

# LGBTI BUSINESS CONFERENCE 2019 PROGRAM



## LGBTI Inclusion in the Workplace: The next Diversity Challenge for Thailand



Kingdom of the Netherlands



OUT BKK  
Business  
Network



Workplace  
Pride

THE INTERNATIONAL  
PLATFORM FOR LGBTI  
INCLUSION AT WORK



Sustainability &  
Entrepreneurship  
Center

Willis Towers Watson 



## Program

- 1 pm – 2 pm**      **Registration**  
Coffee, tea and refreshments
- 2 pm**            Opening and Welcome by **Mr Paul Overdijk**  
OUT BKK Business Network and Workplace Pride Foundation
- 2.10**            Keynote speech by **Khun Prinn Panitchpakdi**  
Member of the Board of Governors of The Stock Exchange of Thailand
- 2.35**            Presentation of the latest research by UNDP of the acceptance and inclusion of LGBTI persons in Thai society and at work, by **Khun Jawying Lyster**
- 3 pm**            Panel with Millennials, Employees, Entrepreneurs  
The view of the younger generation on LGBTI inclusion at work and in society  
Moderated by **professor Nattavud Pimpa**
- 3.15**            Interview with HR Professionals from Bangkok:  
With **Khun Nhabkha Kittithamavoot** (Greenpeace Thailand) & **Khun Siriporn Phuangmarayat** (Dow Chemical Thailand)
- 3.30**            Break, with coffee, tea, refreshments
- 4 pm**            Interactive Breakout Sessions in smaller groups:
- LGBTI in the Workplace by Willis Towers Watson (English)
  - Making LGBTI Voices heard in the workplace by IBM (Thai)
  - Impact of the Gender Equality Law by Bangkok Rainbow (Thai)
  - Setting up and running an LGBTI Employee Network by Dow (English)
  - Transcending discrimination, equal rights for Transgenders by UNDP (Thai)
  - Effective LGBTI Inclusion at Work by The World Bank (English)
- 5.15**            Closing session in Main Hall
- **Mr David Korunic** to introduce and moderate
  - **Khun Alisa Phanthusak** (CEO Tiffany Pattaya)
  - **Khun Woody Milintachinda**
- 5.45**            Move to CU Thai House (opposite Sasin Institute)
- 6 pm**            Closing reception  
Hosted by The Ambassador of The Netherlands, **Mr Kees Rade**



## **LGBTI Inclusion in the Workplace: The next Diversity Challenge for Thailand**

The Embassy of the Kingdom of The Netherlands, SASIN Sustainability & Entrepreneurship Center and OUT BKK Business Network will be organizing an LGBT Business Conference on IDAHOT Day, 17 May 2019.

IDAHOT Day, the International Day against Homophobia, Transphobia and Biphobia is an important day on the LGBTI Calendar. It commemorates the decision to remove homosexuality from the International Classification of Diseases of the World Health Organization in 1990. It is celebrated around the globe with conferences, events and parties for the LGBTI community.

### **Conference Outline**

This LGBTI Business Conference aims to set the cornerstones for Diversity and LGBTI inclusion in Thai Companies in Greater Bangkok. Diversity and Inclusion is in Thailand (and in Asia in general) a relatively new concept, and implementation of it faces different challenges compared to other regions. But steps have been set as the conference will demonstrate, and several companies are leading the way. Sharing these practices is one of the main goals of the conference, as is identifying where the major gaps are.

Thailand is a relatively LGBTI friendly country within the region, however research from The World Bank and from UNDP shows that especially at the workplace the situation leaves a lot of room for improvement, and that in particular the situation for trans people is not very positive. In other countries, organizations like Workplace Pride have learned that large companies can be agents for change, and that their impact on the general work culture can be significant. In this conference we will demonstrate that Thailand is no different, and that also in the Thai business environment large companies can be leaders in this field.

Organizing this conference in Bangkok underlines the central role that the Thai economy plays in SE Asia, with many of its companies and businesses operating as leaders in other ASEAN member states.

### **Major Take-Aways**

The conference will clearly set the stepping stones and development path to implementing Diversity and Inclusion for LGBTI in the Thai workplace and business environment. Companies will share their practices through which we can explore the opportunities and limitations for LGBTI inclusion in the Thai business environment.

This is especially relevant as there are positive changes visible in Thai society, as reflected in the Gender Equality Law and the upcoming Civil Partnership Law that is expected to come into effect later this year.



## **Conference Program Outline**

The conference will be organized as a Friday afternoon event, that allows people from Bangkok's business community to take part during a usually busy working day. It will have a plenary meeting with some high-profile keynote speakers, interactive breakout sessions and a high note closing. The conference will be followed by a networking and drinks event.

### **Outline Conference Program 2 – 5.30 pm**

#### **Keynote speaker and presentation**

The opening keynote speaker is Khun Panitchpakdi, Member of the Board of Governors of the Stock Exchange of Thailand. He is a well-known economic influencer in the Thai society and business community, and he will talk about the economic relevance of more inclusive business culture, a better connection with international business trends and innovation. His keynote will be followed by a presentation of the latest findings on acceptance of LGBTI inclusiveness in Thai society and at the workplace by UNDP.

#### **Main Panel Sessions**

Two concise panel sessions will bring practical experiences to the conference, of local actors within the Thai business community:

- **Millennial LGBT Role Models**  
Millennials have already started to shape the (business) world around us. They are from a flexible generation that grew up in a digital business environment. They take a different view on businesses and organizations compared to their predecessors. Some of them are leading the way, and have started successful businesses or careers. These role models will share their view on how they got there, what does it take, and what the future business landscape will look like.
- **HR and Diversity Managers from several Bangkok based companies**  
As Diversity and Inclusion are relatively new to the Thai business community, some organizations are leading the way. They will share their experience on what it takes to create a diverse and inclusive workplace, and what are the benefits for their organizations in terms of reputation, innovation and ability to perform in the war for talent.

#### **Interactive Breakout Sessions**

A lot of ground will be covered in interactive breakout sessions of approximately 30 participants each, that will run parallel. The sessions are themed with specific LGBTI relevant discussion topics.



They are prepared and facilitated by companies and NGOs. They will last about one hour. There will be sessions about HR policies, marketing, gender equality, being visible at work, the business case for LGBTI inclusion, setting up LGBTI employee networks and international LGBTI business organizations, acceptance and inclusion of Trans-people. There will be sessions in English and in Thai language.

## **Closing Session**

The conference will be closed with two well-known and motivating closing speakers, with a personal account of their experience in the Thai Workplace. First there will be Khun Alisa Phanthusak, CEO of the famous Tiffany show in Pattaya, who did also groundbreaking work for the acceptance of trans people. The session will be concluded by Khun Woody Milintachina, well-known and award-winning TV host and producer on Thai television, who came out as a gay man on national television.

## **LGBTI Business Networking**

After the Closing Session of the Conference, there will be networking, drinks and entertainment, in welcoming atmosphere of the wooden Thai House opposite the Conference Venue, hosted by the Ambassador of The Netherlands, Mr Kees Rade.

## **LGBTI Executive Forum or CEO Lunch**

At the Conference day we will organize a confidential lunch forum of 1,5 – 2 hrs for Executive Managers (Boardroom Level), to discuss LGBTI issues at work. Typically from each participating company there will be one Executive attending this forum, along with one LGBTI representative or HR/Diversity manager. The forum will be hosted by the Ambassador of the Kingdom of The Netherlands, Mr Kees Rade, and will take place at the same venue as the conference. There will be space for approximately 25 participants, and participation will be on invitation only.

OUT BKK Business Network has organized two of these CEO Lunches in the past, with positive results.

## **Audience, target group**

The Conference is targeted at the LGBTI business community, management and HR professionals, Business schools, students and research institutes. Estimate 150 participants.

## **Venue**

The Conference and LGBTI Executive Forum will take place at SASIN Sustainability & Entrepreneurship Center, at the main auditorium, Sasin Hall and at various other meeting rooms. The LGBTI Business Network event will take place at the Floating Pavilion of CU Thai House, opposite the SASIN Institute.



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