



zona
 PROSTOR RODNE I MEDIJSKE KULTURE
 K-ZONA | COMMON ZONE

Prostor rodne i medijske kulture K-zona
 HQ. Nova cesta 24, 10000 Zagreb
 P + 385 95 835 9947
 W www.voxfeminae.net
 @ info@voxfeminae.net



Lezbijska organizacija Rijeka – LORI
 Janeza Trdine 7, 51000 Rijeka
 P + 385 51 212 186
 W www.lori.hr
 @ loriculture@yahoo.com



Solidarna – Zaklada za ljudska prava i solidarnost
 Trg kralja Petra Krešimira IV, 10000 Zagreb
 P + 385 1 5544 722
 W www.solidarna.hr
 @info@solidarna.hr



Stichting Centrum Tumba
 Eewal 56, Leeuwarden, 8911GT
 P +31 58 215 7771
 W www.tumba.nl
 @ info@tumba.nl

„Workplace Equality 2021 – Workplace Proud of Diversity“ 18 and 19 March 2021 Conference Programme

18 March 2021, online, Pine conference platform, 09:50 - 15:45 hours CET

Facilitation: Ida Prester, conference presenter

09:50 – 10:50	Welcome and introductory speeches
	<ul style="list-style-type: none"> Noah Kraljević, „Workplace Equality for All“, project coordinator (15 min) Marc Angel (Luxembourg, S&D), Co-Chair of the LGBTI Intergroup in the European Parliament Juul VAN HOOFF, Programme Officer - Seconded National Expert, European Union Agency for Fundamental Rights (FRA) Višnja Ljubičić, Ombudsperson for Gender Equality in Croatia
10:50 – 11:40	Panel discussion: Importance of LGBTI inclusion in the workplace and the role of employers in creating safe and accepting work environment
	<ul style="list-style-type: none"> Anna Shepherd, Partnerships Manager ILGA-Europe, „European perspective on the importance of LGBTI inclusion in the workplace and the role of employers in advancing LGBTI acceptance and rights“ Dr. Mirjana Matešić, Managing Director Croatian Business Council for Sustainable Development, „Diversity Charter Croatia“ Mirta Pađen Lee, People & Culture Manager at IKEA Zagreb & Ivan Janković People and Culture Delivery Manager for IKEA South East Europe, „Diversity policies and practices of IKEA“ Jolanda van Gool, board advisor The Pink Network in the FNV, trade union organisation (Netherlands) „Union's practices for combating discrimination on the basis of sexual orientation, gender identity and gender expression in the workplaces and labour market“ Filip Zoričić, prof., headmaster of the Pula Gymnasium (Croatia), „LGBTIQ + inclusion practices at the Pula Gymnasium“
11:40 – 11:50	Break
11:50 – 12:30	Panel discussion: Evaluation instruments for employers to measure the LGBTIQ+ policies and practices

WWW.RADNOPRAVNOST.HR



This project is funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020). The content of this document represents the views of the authors – Common Zone, LORI, Tumba and Foundation SOLIDARNA only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.



GOVERNMENT OF THE REPUBLIC OF CROATIA
 Office for Cooperation with NGOs

Project is co-financed by the Government Office for Cooperation with NGOs. The views expressed in this document are the sole responsibility of Common Zone, LORI, Tumba and Foundation SOLIDARNA and do not necessarily reflect the opinion of the Government Office for Cooperation with NGOs.



zona
 PROSTOR RODNE I MEDIJSKE KULTURE
 K-ZONA | COMMON ZONE

Prostor rodne i medijske kulture K-zona
 HQ. Nova cesta 24, 10000 Zagreb
 P + 385 95 835 9947
 W www.voxfeminae.net
 @ info@voxfeminae.net



Lezbijska organizacija Rijeka – LORI
 Janeza Trdine 7, 51000 Rijeka
 P + 385 51 212 186
 W www.lori.hr
 @ loriculture@yahoo.com



Solidarna – Zaklada za ljudska prava i solidarnost
 Trg kralja Petra Krešimira IV, 10000 Zagreb
 P + 385 1 5544 722
 W www.solidarna.hr
 @ info@solidarna.hr



Stichting Centrum Tumba
 Eewal 56, Leeuwarden, 8911GT
 P +31 58 215 7771
 W www.tumba.nl
 @ info@tumba.nl

<ul style="list-style-type: none"> • David Pollard, Executive Director, Workplace Pride (Netherlands) <i>Presentation of the Workplace Pride Global Benchmark</i> • Dr. Kai Bethke, Board Member of the Austrian Gay Professionals (AGPRO), Pride Biz Austria <i>Presentation of the “Meritus” Award</i> • Dr. sc. Jasminka Juretić, co-author of Workplace Equality Index Croatia, <i>Presentation of the Workplace Equality Index - Croatia</i> 	
12:30 – 13:00	Recognitions ceremony for employers who participated in the Workplace Equality Indicator and educational programme in Croatia
13:00 – 13:30	Break
13:30 – 15:00	Networking space
15:00 – 15:45	Panel: Best gender equality and LGBTIQ+ practices of trade unions
<ul style="list-style-type: none"> • Carolyn Simpson, Regional Women’s and Equalities Officer Unite – London & Eastern Region & Phil Jones, Chair of Unite National LGBTQ Committee, Unite the Union, (UK) 	

19 March 2021, online, Pine conference platform, 10:00 – 15:10 hours

Facilitation: Ida Prester, conference presenter

10:00 – 10:10	Welcome speech
<ul style="list-style-type: none"> • Noah Kraljević, „Workplace Equality for All“, project coordinator 	
10:10 – 11:10	Presentation of the practices - Session 1
<ul style="list-style-type: none"> • Arian Ari Kajtezović, Trans Network Balkans • Sabine Frieszo, President COC Friesland, CoC (Netherlands) • Danijel Martinović, Coordinator, Rainbow Families (Croatia) • Patricia Schaller, Board Member, Wirtschaftsweiber (Germany) • Dr. Beáta Judit Sándor, Program Director, Háttér Society (Hungary) • Nina Čolović, Trans Aid (Croatia) • Eva Gračanin, LEGEBITRA (Slovenia) 	
11:10 – 11:40	Breakout – Rooms with individual organizations
11:40 – 12:00	Break
12:00 – 12:30	Presentation: Young LGBTIQ+ persons in the labour market
<ul style="list-style-type: none"> • Dr. Igor Grabovac, „Promoting Work-Based Equality for LGBT+Q+ Youth – WE Project“ presentaiton, Medizinische Universität Wien (Austria) 	



This project is funded by the European Union’s Rights, Equality and Citizenship Programme (2014-2020). The content of this document represents the views of the authors – Common Zone, LORI, Tumba and Foundation SOLIDARNA only and is theirs sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.



GOVERNMENT OF THE REPUBLIC OF CROATIA
 Office for Cooperation with NGOs

Project is co-financed by the Government Office for Cooperation with NGOs. The views expressed in this document are the sole responsibility of Common Zone, LORI, Tumba and Foundation SOLIDARNA and do not necessarily reflect the opinion of the Government Office for Cooperation with NGOs.



zona
 PROSTOR RODNE I MEDIJSKE KULTURE
 K-ZONA | COMMON ZONE

Prostor rodne i medijske kulture K-zona
 HQ. Nova cesta 24, 10000 Zagreb
 P + 385 95 835 9947
 W www.voxfeminae.net
 @ info@voxfeminae.net



Lezbijska organizacija Rijeka – LORI
 Janeza Trdine 7, 51000 Rijeka
 P + 385 51 212 186
 W www.lori.hr
 @ loriculture@yahoo.com



Solidarna – Zaklada za ljudska prava i solidarnost
 Trg kralja Petra Krešimira IV, 10000 Zagreb
 P + 385 1 5544 722
 W www.solidarna.hr
 @ info@solidarna.hr



Stichting Centrum Tûmba
 Eewal 56, Leeuwarden, 8911GT
 P +31 58 215 7771
 W www.tumba.nl
 @ info@tumba.nl

12:30 – 13:30	Presentation of the practices - Session 2
	<ul style="list-style-type: none"> • Jörg Höhn, Secretary General, European Pride Business Network (EPBN) • Katharina Cziczatka, Secretary General, Pride Biz Austria • Czeslaw Walek, Chairman, PRAGUE PRIDE (Czechia) • Emina Bošnjak, Sarajevo Open Centre (Bosnia and Herzegovina) • Christophe Margaine, National Treasurer and Co-leader for International Affairs & Sophie Delannoy, Co-leader for International Affairs, L'Autre Cercle (France) • Jörg Höhn, Director International Affairs and Networking VK Committees, Völklinger Kreis (Germany) • Arnold Helmantel, Tûmba (Netherlands)
13:30 – 14:00	Breakout – Rooms with individual organizations
14:00 – 14:20	Break
14:20 – 15:10	Panel discussion: Empowerment of trans, intersex and gender diverse employees and employment seekers and programmes for employers.
	<ul style="list-style-type: none"> • Anwar Ogrm, Senior Programmes Officer, TGEU • Dr. Aleksa Milanović, Trans Network Balkans • Dr. Beáta Judit Sándor, Program Director, Legal Program, Háttér Society (Hungary) • Nina Čolović, Trans Aid (Croatia)



WWW.RADNOPRAVNOST.HR



This project is funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020). The content of this document represents the views of the authors – Common Zone, LORI, Tûmba and Foundation SOLIDARNA only and is theirs sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.



GOVERNMENT OF THE REPUBLIC OF CROATIA
 Office for Cooperation with NGOs

Project is co-financed by the Government Office for Cooperation with NGOs. The views expressed in this document are the sole responsibility of Common Zone, LORI, Tûmba and Foundation SOLIDARNA and do not necessarily reflect the opinion of the Government Office for Cooperation with NGOs.