

Harnessing the Power of Business to Drive LGBT+ Inclusion

Fern Ngai
CEO, Community Business

- Community Business' LGBT+ inclusion journey
- Our LGBT+ campaign
- Hong Kong LGBT+ Inclusion Index
- Impact in Hong Kong
- What's next in Hong Kong and regionally

About Community Business

Our Focus

Advancing Responsible and Inclusive
Business Practices in Asia



HARNESSING THE POWER OF BUSINESS TO DRIVE SOCIAL CHANGE

An Asian Organisation



SCOPE OF OUR WORK

- » China
- » Hong Kong
- » India
- » Japan
- » Singapore
- » Phillipines

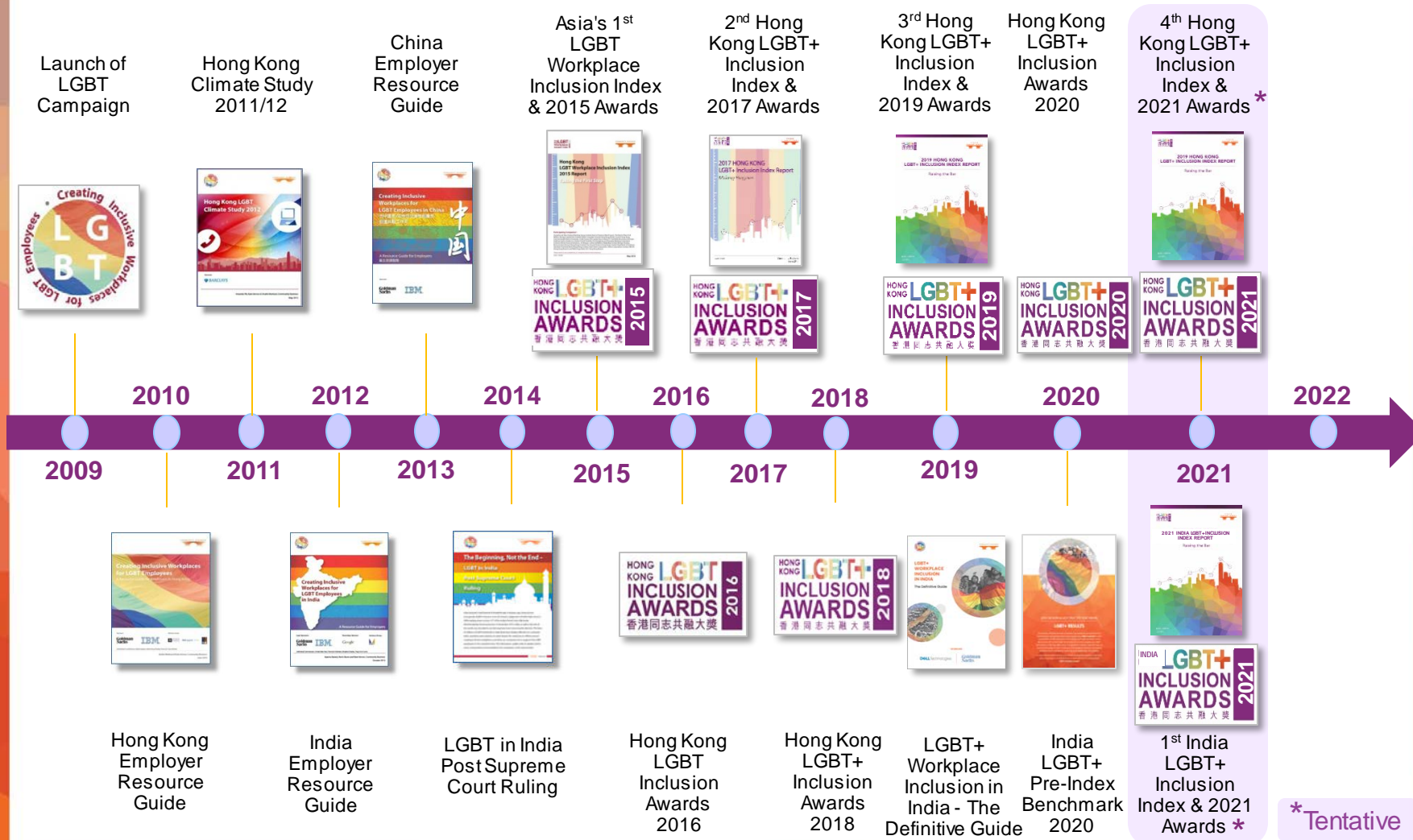


PHYSICAL PRESENCE

- » Hong Kong
- » India
- » UK



Our LGBT+ Inclusion Journey



LGBT+ Inclusion Campaign

Creating Inclusive Workplaces for LGBT+ Employees



- Hong Kong LGBT+ Inclusion Index (every 2 years)
- India LGBT+ Pre-Index Benchmark (2019-20)
- India LGBT+ Inclusion Index (planned for 2020-21)



- Asia research - employer guides, climate study, insight pieces



- Annual Hong Kong LGBT+ Inclusion Awards
- Annual D&I in India Best Practice Awards



- LGBT+ advocacy – legal, social change



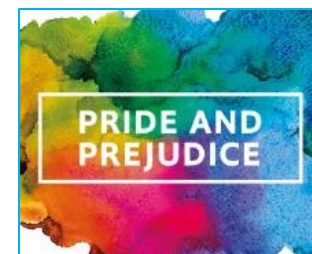
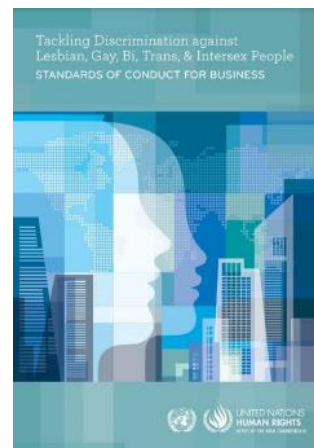
- Hong Kong and India LGBT+ Inclusion Workshop Series
- Training & consulting



- Global / regional LGBT+ partnerships



Global / Regional Partnerships



Hong Kong LGBT+ Inclusion Index

Hong Kong LGBT+ Inclusion Index



FIRST IN
ASIA



A CREDIBLE
& ROBUST
TOOL



BENCHMARK
& ASSESS
PROGRESS

- **Asia's first benchmark** for assessing workplace policies and practices for LGBT+ employees
- Provides companies in Hong Kong with **a credible and robust tool** to assess, progress and promote their efforts towards LGBT+ inclusion
- Run every 2 years - 2019 Index was the **3rd iteration**
- Guiding principles of Index design:
 - ✓ Achievable – but credible
 - ✓ Straightforward to complete
 - ✓ Celebrate – not name and shame

Other Indexes & Benchmarks



Purpose of the Index

- Be a **driver and catalyst for the adoption of best practice** on LGBT+ workplace inclusion in Hong Kong
- Provide organisations with **a credible and robust benchmarking tool**
- **Identify and rank the top performers**, providing the motivation for action, creating a sense of competition and capturing the attention of the media and other key stakeholders
- **Harness the power of business to drive social change** in Hong Kong



What's in it for Organisations?

- ✓ Provide a robust framework to **assess progress and drive adoption of best practice**
- ✓ **Engage key stakeholders**
- ✓ **Benchmark performance** against other key players
- ✓ **Raise profile** of commitment to LGBT+ inclusion in Hong Kong
- ✓ **Promote brand** as LGBT+ friendly and establish position as an employer of choice



Index Structure (Main)

Main Index: 9 categories with 30 questions

MAIN	2019		2017		2015	
Categories	Questions	Weight	Questions	Weight	Questions	Weight
1. Strategy & Leadership Accountability	3	9%	2	6%	-	-
2. Policies & Guidelines	6	16%	4	15%	4	15%
3. Training	4	14%	4	14%	4	20%
4. Diversity Structure	3	7%	3	10%	3	15%
5. Benefits	2	12%	2	12%	3	10%
6. Corporate Culture	4	15%	4	19%	3	20%
7. Market Positioning	2	8%	1	6%	1	4%
8. Measurement	2	6%	2	6%	1	6%
9. Community & Advocacy	4	13%	4	12%	3	10%
Total	30	100%	26	100%	22	100%

Index Structure (SME)

SME Index: 9 categories with 24 questions

SME	2019		2017	
Categories	Questions	Weight	Questions	Weight
1. Strategy & Leadership Accountability	2	8%	2	8%
2. Policies & Guidelines	4	16%	3	15%
3. Training	4	14%	4	14%
4. Diversity Structure	2	8%	2	9%
5. Benefits	2	12%	2	12%
6. Corporate Culture	4	19%	4	20%
7. Market Positioning	2	8%	1	8%
8. Measurement	2	2%	1	2%
9. Community & Advocacy	3	13%	3	12%
Total	24	100%	22	100%

60 Participating Organisations



2019 Top Ranked Organisations

- 1 Linklaters *
- 2 HSBC
- 3 Goldman Sachs
- 4 Morgan Stanley
- 5 Thomson Reuters *
- 6 Herbert Smith Freehills *
- 7 J.P. Morgan
- 8 Credit Suisse
- 9 Eversheds Sutherland *
- 10 EY *

*New to the Top 10

SMEs

- 1 Ambition | HaTCH Powered by Ambition
- 2 Blessed Ministry Community Church
- 3 Hugill & Ip

Gold, Silver & Bronze Standard



- Barclays
- BlackRock
- BNY Mellon
- Credit Suisse
- Eversheds Sutherland
- EY
- Fidelity International
- Goldman Sachs
- Herbert Smith Freehills
- HSBC
- J.P. Morgan
- Linklaters
- Morgan Stanley
- Nomura International (HK) Ltd
- Société Générale
- Standard Chartered HK Ltd
- Thomson Reuters



- ABNAMRO Bank N.V. HK
- Allen & Overy
- Australia and New Zealand Banking Group Ltd
- AXA Hong Kong
- British Consulate-General HK
- Citibank
- Freshfields Bruckhaus Deringer
- Hogan Lovells
- Manulife
- Moody's Corporation
- The Commonwealth Bank of Australia, HK



- Australian Consulate-General
- Baker McKenzie
- BNP Paribas
- CBRE Ltd
- Consulate General of Canada, HK
- Deutsche Bank AG, HK Branch
- Equal Opportunities Commission
- KPMG
- LUSH Asia Ltd
- State Street
- The Economist Group
- Willis Towers Watson

SME Index:

- Ambition | HaTCH Powered by Ambition
- Blessed Ministry Community Church
- Brown-Forman
- Daly & Associates
- Hugill & Ip
- Tru-Style

*Not a complete list as some organisations chose to remain anonymous while others are early in their LGBT+ journey and did not meet the Bronze Standard

LGBT+ Inclusion Index Report



- Contains detailed Index results
- Presents aggregate findings of ALL participating companies
- Reviews each category
 - Index averages
 - Observations and trends
- Highlights examples of best practice

2019 Index & Awards Results Announcement & Gala Dinner





2019 LGBT+ Award Winners

LGBT+ Network Award



LGBT Open Network
Credit Suisse

LGBT+ Ally Award



Sudesh Thevasenabathy
AXA Hong Kong

LGBT+ Executive Sponsor Award



Peter Picton-Phillipps
EY

LGBT+ Inclusion Champion Award



Rob Head
Thomson Reuters

LGBT+ Community Impact Award



Blessed Ministry
Community Church

Advancing LGBT+ Equality Award



Michael Vidler
Vidler & Co. Solicitors

A Game Changer

- Has encouraged & facilitated:
 - More open and public debate
 - Call for anti-discrimination legislation
 - Advocacy by corporate sector
 - Broadening attitudes of general public
 - Change in legislation
- Instrumental in driving change in the corporate sector:
 - Adoption of best practice
 - Culture and mindsets
 - Greater progress in LGBT+ workplace inclusion
- LGBT+ inclusion no longer the taboo subject it once was in Hong Kong



However . . .

- Still some way to go
 - ✗ Lack of anti-discrimination legislation
 - ✗ Same-sex marriage and relationships not fully recognised
 - ✗ Not on radar of many local companies
- Will continue to work with the multinational corporate sector and SMEs
 - ✓ Garnering support across all industries and company sizes
 - ✓ Stretching them further in direction of best practice
 - ✓ Leveraging their influence to champion change
- Happy to share experience and provide support to other organisations in Asia

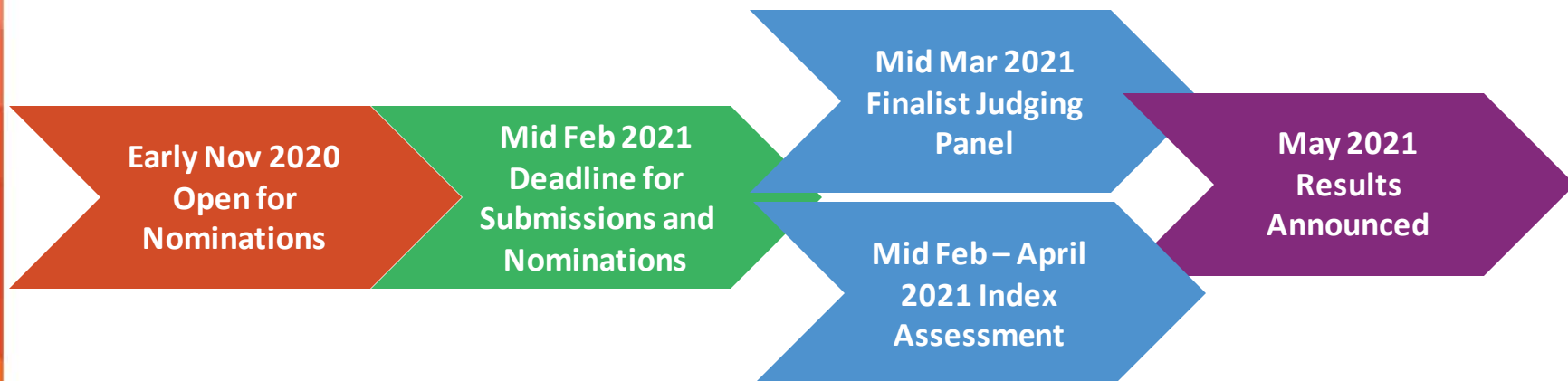


What's Next?

2020 Hong Kong LGBT+ Inclusion Awards



2021 Hong Kong LGBT+ Inclusion Index and Awards



What's Next Regionally

A Year Ago



Asia & Pacific

India's Supreme Court in historic ruling



India Strikes Down Colonial-Era Ban on Gay Sex



Celebrations broke out in Mumbai after India's Supreme Court decriminalized gay sex. Mascarenhas/Reuters

By Jeffrey Gettleman, Kai Schultz and Suhasini Raj

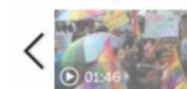
Sept. 6, 2018



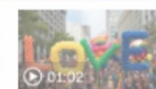
India's top court d... in landmark ruling

By Manveena Suri, CNN

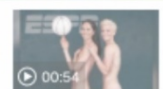
Updated 1305 GMT (2105 HKT) September 6, 2018



India's top court decriminalizes gay sex



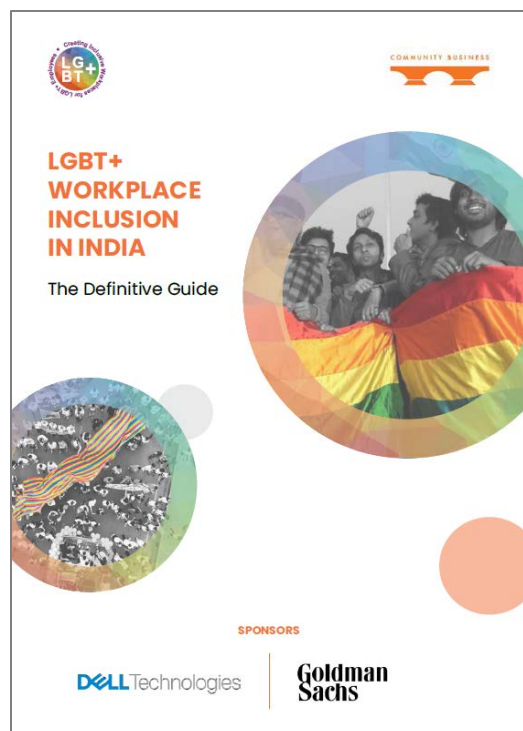
Cities celebrate Gay Pride Month



ESPN Body Issue features same-sex couple

Recently Launched

Launched on 5 Sep in Bangalore to commemorate the 1-year anniversary of the reading down of Section 377 of the Indian Penal Code



LGBT+ Workplace
Inclusion in India –
The Definitive Guide
for companies committed
to creating inclusive
workplaces for LGBT+
employees in India

Our Roadmap for India

Community Business plans to leverage its knowledge and experience gained in Hong Kong to create a positive impact in India:



Partner with companies to conduct an in-depth **Pre-Index Benchmarking Exercise** – based on self-assessment



Conduct an **LGBT+ Inclusion Best Practice Workshop Series** – focusing on different categories of the Index



Introduce **India LGBT+ Inclusion Index** in 2021 – with public ranking of companies

Connect with us!

IMPACT Across Asia

HELP US CREATE A POSITIVE IMPACT ACROSS ASIA BY FOLLOWING US!



Stay connected and up-to-date on our news, events, research and campaigns

#IMPACTxAsia

www.communitybusiness.org

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THANK YOU!



The Hong Kong LGBT+ Inclusion Index and Hong Kong LGBT+ Inclusion Awards are part of Community Business' Creating Inclusive Workplaces for LGBT+ Employees Campaign - aimed at raising awareness of LGBT+ as an important business issue and encouraging companies in Asia to adopt best practice in terms of promoting workplace equality for their lesbian, gay, bisexual and transgender (LGBT+) employees.

For more information, visit: <https://www.communitybusiness.org/programmes-campaigns/2019-hong-kong-lgbt-inclusion-index-awards>

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