build general Diversity ERG that blanket covers all minorities



## Group Question

How many of you are aware whether or not your Company provides protection surrounding your sexual orientation?

- Harassment
- Ridicule
- Physical abuse
- Arrest
- Family issues (abuse involving your partner and / or children)



# What can leadership do?



Build Incident Management policies



Build a diversity program that can be rolled out to all global leaders



EEO policies



Champion in each country an ERG

## Case study

- Altrajo S.A. is a textiles manufacturer that sells to many of the world's top design labels.
- John Smith is the senior vice-president purchasing for the head office in Wilton, CT and has been offered a promotion to lead the development of the Middle-East production and distribution plants, based in Cairo, Egypt. He would be in charge of the plants in Morocco, Tunisia, Lebanon as well as the sales office in Abu Dhabi.
- John currently lives with his husband in Stanford, CT and is the proud father of two children from a previous marriage for which he has sole custody.



## Case study – additional information

- This promotion is a significant opportunity for John
- In Egypt, homosexuality is NOT typically prosecuted with the death penalty, however, it still may be criminally prosecuted under the violation of "Public Order & Public Morals" code.
- Tunisia allows imprisonment of up to three years for sodomy
- In Lebanon, homosexuality is illegal, however it is unique in the Arab world in having a small gay rights movement and a vibrant gay nightlife
- The UAE and Morocco have criminal laws against homosexuality

*Source: Wikipedia*



**Deloitte.**