

LGBT+ @Work Conference 2024

June 25th 2024 – 09 am to 2 pm

@ the French Institute

Agenda

08:40 Participants registration

09:00 Welcome & Chair's opening remarks

[Lestat Monroe](#) - Founder and Board Member, RDCC (welcome)

H.E. Nicolas Warnery – Ambassador, Embassy of the French Republic in Romania
(opening remarks)

09:15 Keynote Speaker: [Dominic Arnall](#) - Chief Executive, Open for Business

Presentation of **Investors' Guide To LGBT+ Inclusion**

- Unveiling of the comprehensive guide aimed at investors interested in promoting and supporting LGBT+ inclusion in their organisations

09:45 Panel 1. Attracting and onboarding LGBT+ Talent Early in Careers

[Raluca Bădău](#) - Principal Banker, EBRD

[Jorunn Brandvoll](#) - Senior Protection Officer, UNHCR

[Mihaela Davis](#) - Pride Lead, Accenture Romania

[Sylwia Kaczmarek](#) - Corporate Marketing & Communications Leader, Skanska

[Florina Presadă](#) - Executive Director, ACCEPT

- Understanding the importance of authentic engagement and the power of role models in LGBT+ recruitment
- How can apprenticeship solutions create opportunities for new LGBT+ employees?
- How ERGs can support your recruitment strategy for progressing LGBT+ talent
- How corporates create a successful LGBT+ employee resource group
- Furthermore... Attracting and progressing LGBT+ talent into leadership positions
 - o How do we encourage and promote openly LGBT+ leaders who are active advocates for LGBT+ inclusion?
 - o Developing a pipeline of LGBT+ talent
 - o Increasing LGBT+ representation at management & board level

Romanian Diversity Chamber of Commerce

Strada Dr N. Turcescu n°11
Bucuresti 050467 - Romania
www.rdcc.ro

10:45 Launch of InKlusive App by Accenture & RDCC

[Lestat Monroe](#) - Founder and Board Member, RDCC

[Mihaela Davis](#) - Pride Lead, Accenture Romania

[Emese Markovics](#) - Digital Product Design Specialist, Accenture Romania

- Introduction to the innovative app designed by **Accenture** in collaboration with the **Romanian Diversity Chamber of Commerce** to promote LGBT+ inclusion in the workplace and beyond

11:15 Coffee Break

11:30 Stonewall UK - Presentation of the “Global Workplace Equality Index”

- Steps employers take to prevent discrimination around the world

12:00 Panel 2. Enhancing Inclusivity and Addressing Backlash

[Ciprian Marius Bujor](#) - Chief Strategy Officer, Telios Care

[Stefi Ionescu](#) - Senior Associate, Dentons

[Justyna Markowicz](#) - Outreach Coordinator, NESsT Violet Fund

[Cristian Jura](#) - Member in respect of Romania, ECRI

[Joaquin Bonilla](#) - Creative Director, Managing Partner, Show the agency

- Understanding the Impact of Language and Expressions
 - How specific words and phrases can either support inclusivity or contribute to backlash.
- Supporting Mental Health and Wellbeing
 - Addressing the psychological impacts of backlash on LGBT+ employees.
- Effective Communication Strategies Against Backlash
 - Tools and methods for preempting and responding to anti-LGBT+ sentiments.
- Case Studies on Handling Backlash
 - Insights from companies that have successfully navigated anti-LGBT+ backlash.
- Intersection of Identities

- o How overlapping identities (e.g., disabled and LGBT+) can complicate and exacerbate backlash, and strategies to handle these complexities.
- ECRI GPR17 on Preventing and combating intolerance and discrimination against LGBT+ persons

13:00 Q&A & Closing Remarks

[Matei Dumitrescu](#) - Project Developer, RDCC

13:15 Lunch and networking