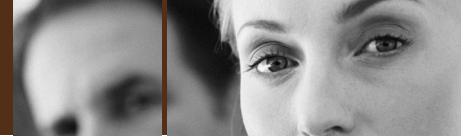




IGLCC 3RD ANNUAL CONGRESS *together with* CPP 2010 INTERNATIONAL LGBT BUSINESS CONFERENCE



BIMHUIS AUDITORIUM - MUZIEKGEBOUW AAN T'IJ - SOFITEL GRAND HOTEL

“Taking International LGBT Business Leadership and Visibility to a Higher Level”

Wednesday, June 9th

SOFITEL AMSTERDAM, THE GRAND

- › 16:00 - 17:30 **IGLCC Annual General Assembly** at the Sofitel Grand Hotel (IGLCC Board Members)
- › 17:30 - 20:00 **CPP Welcoming Cocktail** at the Sofitel Grand Hotel:
A special Dutch welcome to all of our guests from abroad and all Conference participants!

Thursday, June 10th

BIMHUIS

- › 08:30 - 09:30 Registration & Coffee
- › 09:30 - 09:35 **Welcoming remarks**, Conference moderator, **David Pollard**
Exec. Director of the CPP and Board Member IGLCC
- › 09:35 - 09:40 **Opening statement** IGLCC Sec. General, **Pascal Lépine**
- › 09:40 - 10:00 **Opening statement** CPP Chairman, **Paul Overdijk**
Head of Strategy TNT Post Group Express Division
- › 10:00 - 10:20 **Keynote speakers:**
Hans van Scherpenzeel: Gen. Mgr. Shell, Pirmus Refinery & Exec.
Sponsor of Shell's LGBT employee network
- › 10:20 - 10:25 Q&A
- › 10:25 - 10:45 **Belinda Pyke**: Director DG Fundamental Rights and Citizenship, EU Commission
- › 10:45 - 10:50 Q&A
- › 10:50 - 11:30 Coffee Break & Networking



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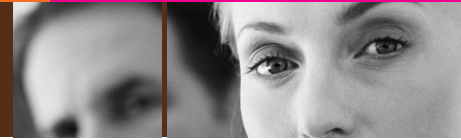
- › 11:30 - 12:15 **Panel: International Outlook for LGBT Organizations: Organizations representing:**
The Netherlands, (CPP, COC, ProGay) Switzerland (Network), Germany, (Wirtschafts Weiber, ProOut at Work and Volkingler Kreiss), France (l'Autre Cercle) and the international community (IGLCC) comment on their vision of LGBT business leadership and visibility for the coming decade.
Moderated by Willem Pedroli: Head of Constitutional Affairs, Dutch Ministry of the Interior and Deputy Member of the Anti-discrimination expert group of the European Commission.
- › 12:15 - 12:30 Press conference set up
- › 12:30 - 12:50 **IGLCC Press Conference:** Results of the 2010 International Business Equality Index which rates the most LGBT-friendly corporations in the world. (Conference Participants welcome to attend)
- › 12:50 - 14:00 Lunch & Networking

BIMHUIS & MUZIEKGEBOUW AAN'T IJ

- › 14:00 - 15:00 **LGBT Talkshows:** (Introduction of speakers followed by “talkshow like” dialogue)
I.
“Trans issues in business: How to increase our visibility” This talkshow focuses on the international aspects of visibility of and among the trans community. Both from the aspect of what the business world could/should do, as well as what steps the trans community should take itself. Is ‘passing’ enough or should there be impetus for a new global trans group that invigorates this topic? Are the leaders amongst us? If so, what catalyst is necessary to encourage them to act?
 - **Moderator:** Jen Janice: Manager TNT (Singapore)
 - Persia West: IGLCC & A Place at the Table (UK)
 - Tania Barkhuis: Director COC Amsterdam (NL)
 - Line Chamberland: Professor of Sexology Univ. of Quebec (CA)



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2.

“Global LGBT Corporate Responsibility” Given the current global economic circumstances brought on, in part, by the focus of corporations on shareholder value, this talkshow will address one of the hottest topics of the Conference. Aspects that will be covered include: “How engaged is the corporate world in LGBT emancipation in the workplace?”; “What are the implications of greater engagement for the international operations of multinationals?”; “How can NGO’s and the corporate world cooperate more closely and effectively to ensure that CSR goals for the LGBT community are established and met?”; and “What are the prime challenges and solutions for LGBT CSR issues for the coming decade?”

- **Moderator:** Boris Dittrich: Advocacy Director, Sexual Minorities Human Rights Watch, NYC (NL)
- Brian Yothers: Head of Cisco’s LGBT Employee Network in Europe (USA)
- Marijke Haanraads: HIVOS, Coordinator LGBT Capacity Development Programs (NL)
- Albert Kerher: Volkingler Kreiss & former Diversity Mgr. KPMG and IBM (DE)

3.

“Leveraging the LGBT community for innovation in business” Being at the forefront of change in society and being, out of necessity, particularly attuned to our individual surroundings, LGBT people are often well placed to foster innovation. This talkshow will take that theme further and examine how we can make constructive use of our penchant for innovation in the business world. Themes will include how innovation can be a catalyst to better positioning of the global LGBT community within companies (HR policies, Marketing, Change Management), as well as how the global LGBT community can better position itself with governments and NGO’s

- **Moderator:** Wouter Neerings: TNO Consulting & Chairman COC NL, (NL)
- Stephanie Blackwood: IGLCC Board Member, (USA, currently Senegal)
- Jean-Michel Monnot: Vice President, Group Diversity and Inclusion, Sodexo, (FR)
- Martha McDevitt Pugh: ING & President Love Exiles Foundation (NL)
- Jeff Wahl: Managing Director, Communigayte, (DE)

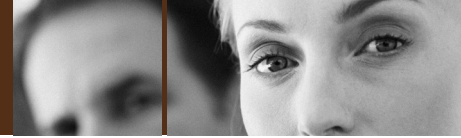
4.

“LGBT Business Case: The role of ERGs & LGBT organizations in determining practical applications” LGBT employee resource groups (ERGs) within corporations have played a vital role in initiating heightened awareness and visibility of LGBT issues, both within and outside of the corporate world. However, maintaining momentum in a tough business environment presents more of a challenge to these groups. This talkshow will explore practical ways that LGBT ERGs and the LGBT organizations they are connected to can have a greater and more visible impact within and outside their companies to help promote business, (and thus support the LGBT Business Case) and how this same effort can also help the global LGBT community.

- **Moderator:** Alan Good, Partner, PriceWaterhouseCoopers (US)
- Lin McDevitt Pugh: Former Director ILGA & author MBA study on LGBT employee networks. (NL)
- Mark Emdin: LGBT Network Leader Shell (Aus)
- Marijn Pijnenburg: LGBT Network Leader IBM, & Head Steering Committee CPP (NL)
- Robert Cole: LGBT Network Leader British Telecom (UK)



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BIMHUIS

- › 15:00 - 15:30 Coffee Break, Networking & transition back to Bimhuis

BIMHUIS

- › 15:30 - 16:30 Closing plenary:
Keynote speakers:

Claudia Woody: Managing Director Intellectual Property Rights, IBM, Claudia is a well known and in-demand speaker on LGBT business issues and is also Chairperson of the IGLCC.

Boris Dittrich: Advocacy Director, Sexual Minorities Human Rights Watch, NYC. Boris is a former member of the Dutch Parliament and well-known author of "Elke Liefde Telt" (Every Love Counts).

Paul Overdijk: Paul, Chairman of the CPP Gives an overview of the days events and invites each moderator to summarize their Talkshow.

MUZIEKGEBOUW AAN'T IJ

- › 16:30 - 18:30 **Networking cocktail and canapes** to be held at the beautiful Foyer deck of the Muziekgebouw, overlooking the city and harbor of Amsterdam.

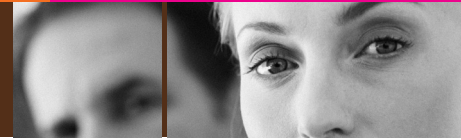
Friday, June 11th

BIMHUIS

- › 10:00 - 10:30 Registration & Coffee
- › 10:30 - 12:00 **Panel Discussion**

"International Lesbian Business Initiative: Creating our own future" Building upon the discussion at the CPP Lesbian Empowerment in Business event held last February in Amsterdam, this talkshow will review the main conclusions and discuss how they could be taken further; specifically, the topics of mentoring and the creation of an international Lesbian business platform. The uniqueness of this gathering lies in its international make-up of Lesbians in business which presents an excellent opportunity for discussion.

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Moderator: Stephanie Blackwood: IGLCC & LGBT Marketing expert (USA & Senegal)

- Claudia Woody: Managing Director Intellectual Property Rights, IBM (USA)
- Marion Mulder: IGLCC / LesBiz (NL)
- Bettina Rorbrecht: Wirtschaftsweiber, (DE)
- Jeanine van Barlingen: Head of Dutch LGBT Network, Shell (NL)
- Wies Wagenaars: LGBT Network Leader, KPMG (NL)

› 12:00 - 13:30

Lunch & Networking

› 13:30 - 14:45

Panel Discussion:

“Feedback session IBEI: Practical solutions for corporate business and the way forward”

This LGBT Talkshow is designed as a follow-up to the announcement of the IGLCC 2010 Index results from the previous day. It combines participants from the corporate world who can talk about the ‘real-life’ challenges of changing policies in their businesses, as well as representatives from LGBT NGO’s who will represent what the LGBT community really wants.

Moderator: David Pollard, Exec. Director CPP & Committee Chair IGLCC Index (NL)

- Silvy Vluggen: Global Head of LGBT HR Programs IBM (FR)
- Silvan Agius: ILGA Europe & IGLCC Index Committee Member (BE)
- Rob Rutten: Group Director Talent Management TNT Group (NL)

› 14:45 - 15:00

Closing Session

Closing statement IGLCC Sec. General, **Pascal Lépine**

Closing statement CPP Chairman, **Paul Overdijk**, Head of Strategy TNT Post Group Express Division

SOFITEL AMSTERDAM THE GRAND

› 18:00 - 19:00

Cocktail reception

› 19:00 - 22:00

Gala dinner and awards ceremony