

# Welcome to Out & Equal's International Town Call Series

Be sure to dial into the  
audio portion of the conference

**1-866-740-1260 (U.S. & Canada)**

Taiwan – Toll Free – 0809092282

China (mobile) – Toll Free – 4006200506

China (landline) – Toll Free – 8008190097

Hong Kong– Toll Free 800968636

**Participant Access code: 6946500**

Your line will be muted during the call!



## ***International Town Call Series***

*Kevin Jones, Deputy Director, Out & Equal*



## Announcements

- **Mar 28-30** Executive Forum in San Francisco
- **Mar 30** Transgender Intensive;  
Annual Leadership Celebration in San Francisco
- **Oct 25-28** 2011 Workplace Summit, Dallas
- Check [www.outandequal.org](http://www.outandequal.org) for more info on:
  - Upcoming & Archived Training <http://www.outandequal.org/training-programs>
  - Regional Affiliates <http://www.outandequal.org/regional-affiliates>
  - Employee Resource Groups <http://www.outandequal.org/resources/groups>
  - CareerLink <http://lgbtcareerlink.com/>
  - Summit 2011 <http://outandequal.org/summit-2011>



3

## Webinar Features



- Lines are muted
- Use chat to ask questions during the presentation (chats go to the presenters)
- Technical problems, raise your hand and check the chat box!
- Cut & Paste links from chat
- Polling – select an answer, submit and see results



4

**Introductions:** Kevin Jones, Deputy Director at Out & Equal  
**Moderator:** Shalini Mahtani, MBE, Founder & Board Advisor at Community Business

**Presenters:**  
 Paul Choi, Executive Director at Goldman Sachs (Asia) LLC  
 Mark Kaplan, President, MGK Consulting LLC  
 Hill Lee, Procurement Cost Engineer at IBM



## *International Town Call Series - China*



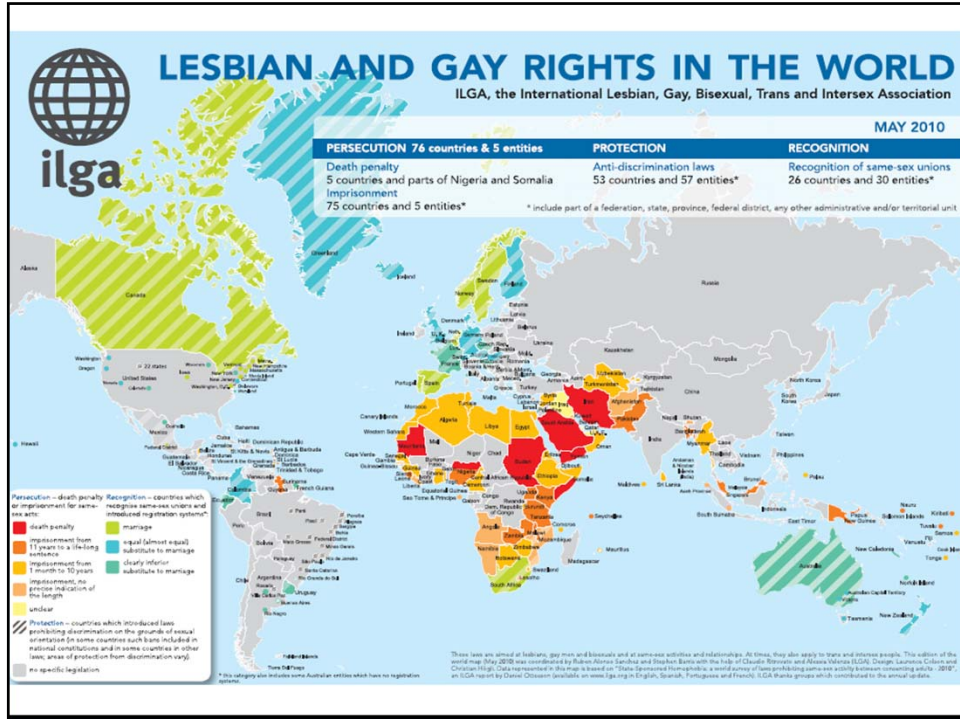
5

## Overview

- Cultural context and legal framework - Shalini (8 mins)
- The corporate/work context - Paul (8 mins)
- Putting it into action - Mark (8 mins)
- Starting the Greater China employee resource group - Hill (6 minutes)
- Panel discussion - led by Shalini (10 mins)
- Questions & answers
- Closing comments



6



# China

**but&EQUAL** Workplace Advocates  
**COMMUNITY BUSINESS** U.S. Right to recover.  
**Goldman Sachs**  
**IBM**

8

## Polls

- Type in the country where you are currently living and working
- Do you work for a company that has a presence in Greater China? Taiwan? Hong Kong?
- Does your company have an LGBT Employee Resource Group chapter/network based in mainland China? Hong Kong? Taiwan?
- Why are you interested in today's call ?



9

## Cultural Context and Legal Framework

Shalini Mahtani, MBE,  
Founder & Board Advisor at Community Business



10

## Introduction to Community Business

- A unique non-profit organisation, working with member companies in Corporate Social Responsibility

Lead, inspire and support businesses  
to improve their positive impact on people and communities



CSR Strategy



Diversity & Inclusion



Corporate Community Investment



Work-Life Balance



## Launch of Resource Guide and Campaign



### LGBT Resource Guide for Employers in Hong Kong

- Launched in June 2010
- Sponsored by Goldman Sachs and IBM
- Designed to help employers address the needs of LGBT employees

### Campaign: Creating Inclusive Workplaces for LGBT Employees

- 12 month campaign to raise awareness in Hong Kong
- Includes Workshops, Best Practice Forums, a resource website and more
- Sponsored by Goldman Sachs and IBM



## Cultural Overview



- Sexual orientation and gender identity are sensitive subjects in Asia - largely not addressed
- Even for many MNCs who may have progressive policies and programmes in the US and Europe, these are not implemented locally in Hong Kong
- Strong cultural and social pressures to conform and live up to family expectations
- No equal opportunity legislation on the grounds of sexual orientation or gender identity
- Can result in difficulties for sexual minorities both in the community and the workplace



## Family



- Chinese family characterised by:
  - Patriarchy and male domination
  - Expectations to marry and procreate
  - Concern about maintenance of family line
- Creates challenges for LGBT individuals
  - Many fear opening up to family members



## Making Progress



- Yet Hong Kong is making progress
  - Some 1,200 people turned out for Hong Kong's first official gay-pride parade in November 2008
- ... and attitudes are changing
  - younger generation seems more open and tolerant than previous ones
- Government action is taking steps in the right direction



## Legal Context in Hong Kong

Is homosexual behaviour legal in Hong Kong?	Yes
When was homosexual behaviour decriminalised in Hong Kong?	1991
What is the legal age of consent for sexual activity?	16 years, regardless of gender and/or sexual orientation. (Lowered from 21 years in 2006).
Does Hong Kong have an Anti Discrimination Law on the basis of sexual orientation?	No. However, some claims of discrimination may be covered under the Sex Discrimination Ordinance.
Does Hong Kong have an Anti Discrimination Law on the basis of gender identity?	No. However, some claims of discrimination may be covered under the Disability Discrimination Ordinance.
Are same sex marriages or civil unions recognised by law in Hong Kong?	No
Is a transgender person's gender identity recognised by law in Hong Kong?	No



## Legal Context in Greater China

	Is homosexual behaviour legal?	Are same sex marriages recognised?	Is there legal protection?
China	Yes (1997)	No	No
Hong Kong	Yes (1991)	No	No
Taiwan	Yes	No	Yes (2007)
India	Yes (2010)	No	No
Japan	Yes (1880)	No	No
Singapore	No	No	No



## Contact Information

### **Shalini Mahtani, MBE**

Founder & Advisor to the Board of Community Business

Phone: (852) 2152 1889

Email: [Shalini@communitybusiness.org](mailto:Shalini@communitybusiness.org)





## Thank You

**Disclaimer:**

All information provided in this document is intended for discussion purposes only, and is not in the nature of advice. Community Business Limited reserves the right to make alterations to any of its documents without notice. All rights reserved. Community Business Limited ©2010.



## Out & Equal LGBT in Greater China Corporate/Work Context

**Paul Choi,**  
**Executive Director at Goldman Sachs (Asia) LLC**



## Hong Kong Cultural Context

- Chinese history, homosexuality met with a degree of tolerance
- Art and literature made common reference to same-sex relationships
- British influence in Hong Kong led to criminalization of homosexuality
- Only until recently have ideas, attitudes and laws begun to change in Hong Kong
- Chinese family characterized by: Patriarchy and male domination; Expectations to marry and procreate
- Concern about maintenance of family line
- Many fear opening up to family members



## What We do at Goldman Sachs

- LGBT Networks
- Educational and Professional Development Initiatives
- Employee Benefits
- Co-sponsor for the LGBT Resource Guide
- Member of the HK Interbank LGBT Forums
- Active campus events in HK and Tokyo
- Community and Charitable Efforts





## Putting it into action

Mark Kaplan, President, MGK Consulting LLC



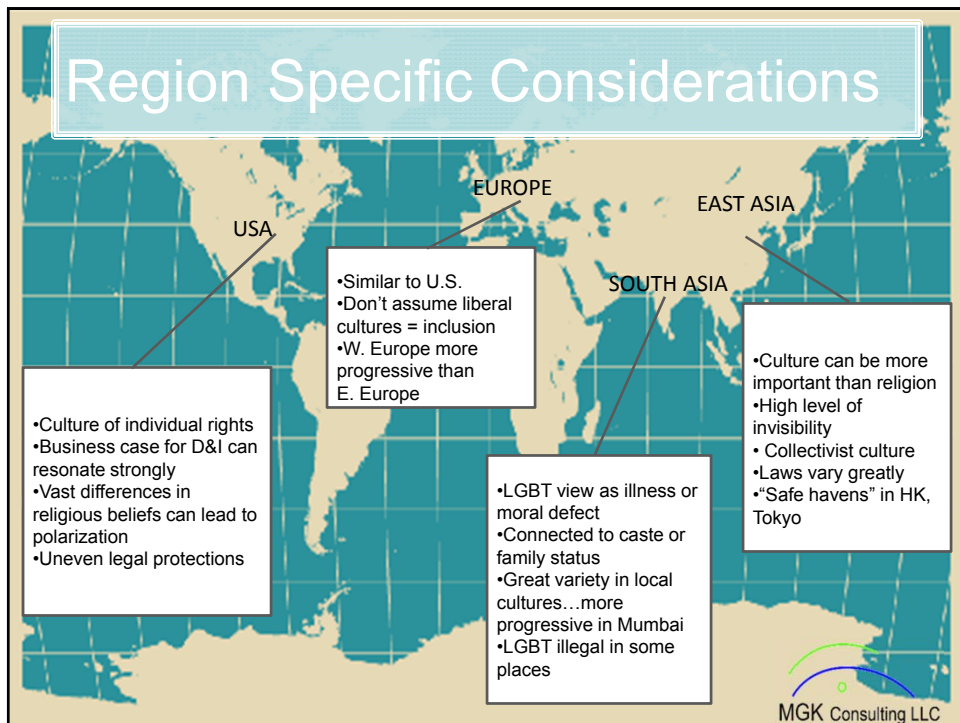
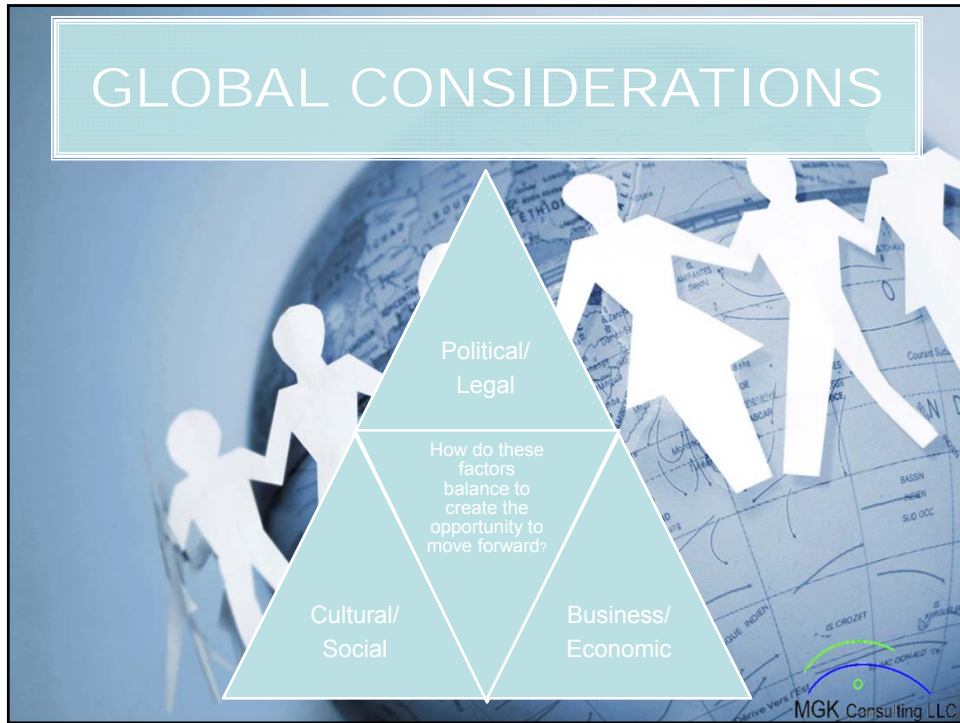
23

## Implementing Awareness & Skill Training

- Assumptions vs. reality in bring an LGBT awareness and inclusion program to Greater China
- The framing of the issue as being more about culture and tradition than directly about religion (as it is in parts of the west)
- The need to give leaders the information and skills to create an inclusive culture
- The importance of not depending upon LGBTs to come out to create change




24



## Keys to LGBT Inclusion Awareness Training

- Making a business case that is specific and resonates
- Connecting the teaching points to overall company values, policy and direction
- Creating an understanding of how sexual orientation is a workplace issue, not about private sexual behavior
- There need to be structures to support LGBs who come out, their heterosexual allies and well-intended leaders, such as trained HR professionals, an LGBT network, Sr. Manager sponsorship and leadership development



## Some Learnings in Rolling out LGBT Inclusion Training in Greater China

- The belief that this is a taboo topic to discuss in the workplace proved to be false. Workshop attendees have been open and curious.
- The belief that the political climate would be inhospitable was also proven false.
- “Don’t ask, don’t tell” is the implicit arrangement
- There is a need to give leaders the information and skills to create an inclusive culture, particularly given the lack of knowledge about LGBTs



## The Importance of Not Depending upon LGBTs to Come Out to Create Change

- In Greater China there is much less visibility of openly LGBT staff in organizations.
- Public advocacy can be challenging and it may well be that changes from within global companies help drive change in Greater China.
- In the West, LGBTs are more likely to be out with friends than at work. In Greater China LGBTs are less likely to be out at all and when out, perhaps more likely to be out at work than at home?
- The most lasting inclusion of any group occurs when the majority group takes the lead. The lack of visibility of LGBTs shouldn't stop the work to create inclusion and equip leaders.



## Starting a Greater China employee resource group

Hill Lee,  
Procurement Cost Engineer at IBM



# IBM EAGLE GCG

--- IBM Employee Alliance for Gay, Lesbian, Bisexual and Transgender Empowerment Greater China Group.



# EAGLE GCG 2009

- March. 10, 2009  
Launch of EAGLE GCG Chapter
- April. 24, 2009  
Affiliated member reached 17
- April, 2010  
Collaborate with IBM GLBT sales team
- June 4, 2009  
IBM diversity VP meet with EAGLE GCG leader
- June, 2009  
GLBT employee's Pride Month



## EAGLE GCG 2010



- March, 2010  
Affiliated member reached 31
- May, 2010  
EAGLE GCG first featured in IBM China campus recruitment website
- June, 2010  
GLBT employee's Pride Month. Over 1500 employees in Greater China participated in the online celebration event. Over 500 EAGLE gifts were given away.  
Affiliated member reached 47
- January, 2011  
Domestic Partner Benefit Launched in mainland China, Hong Kong & Taiwan.



## Key factors in launching an Employee Resource Group in Greater China

- Corporate supporting structure
- Understand Local climate on GLBT topic in China, Taiwan & Hong Kong
- Visible Local GLBT role model take up leadership.
- Internal Stake holder support / Collaboration with HR Diversity team
- \*Value of the GLBT Employee Recourse Group  
"Can ERG bring business value to the company in the market place, in addition to the value in the workplace?"



## Panel Q&A



35

## Questions & Answers



*How to ask a question...*

- Online - use chat mode anytime during webinar
- Teleconference – raise hands, use \*7 to unmute to ask your question & then \*6 to return your phone to mute

[www.outandequal.org](http://www.outandequal.org)



36

- Shalini Mahtani, MBE, Founder and Board Advisor at Community Business
- Paul Choi, Executive Director at Goldman Sachs (Asia) LLC
- Mark Kaplan, President, MGK Consulting LLC
- Hill Lee, Procurement Cost Engineer at IBM



## International Town Call Series Closing Comments



37



## Thank you for your participation!

*Please complete the Course Feedback  
(automatic link when you sign off the webinar)!*

*Follow up email on links/resources will be sent or check  
<http://outandequal.org/training-programs>*

*Check for upcoming international town calls and follow up with online  
discussions at our groupsite.com professional network (link for discussion?)*

**More questions?**  
Contact Pat Baillie, Associate Director of Training  
pbaille@outandequal.org - 415-694-6521



38