

POWER IN VISIBILITY:

The LGBTQIA+ Role Models Toolkit



INDEX

Index	2
Introduction and who this toolkit is for.	3
What exactly are “Role Models” and Role Model – schemes?	3
Why are Role Models so important?	4
Ethical and cultural considerations	5
Getting started	8
Designing a methodology	8
The nomination process	9
What an application form can look like	10
The evaluation and selection process	12
Consider the following example	13
The jury	16
Role Model categories	17
Rules and eligibility criteria	17
Communications.	18
Preparations for the awards ceremony.	20
Hearing from Role Models.	26
The European Pride Business Network: Driving Measurable LGBTQIA+ Workplace Inclusion	27

INTRODUCTION AND WHO THIS TOOLKIT IS FOR

SO YOU'RE INTERESTED IN LAUNCHING YOUR OWN ROLE MODELS PROGRAM...

Perhaps you're thinking of new, innovative ways of engaging with organizations, both from private and public sectors. Or perhaps there are inspiring individuals in your home country that deserve to be in the spotlight. Whatever the reason may be, congratulations on making this first step into organizing your first Role Model scheme program.

However, you may be wondering **how exactly to put in place said scheme**. You may have concerns about the application process, the background of applicants you're targeting or maybe the costs of producing and launching your event.

This toolkit will be your hands-on guide to answering all of those questions. It will provide you with step-by-step instructions on how to set up your program and launch a successful event where you will be able to recognize your Role Models. It's specifically designed for European organizations and with their specific needs in mind.

Throughout this toolkit, you will also find case studies from different member organizations from the European Pride Business Network (EPBN), who have launched their programs at the national level. The different styles in each country may inspire you to craft your own program.

WHAT EXACTLY ARE "ROLE MODELS" AND ROLE MODEL – SCHEMES?

Role Models are individuals – either LGBTQIA+ people or allies – who contribute to better inclusion in the workplace through actions and initiatives that make other LGBTQIA+ people feel safe to be their true selves at work. There are different types of Role Models and Role Models schemes but

for the purposes of this toolkit, Role Models will be considered **those strictly working for LGBTQIA+ inclusion in the workplace**.

Role Models are also highlighted as inspiring individuals who can help or contribute to other LGBTQIA+ employees to feel safe and comfortable with their sexual orientation, sex characteristics, and/or gender identity and expression at work. Role Model programs are an effective, positive and pragmatic way to achieve better outcomes in the workplace. The evidence has shown that role models and mentors have positive effects on the development and wellbeing of LGBTQIA+ persons, including identity acceptance and positive affirmation, increased psychological wellbeing and self-confidence.



According to **Christophe Margaine**, project manager of the EPBN – WISE Project:

“Visible Role Models help create a more inclusive, more diverse and safer workplace by inspiring confidence, breaking down barriers, and showing that talent and leadership can come from all backgrounds.”



WHY ARE ROLE MODELS SO IMPORTANT?

The evidence is clear: While there has been enormous progress in terms of LGBTQIA+ inclusion in the workplace, there is considerable work to be done still. Take L'Autre Cercle's study, "Le Baromètre LGBTQIA+ 2026"¹, as a relevant empirical example in France: **37%** of LGBTQIA+ employees face discrimination in the workplace (which jumps to **65%** for trans employees). What's incredibly concerning is that 1 LGBTQIA+ professional out of 3 (**36%**) has been a victim of a violent aggression in their workplace and half of French employees have already heard insults or LGBT-phobic expressions at work.

inclusive policies in the workplace have positive effects on LGBTQIA+ employees, job satisfaction, talent attractiveness and retention, and work productivity. Safer workplaces lead to happier employees. For example, there are studies showcasing how diversity and inclusion practices can lead to more creative environments, creating better conditions for economic growth for firms. But

not just that. The **OECD** (2020) has reported that LGBTQIA+ employees who are happy with their job and working conditions, report better work productivity. Firms who are more inclusive will be more attractive to productive talent, whereas those who don't have inclusive policies set in place or discriminate against their employees, will face migrating talent².

There are different ways to include LGBTQIA+ inclusion in the workplace: raising awareness about the challenges and barriers faced by LGBTQIA+ people, providing training opportunities, etc. Role Model programs are an effective way to approach and leverage inclusivity, as a way to highlight the role and lengths that some employees and employers will go, to make LGBTQIA+ individuals feel safer at work.

Role Model programs help not only to inspire other people (for example, other LGBTQIA+ people or allies in the workplace across different corporations, organizations or countries), but also to make them and their initiatives more visible. Their lived experiences, their stories and their passion to make a difference in the workplace can encourage

1 L'Autre Cercle & IFOP, Le Baromètre LGBTQIA+. Site web: <https://autre Cercle.org/barometre-lgbt/>

2 OECD (2020), **Over the Rainbow? The Road to LGBTI Inclusion**, OECD Publishing, Paris, <https://doi.org/10.1787/8d2fd1a8-en>.

others to do the same and to live their most authentic lives at work. Role Models could help others to cross the finish line, to be visible and be themselves at work.

Take a look at **Marcin Ratkiewicz**' story:

"For many years, I believed that being LGBTQ+ at work meant staying discreet, professional and careful. I built my career, delivered results and led teams, but I also knew what it meant to edit parts of myself in order to fit in. What changed my perspective was understanding the power of visible role models. They showed me that authenticity is not a contradiction to leadership – it can be part of it. At some point, I realized that silence was no longer neutral. As a senior leader, I had a responsibility to help make the workplace safer and more open for others.

At Orange Poland, I became part of a broader transformation: from informal silence to visible commitment, employee engagement, leadership support and a stronger culture of inclusion. I believe role models matter because they make possibilities visible. Sometimes one person being openly themselves can help many others feel that they belong, too".

ETHICAL AND CULTURAL CONSIDERATIONS

As you begin your journey working to develop and launch a successful Role Models program, there are certain ethical considerations to keep in mind.

Being an LGBTQIA+ person is a challenge even today and across Europe. It's important to keep in mind that some countries face considerably more challenges than others, so your approach to Role Models can't necessarily be the same.

This means that you need to be very aware about the way you communicate the information about your Role Models to everyone and the type of information that you're allowed to share (and that your Role Models have consented to). For example, some individuals may promote LGBTQIA+ inclusive practices at work, may identify as LGBTQIA+, but are still closeted and would rather keep this information a secret. They would not be ready to be visible, internally and externally, as Role Models.

It's an imperative to respect their wishes. If you don't, you risk breaching the trust you're building with your Role Models; you may be risking their safety, and you may also be at risk of legal problems.

CASE STUDY 1

ASSOCIAZIONE EDGE ITALY



Associazione EDGE is the leading organization in Italy working to promote LGBTQIA+ workplace inclusion.

Within the European project WISE – Workplace Inclusion for a Sustainable Europe, the activities carried out by EDGE in 2024 and 2025 around LGBTQIA+ Role Models became one of the association's most visible and strategic actions to promote inclusion, representation and workplace equality across Europe. The initiative was developed together with partner organizations from France (L'Autre Cercle), the Czech Republic (Pride Business Forum), Austria (Agpro), and Germany (Berufsverband VK), under the coordination of the European Pride Business Network (EPBN), thanks to European Union funding under the CERV programme.

For EDGE, their selected individuals are recognized for their “authoritative, visible and courageous commitment” and for their ability to become inspiring examples for other people and organizations. The selection process began with Board members and EDGE staff nominating a large number of potential Role

Models, who were then reviewed and selected by an internal EDGE Board jury based on specific criteria such as **visibility, authority, and impact**, as well as general criteria such as **ensuring that the final list was as representative as possible of the entire LGBTQIA+ spectrum**.

In 2024, EDGE launched the first Italian edition of the WISE Role Models initiative. 15 Italian LGBTQIA+ Role Models were awarded during two ceremonies held in Rome on 11 December and in Milan on 16 December 2024. The selected profiles represented **different sectors including finance, media, advocacy, law, corporate leadership, consulting and activism**. The awardees were divided into categories such as “Outstanding LGBTQIA+ Professional” and “Leader LGBTQIA+ Role Model,” highlighting both professional excellence and social impact.

The 2024 awardees included journalists, lawyers, diversity managers, activists and corporate leaders such as Chiara Albanese (Bloomberg News), Riccardo Basso (Banca d'Italia), Vincenzo Miri (Rete Lenford), Yuri

Guaiana (ILGA World), Francesca Vecchioni (Fondazione Diversity), Luca Condosta (ABB) and Emanuele Veratti (Bain & Company). The diversity of the selected profiles reflected EDGE's intention to present role models capable of representing different professional paths and LGBTQIA+ experiences.

EDGE described these individuals as people characterized by the willingness "to be recognizable and recognized," to express openly and proudly their talent and identity, and to inspire others through visibility and authenticity. The project therefore positioned visibility itself as an instrument of empowerment and cultural change, especially in workplace environments where LGBTQIA+ representation is still limited.

In 2025, EDGE expanded and strengthened the initiative through a second edition of the programme. During two ceremonies organized in Rome and Milan in December 2025, EDGE awarded 11 Italian LGBTQIA+ Role Models.

The 2025 Role Models included professionals and public figures from media, psychology, business, corporate inclusion, entrepreneurship and activism, such as Sara Poma (Chora Media), Stefania Mastroeni (IKEA Italia), Marco Mazza (IBM), Marilena Grassadonia (Roma Capitale), Antonella Palmitesta and Norma Rossetti (MySecretCase).

Another important aspect of the 2024 and 2025 edition was **the integration of the awards into EDGE's Christmas Charity Events in Rome and Milan**. The ceremonies were therefore connected not only to celebration and visibility, but also to **fundraising activities** supporting organizations working with LGBTQIA+ people facing violence, discrimination and social exclusion. Among the supported initiatives were anti-violence centres, transgender inclusion programmes, LGBTQIA+ youth support services and housing projects for people rejected by their families. This connection between recognition, advocacy and social support strengthened the ethical and community-oriented dimension of the EPBN – WISE project.

Some of them were already members of EDGE, while others have since joined (the only reason for exclusion is that board members cannot receive awards or even be nominated), and some have begun or continued their efforts to promote DEI in their professional fields through their managerial or entrepreneurial activities, or through educational or publishing initiatives

Across both years, the EDGE Role Models initiative pursued several strategic objectives. First, it aimed to increase LGBTQIA+ visibility in professional contexts by highlighting successful and openly inclusive individuals. Second, it sought to create inspirational examples capable of encouraging younger generations and professionals who may still experience invisibility or discrimination at work. Third, it aimed to mobilize employers and organizations around Diversity & Inclusion practices by showing concrete examples of leadership and inclusion.

The initiative also responded to a broader social context in which LGBTQIA+ rights and inclusion remain contested in several European countries, including Italy. EDGE repeatedly framed the Role Models as people capable of countering prejudice, invisibility and exclusion through competence, visibility and social commitment. The programme therefore functioned not only as an awards initiative, but as a broader cultural intervention aimed at normalizing LGBTQIA+ presence within leadership, institutions and workplaces.

Overall, the 2024 and 2025 editions of the Role Models programme demonstrated EDGE's ambition to transform role modeling into a structured European inclusion strategy. Through public recognition, storytelling, networking and European collaboration, the project contributed to building a visible ecosystem of LGBTQIA+ leadership capable of inspiring individuals, influencing organizations and promoting long-term workplace equality across Europe.

GETTING STARTED

DESIGNING A METHODOLOGY

In order to craft a successful Role Models program, it's important that your team works in a structured methodology. This will help make sense of the different elements that make up a Role Model scheme. It will also help you guide you through a Role Model scheme through its different stages in an easy and approachable way. When you're creating your Role Model program, make sure to consider the **following elements** that make it up:

The nomination process

- ★ How will candidates apply to become Role Models in your home country?
- ★ Will they nominate and complete their applications themselves (direct application process) or will they be nominated by a third party (e.g. someone from their workplace; indirect application)?
- ★ What instrument will you use to carry out the nomination process (e.g. data collection / survey forms, interviews, video recordings with testimonies, etc)?
- ★ How many Role Models are you planning to reward?

The evaluation and selection process

- ★ How will Role Model candidates be evaluated and by whom?
- ★ Under which criteria will they be evaluated and selected?

The Role Model categories

- ★ Who will be your Role Models?
- ★ Will they all fit into one general awarded category or will you split them into different groups?
- ★ Will your Role Models be all LGBTQIA+ people or will the process be open for allies?

Rules, eligibility criteria and ethical considerations:

- ★ Think about the rules and eligibility criteria for your Role Model candidates. Can all professionals apply?
- ★ Will you include HR and DEI professionals or only operational professionals?

Before you jump straight into each of these elements, consider doing a brainstorming activity with your team.

THE NOMINATION PROCESS

A nomination process can be tricky, but this toolkit will help you carry out an effective process for all of your applicants. There is also a matter of the number of Role Models you will like to select, as this will also help you understand and influence the number of applicants you should expect to have in the end. It's important to always encourage people from diverse backgrounds and ethnicities: this will help you have a pool of applicants that is diverse and includes populations that have traditionally been more invisible than others.

Having trouble ensuring a diverse group of applicants? Reach out to partner organizations. Look into trans specific organizations or organizations working with lesbian and bisexual women (either in your home country or across Europe – they may help guide you to local organizations or initiatives you were not aware of).

The **final number** of Role Models may depend on a number of factors:

1. Your organization's budget: for example, if you're considering giving them an award or diploma, having many Role Models will increase your costs allocated to those elements.
2. Your organization's **reach**: sometimes, smaller organizations struggle getting applications. Aiming for a large number of applications will be incredibly challenging for your organizations if you're only just starting and your reach to different networks (organizations, firms, etc) is limited.

When considering the number of awarded Role Models also consider that there are benefits and challenges when working with small and big numbers of Role Models. Some organizations will award 100+ Role Models a year: doing this yearly can be great for visibility

purposes but unless you have a consolidated network for reach, you may struggle having more applications in the years to come. Likewise, some organizations may deem that having 100+ Role Models may remove the "unique" and rewarding element of being a Role Model.

One of the first things you should decide on is **how your nomination process** will take place:

★ Applications are carried out by **applicants on their own**:

This means that, by whatever means you have decided to create your application (whether it's a data collection form, video testimonials, etc), it's the applicants themselves who are completing the application.

This process can be **advantageous** in different ways. Applicants themselves know about their personal and professional experiences. When it comes to LGBTQIA+ people, they know more than anyone else the hardships and challenges they face and it's also likely they will be more able to communicate this information in their application than a third party.

It's also important to consider that when applicants are completing their application by themselves, they are consenting to the process, so you don't have to take extra steps to ensure that they will be okay with taking part of the process.

However, and depending on your application process, an application can be time consuming and demanding for a lot of people. If you're expecting high-management professionals or candidates to fill out an extensive application form, this may dissuade them from applying. It's also

worth noting that applications like this one may be instrumentalized by some people in order to make themselves more visible – leading to problems filtering through the more inspirational applications themselves.

★ Applications are carried out by a **third-party**:

This means that a third-party, usually a colleague or employer of the candidate, wants to nominate an applicant and will complete or share their experience in the application process.

There are a few **key considerations** to take into account for this process. First, candidates should be made aware at the early stages of the application process that a third-party would like to nominate them for the Role Models process and is willing to complete an application for them, and they should be able to consent or refuse to take part of this process.

Second, if you decide to go through this application process, **in no way should a third-party party disclose whether the candidate is LGBTQIA+ or an ally**. The third-party applicant may not know this information, may not be allowed to share this information or the candidate may not want this information revealed.

Once the application has been completed by the third-party, it **should be submitted to the candidate for review and validation**. Candidates should be also allowed to include any additional information they would like.

Certainly, one of the biggest advantages of this process is that the candidate doesn't have to think about the time allocated to the application, because most of the work is carried out by a third-party. However, additional efforts from the organization's team must be centered into consent considerations.

WHAT AN APPLICATION FORM CAN LOOK LIKE

Be aware that you're free to decide how to set in place your application process. You can choose to make personalized interviews with your candidates or request a video recording. Some application processes require a motivational letter, while others may only require applicants to fill out an application form. There are benefits and drawbacks to all of these: some may take more time (like interviews and video applications) but others feel more impersonal and may make applications harder to evaluate if two candidates feel just as good (like application forms or motivational letters).

The **following example is an application form used for the EPBN – WISE Role Models program**. The application process required candidates to carry out the application by themselves, without a third-party. This form was created in a data collection form, but your organization may create it and embed it on your official organization's website.

1. **Name and surname:**
2. **Pronouns:**
3. **Name of the company / firm / organization they're employed at:**
4. **Current role at this company / firm / organization:**
5. **This program is targeted at LGBTQIA+ individuals and allies who promote inclusive actions in the workplace. Everyone is encouraged to apply and we hope to have as much representation of each group of the community as we can. With which group(s) do you identify with?**

- | | |
|------------|--------------|
| ☆ Lesbian | ☆ Gay |
| ☆ Bisexual | ☆ Trans |
| ☆ Queer | ☆ Intersex |
| ☆ Asexual | ☆ Non-binary |
| ☆ Ally | ☆ Other |

6. Under which category would you like to be considered for the process?

- ☆ **Leader LGBTQIA+ Role Model**
(leadership roles including CEO, Directors, Managers, etc)
- ☆ **Outstanding LGBTQIA+ professional**
(Young professionals, employees, members of unions, etc)
- ☆ **Allies**
(this includes any professional role)

7. Are you able to speak English at a B2-level? That is, are you able to communicate and understand English on a conversational level?

8. As an EPBN Role Model a photo and general information about yourself (i.e. name, pronouns, work position and EPBN Role Model category you have been selected under) will be made available in the EPBN website, social media and media outlets. since we want to make Role Models and their work. **If selected, do you consent for the EPBN to use and share this personal information in the context of the EPBN–Role Models program? Please be aware that we won't be able to consider your application otherwise.**

9. Please share with us the work and actions that you have done in the past to promote LGBTQIA+ inclusivity in the workplace (within or outside your company/ organization) in your country
(Max. 500 words)

10. Please share with us the work and actions, if any, that you have done in the past to promote LGBTQIA+ inclusivity in the workplace at the European or international level **(Max. 500 words)**

11. How do you envision some of your local actions for LGBTQIA+ inclusivity to be extended at the European or international level? **(Max. 500 words)**

12. Please share with us what motivates you to apply to be an EPBN – WISE Role Model and what does being an EPBN – WISE Role Model mean to you personally, professionally and to your community? **(Max. 300 words).**

13. Please share with us any other additional information you consider relevant about your professional experience or experience in LGBTQIA+ inclusivity **(Max. 200 words).**

THE EVALUATION AND SELECTION PROCESS

There are different ways your organization may evaluate and select your candidates. You can and should fit the process that fits best with your organization, your needs and time. Before you jump into the evaluation process itself, consider the following crucial points:

- ★ Who is **doing** the evaluation: Will the evaluation and selection of candidates be carried out by staff members of your organizations, Board members or rather people external from your organization? Consider setting up a jury (**see page 15**) made up of a mixture of individuals with varying backgrounds and try to keep it diverse.

Make sure that there's a right ratio on gender, and that most (if not all) LGBTQIA+ people are represented somehow – special considerations should be taken with the trans, non-binary, intersex and lesbian and bisexual communities, as they are often less visible than cis-gendered gay and bisexual men.

- ★ The **evaluation criteria**: What are the evaluation criteria that your organization is considering for the process? There are many criteria that you could use depending on your Role Model program objectives.

Take a few of these examples: you could consider their actions in favor of LGBTQIA+ workplace inclusion or their motivations to become a Role Model. Some organizations may also consider that, because they are underrepresented, a special criteria should be made on whether they are part of the trans, non-binary and intersex community.

You should also reflect on whether each criteria will be weighted similarly or differently. Do you think that all criteria should be evaluated equally or are there aspects about some criteria that you deem

more relevant than others? It's up to you. What's important is that the entire evaluation process is clear and transparent, from start to finish.

- ★ **How** are you evaluating your candidates: It's very important to keep a neat process where you're able to clearly see the candidate's information and the criteria you'll be using to evaluate them. It's up to you to decide how you want to do this: whether it's an Excel file with a point-system or scheduled meetings with your evaluators looking at each individual profile of the candidates.

It's also important to define whether your evaluators or jury members will evaluate all candidates or if you will split the candidates between each other.

Some organizations may choose to do a "test" evaluation, to assess if their evaluation matches each other. For example, you or your selected jury can choose 1–3 applicants at random and evaluate them together (first individually and then collectively).

Another important point to take into account is that, depending on how you're carrying out the evaluation process itself, you may want to consider making it in a way that the evaluation doesn't influence other evaluators. In other words, if you're planning on presenting the applicants through an evaluation Excel spreadsheet, if other evaluators are seeing how everyone is assigning their evaluation points, this may influence how they evaluate themselves.

After all of your Role Models have been selected, it's crucial that you **inform everyone** about the outcome of the process. This means that selected and non-selected candidates have to be informed.

CONSIDER THE FOLLOWING EXAMPLE

The following is an example from the EPBN – WISE Role Models evaluation process. The jury was given an evaluation file with all applications. Jury members had to evaluate all candidates (unless they had any conflicts of interest). The Excel shows on the one hand, all the information regarding the candidate (name, surname, firm they work in, if they're part of the community or not, the award category they would like to be awarded in, their role in their firm, etc) and on the other hand, the questions they responded to (see

form questions in page 9). Jury members then were asked to assign points for each evaluation criteria (which corresponded to the open-ended questions that applicants had to respond to). Points were added in the end and then jury members would discuss the highest rated candidates.

Note that not all the highest pointed candidates ended up being selected as Role Models. Additionally, your organization – if you choose to go through a similar evaluation process – can decide whether it feels more fair to add up the final set of points or to use, rather, the average of scores per criteria. It's up to you.

N°	Country	Name	Surname	Will they be in Prague on May 29th?	Pronouns	Name of the firm/organization you are employed at	Role/position at the firm/organization you are employed at	Do you identify yourself as	Under which EPBN Role Model category would you like to be considered for the process?
1									
2									
3									
...									

N°	Please share with us the work and actions that you have done in the past to promote LGBTQIA+ inclusivity in the workplace (within or outside your firm/organization) in your country (Max word count. 500)	Please share with us the work and actions that you have done in the past to promote LGBTQIA+ inclusivity in the workplace at the European or international level (Max word count. 500)	How do you envision some of your local actions for LGBTQIA+ inclusivity to be extended at the European or international level? (Max word count. 500)	Please share with us what motivates you to apply to be an EPBN Role Model and what does being an EPBN Role Model mean to you personally, professionally and to your community? (Max word count. 500)	Please share with us any other additional information you consider relevant about your professional experience or experience in LGBTQIA+ inclusivity (Max word count 500)
1					
2					
3					
...					

N°	Actions the nominee has taken to promote LGBTQIA+ inclusivity inside and outside the workplace									Actions the nominee has taken to promote LGBTQIA+ inclusivity at the European level (if applicable)								
	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Evaluator 5	Evaluator 6	Evaluator 7	Evaluator 8	Evaluator 9	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Evaluator 5	Evaluator 6	Evaluator 7	Evaluator 8	Evaluator 9
	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points
1																		
2																		
3																		
...																		

N°	LGBTQIA+ inclusive local actions proposed at the European or international level									Motivations of the nominee to become a European Role Model								
	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Evaluator 5	Evaluator 6	Evaluator 7	Evaluator 8	Evaluator 9	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Evaluator 5	Evaluator 6	Evaluator 7	Evaluator 8	Evaluator 9
	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points	(_/10) points
1																		
2																		
3																		
...																		

N°	Total points	Additional comments	Selected nominee to become European Role Model (yes / no)	Email sent
1				
2				
3				
...				

CASE STUDY 2

PRIDE BUSINESS FORUM'S HEROES CZECHIA



Since 2011, Pride Business Forum (PBF) has been helping companies, offices, and organizations to support equality. PBF wants LGBTQIA+ employees to have the same chances, to be treated with respect, and to feel welcome. In 2023, PBF transitioned into a charity fund to further expand their activities and increase the overall impact of their work. As part of this development, the fund provides grants to grassroots initiatives: often small, regional, volunteer-led groups that play a crucial role in their local communities.

The **Pride Business Forum Hero Award** recognizes and amplifies the work of individuals who **actively contribute to advancing fair and inclusive conditions for LGBTQIA+ people**, both in the workplace and in society at large. In the Czech Republic, the award has been presented annually since 2018, highlighting those who demonstrate commitment, courage, and tangible impact in driving positive change. There are people who work hard to make sure everyone in the company is treated fairly and

feels safe. They do more than what is expected. The Pride Business Forum Hero Award is for these special people. It is given every year to those whose work deserves praise.

These are the categories that people are nominated in:

- ★ Leaders in top management
- ★ Members of the LGBTQIA+ Employee Resource Group (ERG)
- ★ HR professionals

They are professionals and are both LGBTQIA+ people and also straight allies.

PBF started with these three categories in 2023. Prior to that, the Hero award was only for the members of top management. PBF decided to award more people in these categories because they felt they **needed greater visibility and recognition for the work they do outside their work agendas**.

PBF has carried out and conducted an application process (application through a third party) through an application form that includes the following questions:

- ★ First and Last name of the nominee
- ★ Organization/company
- ★ The nominee is nominated in a category:
- ★ Is your company nominated for the LGBTQIA+ Friendly Employer award?
- ★ Please describe why you think the nominee should be included in the list of nominated persons and why the person should be awarded (max. 500 characters).
- ★ Please list specific activities in 2025 for which you are nominating this person for the Pride Business Forum Hero award (max. 500 characters).
- ★ Please, attach a short profile of the nominee
- ★ It is necessary to get the nominee's consent for the publication of the nomination

Evaluation process:

- ★ PBF has a **jury** of approx 7–8 people – these are DEI professionals and people from LGBTQIA+ organizations. Sometimes there

is a slight change, but some of the members have been part of the jury for many years, **which brings consistency and a strong level of professionalism.**

- ★ Prior to the jury meeting, they all have access to the applications, which they read through and evaluate individually.
- ★ During the meeting, **each member of the jury suggests three people in each category** they think should be awarded, and then they discuss. **Those with the most votes are awarded.**

The Hero Awards ceremony usually takes place in May or June, and it is **therefore connected to IDAHOBIT or Pride Month.** We usually host it in cooperation with **an embassy**, and it takes place either on the embassy's premises or at the ambassador's residence (in previous years, it was hosted, for example, at the French embassy or the Dutch embassy). The event is invitation-only and has a capacity of approximately 100 people. At the beginning, there are welcoming speeches, and then the Heroes are awarded with diplomas, and **they all have a chance to say a few words.** After the official ceremony, the guests can stay for drinks and networking.

All the heroes are listed [on the PBF website](#) and their work as Role Models have had a significant impact on the organization and Czech society. For example,

Jan Kotík (ŠKODA AUTO a.s.) – Honza was a driving force in the early stages of LGBTQIA+ activities at Škoda Auto. He co-founded their ERG group, is a visible Role Model, and is also a proud donor to PBF charity fund and the Prague Pride association. He is also a co-author of the new toolkit published by PBF called *How to start with fairness at work.*

Marian Kramařík (T-Mobile) – at T-Mobile, Marian began advocating for stronger LGBTQIA+ engagement over a decade ago, working tirelessly to push the agenda forward. His persistence paid off, and today the company is actively engaged and continuing to make progress in this area. At the same time, he spent many years volunteering with PBF and Prague Pride, where he was involved from the early days of corporate fundraising initiatives.

Hana Součková (SAP) – Hana was recognized in the Top Management category, while SAP has proven to be a consistently committed and successful company in the awards over the years. In 2026, they will receive their first gold award, following last year's win as ERG of the Year. These achievements would not have been possible without the strong support of allies in leadership.

Jana Vychroňová (Vodafone) – Jana has been working in the field of diversity and inclusion since 2014. Thanks to her extraordinary and unwavering commitment, Vodafone Czech Republic has become a source of inspiration for other companies in advancing LGBTQIA+ inclusion. Through a wide range of internal and external initiatives, Vodafone has earned numerous awards and recognitions. Jana is also a role model for other allies. Vodafone has long been a market leader in the Czech Republic, setting trends in this area – largely thanks to her impact.

Alena Sochorová (Microsoft) – Alena has been part of Microsoft's senior leadership since 2019. In her role as a Diversity & Inclusion Champion, she actively supports LGBTQIA+ equality both internally and externally. Thanks to her efforts, Microsoft added its signature to a letter supporting marriage equality addressed to the Prime Minister and other political leaders. Last year, Alena also initiated a letter from Pride Business Forum representatives to Vladimír Dlouhý, President of the Czech Chamber of Commerce, offering collaboration on advancing LGBTQIA+ equality. Drawing on her extensive experience and leadership, she continues to advise other companies on how to start and develop LGBTQIA+ inclusion in the workplace.

In some years, PBF has struggled with the number of nominees (especially in the HR category and at the top management category). In 2026, they really focused on it in their communication, and their member engagement manager was actively reaching out to companies and encouraging them to nominate their people.

THE JURY

As mentioned before, having a jury can facilitate the evaluation and selection process of your candidates. If you decide to assemble a jury, it's important to disclose this during the application process along with the names of each of the jury members. You can also make a publication on your website or social media platforms.

- ★ **Finding the right people.** To have a rich evaluation experience, your organization should consider finding a diverse range of people to make up a jury. Certainly, not all organizations are well-connected nor have the time, resources and energy to dedicate themselves to finding them. Your jury can always be made up of internal representatives from your organization.
- ★ An ideal jury would be a mixture between internal (from your own staff or your organization's Board) and external individuals, with different backgrounds and views, that could help enrich this process. For example, consider finding people from public institutions or people in the world of business/firms. Some of these people may also have had some experience in selection processes or have a background in DEI practices (allowing them to know more about the impact of the initiatives put forward by the Role Model applicants).
- ★ Watch out for **conflicts of interest**. Make sure that all of your jury members review the full list of candidates. It may be possible that a jury member knows someone from the list, has personal ties with them or works for a competitive firm. In those cases, the jury member will have to recuse themselves from evaluating that candidate. If a specific jury has multiple conflicts of interest, you may need to replace them.

- ★ It can be very helpful to draft and share with your jury members a document that informs them about potential conflicts of interest (what conflicts of interests are and what this may entail). Have them read the document and sign it after reviewing the full list of candidates.

- ★ **Ethical concerns and disclosing information.** It's very important that your jury members acknowledge that all the information shared by the candidates must remain confidential. Under no circumstance should a jury member disclose any of the information provided by a candidate or third-party applicant. Your organization could draft a **confidentiality agreement** which jury members should sign.

- ★ **Acknowledging your jury members:** Make sure to acknowledge the great work that your jury has done. This can be done through an acknowledgement through a speech during your event or, if they are traveling across your country (and your budget allows it), to cover some of their expenses.

While your evaluation and selection process is up to you, it's recommended that you schedule – at least – two discussion sessions with your jury. An introduction session helps introduce everyone to each other, present the evaluation process and address any questions or concerns that your jury members may have. It's also a great opportunity to set up a timeline and deadline for evaluations.

ROLE MODEL CATEGORIES

The **number and type** of Role Model categories is up to you. There are a handful of ways you can approach your categories. In fact, you can start your application process with the categories in mind or you can set up categories later on (which can align better with your applicant profiles and backgrounds).

While Role Models in the workplace can be LGBTQIA+ people or allies, it's up to you who you're interested in rewarding. **Some organizations limit their awards and categories only to LGBTQIA+ people, while other organizations include allies.**

You may also decide to categorize Role Models according to their roles or the hierarchy in the workplace: whether it's **CEOs, higher management positions or just employees**. Some organizations make categories **specifically addressed towards lesbian and bisexual women or trans and non-binary people**; other organizations have specific categories for people working in small-sized firms or in the public sector.

If this is your first time ever doing a Role Model program, it's strongly advised **you don't go overboard with the amount of categories** for your awards. Two or three categories can be an ideal number, but again, it may also depend on the number of applicants you receive. If you realize that not all of the applicants you've received fit exactly into your categories, **don't worry**. You can adjust your categories after the evaluation process is over. In fact, as you carry out your evaluation process, you or your jury may realize that some candidates should be recognized separately through a "special recognition" award.

RULES AND ELIGIBILITY CRITERIA

It's very important to keep a nice track of the rules and eligibility criteria for your applicants and your evaluation process. Your applicants should be very well informed on whether they can apply or not. This will also be very helpful to you and your organization: it'll narrow down the number of applicants you may receive.

- ★ **Can anyone apply to your Role Model process?** Normally, this shouldn't be the case. Keep in mind that this toolkit specifically addresses Role Models in the workplace. You could limit your candidates to those who can have an effective change in the workplace. This means that people who work by themselves or autonomously (or remotely) would not be able to apply. However, **these types of situations aren't necessarily black and white**: some people may work autonomously (for example, a medical doctor, a dentist, etc) but will occasionally also work in workspaces or may indirectly impact the workplace.
- ★ **What type of professionals?** It's very important to take into account whether you are open to all types of professionals or if you'll have some limitations. Some organizations, for example, are open to all types of professionals: from both the private and public sector, small and large enterprises, etc. Some organizations have limited Role Model awards to those professionals who don't work in HR (or on DEI as their main role), as these initiatives are not part of their own personal efforts but something they are doing because they're being paid to do. Some organizations do take this into account but have separate categories or awards for individuals working on HR or specific DEI initiatives.

COMMUNICATIONS

Working with your communications team is key for a successful application process and promotion of your event. If you don't have an established comms team or comms lead, don't worry. The following guidelines and tips will help you craft **compelling and impactful** communications about Role Models.

Work on a communications strategy. Even if you don't have a comms lead or team, make sure that you work on a communications strategy that establishes a clear roadmap of how you will be communicating about your Role Models scheme before (application process), during (at your event), and after the Role Models program is over (aftermath of the event, interviews with your organization members, Role Models and partners, etc).

How to communicate: Sharing on social media and institutional website. Make sure you share all information concerning your Role Models program, application process, rules, jury and more, through your formal communication channels: your social media platforms, your official institutional website, your newsletter to partners, and more.

What to communicate. At an early stage, you should focus the communications aspect into making sure that everyone is clear about what Role Models are, what this Role Model program of your organization is (and its objectives) and every aspect of the application process: rules, requirements and eligibility criteria; deadline to apply; crucial dates to take into consideration.

Once you have selected your Role Models, you can also gather quotations or testimonials from them to share online (with their consent). This is also a good opportunity to share more about who they are and what kind of practices they have been promoting across their country or within their workplace. Make sure that you're sharing information about the event during the day of. Share pictures and quotes from speeches from your speakers.

For the aftermath of your event and program, make sure to have a ready to distribute press release, which you can share with your Role Models, media outlets and other interested partners.

Where to communicate. Consider sharing all information on your main social media platforms. The most logical option is to share on LinkedIn (as most professionals and firms will have accounts there, too). Whenever possible, tag individuals, companies, and institutions using their handles (@) to maximize reach and engagement. Make sure to also have a dedicated section in your website on your Role Models scheme, for transparency purposes. It's also a good idea to update this section once you have all awarded Role Models, with photos and information about them.

Work with your local media institutions. You should try to broadcast your application process with your local media, if possible. It's incredibly useful to have some media outlets covering your event. Consider reaching local media outlets or outlets specialized in covering LGBTIQ+ topics, which could be interested in attending the event or spreading the word.

CASE STUDY 3

BERUFSVERBAND VK GERMANY



The Berufsverband VK – Netzwerk für Vielfalt und Karriere is a queer association that has been committed to diversity, inclusion, and equal opportunity for 35 years. The association has around 700 members across Germany and is organized into regional, professional, and thematic groups.

The Role Model program is a structure that was specifically created for the EPBN – WISE program, with the primary objective of identifying and motivating mentors or coaches as counterparts for the mentees of the EPBN – WISE program. A secondary aim – especially among VK members – was to recognize their commitment and contribution to achieving the association's goals.

The program was implemented in 2025 and 2026 by the Queermentor organisation on behalf of VK, with the involvement of additional partners such as Wirtschaftsweiber, and with sponsorship from LinkedIn in 2025 and from Microsoft in 2026. All costs related to

marketing, communications, and social media were covered by Berufsverband VK.

A diverse jury – organized by Queermentor – was made up of queer figures in Germany, which included: Matthias Weber (Chairman of EPBN) and Kurt Siering (President of Berufsverband VK). Each jury member had two votes to select an applicant. In 2025, there were joint jury sessions and in 2026, the jury members again each nominated two Role Models individually.

The 2025 awards ceremony took place at LinkedIn headquarters in Munich, with jury members serving as laudators. The event was embedded within a networking event with entertainment and a get-together. In 2026, the ceremony was held in a similar format but in Microsoft's premises in Berlin.

PREPARATIONS FOR THE AWARDS CEREMONY.

Depending on your budget and your vision for your Role Models program, you can think of different types of awards ceremonies.

★ **Finding the right venue:** Finding a venue might be a challenge for different reasons. Budget constraints, availability of the venues, etc. Your vision for the event is also important to consider. If you want to keep it intimate, your organization's headquarters might be enough. Some examples of venues you may consider: partnering with a hotel, your local museum, a university, your organization's headquarters, etc.

★ **Catering services:** The ceremony itself is certainly the main focus of the event. However, keep in mind that after 2h of sitting down, your guests may also want some time to relax. Consider hiring a catering service for a cocktail, with food and drinks. Depending on your budget, you could host a cocktail and a reserved dinner with paid and reserved tables – this may also be an opportunity for more firms to show their commitment towards LGBTQIA+ inclusion and for your organization and partners to network.

★ **Flyers, roll ups and other material to distribute:** Events like these are perfect opportunities for your organization to share more information about your actions and organizational mission to potential partners. You may have recently developed a tool kit or guiding document that you would like to share with your community: this is your chance. It's recommended, however, that you don't overwhelm your guests with a lot of documents. Try to keep it simple. If possible, consider handing your guests a goody tote-bag: it'll be helpful for your guests to carry documents and other goodies you're thinking of distributing.

★ **Photographs and photo walls:** Photographs are key for your organization when organizing

this event. Your guests will certainly want to share these photos on social media. Depending on your budget (and how you intend to plan the event), consider having **two photographers** for the event: one of them should be focused on the awards ceremony itself, whereas the other one should be photographing guests at the photo wall or afterwards, during the cocktail hour (if you have one).

If you have important (VIP) guests attending the event (such as government figures, diplomats, CEOs from companies, etc), it's a good idea to provide them with a **document, highlighting their names and a photo** to recognize them during the event. You can always guide these guests somewhere quiet for a photo, but you never know if they have to leave fast or not.

Consider having a **photo wall** (with your organization's logos and other partners) for people to take pictures at. Be sure to assess a location that is suitable for this (as photo walls take a great deal of space) and that you're not blocking any paths along the way. There are other "fun" options you could explore, like a "selfie" booth. You should also consider placing it at a location that doesn't disturb the general flow of the event. For example, if you set it by the entrance near registration, your guests may be tempted into taking pictures instead of heading to their seats.

Try to **share your photos with your guests as soon as possible:** your guests may be interested in sharing photos or use them to frame them under a particular campaign or date (e.g. Pride Month, IDAHOBIT, etc). 1–2 days after the event should be an appropriate amount of time to send them.

It's also highly recommended that you do a video summary of the event.

- ★ **Make it fun and your own:** There are many ways to keep your event fun (and professional). While the objective of the event is certainly to inspire your guests and recognize your Role Models, you can also try to make it entertaining for your guests.

Of course, everything depends on the budget you're willing to allocate to the event. Consider some examples like having a DJ during the cocktail hour or having a make-up stand for your guests.

- ★ **Badges and identification:** It's a good idea to prepare badges or a form of identification for your attendees. When you're preparing your badges/IDs, consider using the following information:

- ☆ Full name
- ☆ Organization / firm (if applicable)
- ☆ Pronouns (this is very important; you don't want your guests to be misgendered by accident)
- ☆ Your organization's logo and other partner's logos

You can also include other additional information if you feel like it. You could add a **QR code** linked to the guests' LinkedIn profile (to facilitate networking) or to the event's program. It's up to you.

The award ceremony itself. Feel free to add your own touch when thinking about the award ceremony. You can keep it strictly professional or add a musical or artistic routine, to keep it more interesting. Here are some recommendations for a successful ceremony:

- ☆ **Keep it short (but fun):** try to limit the length of the ceremony ideally under 2h.
- ☆ **Make sure your guests can help themselves to some water:** If you're planning on having a long ceremony, make sure you can have some water bottles available for your attendees.

- ☆ **Breaks can be disruptive:** if you're planning a long ceremony (2h or more), having a break may be tempting but it can disrupt the program and the attention of your guests. You may struggle bringing everyone together back into the room or they may not be in the mood to sit down for another segment of the ceremony.

- ☆ **Make it as diverse as possible:** if you have panel discussions or speakers, make sure that you have a balanced ratio of men, women and non-binary individuals present.

Besides having speakers, there are a number of other things you can do to keep your ceremony dynamic, entertaining and informative:

- ☆ **Panel discussions or round tables:** There are many interesting panel discussion topics you could address. As a suggestion, a very well received panel is usually one about Role Models and their experiences. It allows Role Models to speak openly about their experiences in the workplace and share touching and emotional moments that can be memorable for those attending.
- ☆ **Videos:** If you have important guests that aren't able to attend (e.g. politicians, advocates, etc) a good alternative is to ask them for a video recording. Similarly, you may want to share video recordings from your sponsors, more Role Model testimonials, etc. Please make sure that you have drafted clear instructions for video recording and that they have subtitles – that way all videos will look cohesive for your guests.

- ☆ **Comedic or artistic routine:** a fun comedic routine or an artistic intervention may be a nice way to break the monotony of a formal ceremony. Make sure that your comedic jokes are appropriate for the event but besides that, have fun.

☆ **Enhancing LGBTQIA+ culture.**

These types of events are a perfect opportunity to enhance and share more about LGBTQIA+ culture. As an example, EPBN worked with the Queer Museum in Warsaw to showcase a piece of one of their expos during their event in May 2025. Additionally, you may consider using other elements

☆ **Other.** If your budget allows it, consider having sign language interpreters available from the start. If you're looking for a host beyond your organization, look for someone that has experience in hosting or as a speaker (people in the media, for example).

☆ **Budget and costs.** Your budget will most likely be consumed primarily by the venue, the catering, logistics and communication expenses (including: badges, photo wall, photographers or media agency if you're using one). You may also have traveling and accommodation expenses, if you're considering having some Role Models from outside your city. If you're struggling with your budget, you could consider negotiating with your Role Models to have their expenses covered by their firms and allocate more funding into Role Models from – for example – small sized firms or organizations.

CASE STUDY 4

L'AUTRE CERCLE'S RÔLES MODÈLES LGBTQIA+ ET ALLIÉ-ES FRANCE



L'Autre Cercle is the French leading organization working on LGBTQIA+ workplace inclusion since 1997. They support employers and employees from private, public and non-profit sectors in order to create more inclusive work environments for LGBTQIA+ people.

Role Models at L'Autre Cercle are inspiring individuals who are awarded because of their visibility, their professional experience and their actions which contribute to support LGBTQIA+ inclusion in the workplace. Each year, this initiative aims to offer positive examples of workplace inclusion practices, to encourage authenticity in the workplace and to demonstrate that diversity adds richness and value to organizations and firms. This way, Role Models work in the fight against discrimination and favor the creation of working environments that are more inclusive to all.

The awarded French Role Models at L'Autre Cercle **are both LGBTQIA+ people and allies** and are open to people in the private and public sectors. At L'Autre Cercle, candidates are chosen based on their personal efforts to promote LGBTQIA+ inclusion in the workplace, which goes beyond their job title or role. This means that candidates who work directly on DEI initiatives at work, aren't eligible to participate because it's already part of their professional tasks and objectives.

Role Models are selected through a specialized jury made up mainly of Board Members from L'Autre Cercle. The challenge is always to find the right balance to have all LGBTQIA+ people represented. **Since 2019, L'Autre Cercle has celebrated 684 Role Models.** Thanks to these Role Models, being visible in the companies got safer and easier. The impact is very positive in the companies who already had Role Models, and it has helped other candidates to become Role Models themselves over the years.

L'Autre Cercle awards nearly 100 Role Models each year at a ceremony held in different high-end locations across Paris. The ceremony usually includes remarks from speakers from different DEI lead teams from French companies and organizations, a comedic pause and the awards segment themselves. There are also dedicated panels from some awarded Role Models, who share their testimonials and experiences.

Currently, L'Autre Cercle works with their Role Models through their **"Cercle des Rôles Modèles"** initiative. This initiative is both online (through a LinkedIn group) and also in-person (through after work get-togethers and activities) and its purpose is to establish a strong network of Role Models across the country.

All the Role Models are listed on the [L'Autre Cercle website](#).

CASE STUDY 5

THE EUROPEAN ROLE MODELS OF EPBN EUROPE



The European Pride Business Network (EPBN) is a consortium of European organizations working on LGBTQIA+ inclusion in the workplace across Europe. There are more than 25 member organizations from over 20 European countries working and advocating in favor of workplace inclusion.

Since the year 2025, EPBN has conducted two European Role Model ceremonies framed under the **EPBN – WISE: Workplace Inclusion for a Sustainable Europe** project. A first ceremony was conducted in Warsaw, Poland at the Copernikus Science Centre with 25 recognized and awarded Role Models from six different countries (France, Italy, Germany, Czechia and Austria and a special award for someone in Poland). A second ceremony was conducted in Prague, Czechia at the Hilton Hotel, where

28 Role Models were recognized and awarded from 10 different European countries (France, Italy, Germany, Czechia, Austria, Poland, Spain, Bulgaria, Luxembourg and Switzerland).

For both cases, EPBN set up clear **rules and eligibility criteria**:

- ★ Only professionals **working in a workplace** would be able to participate (meaning no one working autonomously would be eligible to apply).
- ★ Sole LGBTQIA+ activists and people working in DEI were not considered, as promoting inclusive actions was part of their **roles**.
- ★ Applicants would have **had to be recognized at the local level** by their



national organizations. This means that only applicants that had been recognized as Role Models at the local level by their organizations would be eligible to apply at the European level.

- ★ Candidates were asked to complete an **application form** by themselves and the different applications were then evaluated by a jury. The jury, in both cases, was made up of individuals from EPBN, member organizations, and people working in the corporate world.

One of the biggest challenges faced by EPBN in this process, was to ensure a diverse group of Role Models. Gay and bisexual men were often overrepresented in the application pool whereas lesbian, bisexual women and trans and non-binary people were not. To overcome this problem, EPBN set up different strategies, like promoting the initiative among organizations working specifically with those populations. There were also plenty of discussions surrounding great applications that didn't fit the eligibility criteria.

EPBN has been working directly with Role Models since they've been awarded and recognized. A key example of this is the EPBN – WISE mentoring program and the PLANET EPBN mentoring program. In both cases, Role Models have been asked to act as mentors for a group of young, LGBTQIA+ mentees from across Europe. Additionally, many of EPBN's Role Models have been asked to be speakers in different activities and events from EPBN or its member organizations.

Click [here](#) to follow EPBN projects.

HEARING FROM ROLE MODELS

Being your true self at work is not always easy, yet you chose to show up authentically and support others. What motivated you to take that step?

I reached a point where hiding became heavier than the truth. When I came out as a transgender woman, I learned very quickly that visibility is both a risk and a responsibility. The hostility was very real but so was the quiet gratitude from people who saw themselves in my steps. What motivated me was simple: if I have the strength and the platform, I must use both. Authenticity became my shield, and supporting others on this journey became the work I refuse to step back from.



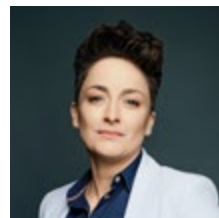
Tamara Scheidl (She/her)
Pride Biz Austria Pioneer
EPBN Role Model 2025
Austria

To be honest the initial thing that motivated me was knowing from experience how suffocating it is to be in the closet. I wasn't out at my first job out of college, and it meant living in a weird world of constant half-truths and lying by omission, which was not only exhausting but made building close relationships with colleagues practically impossible. When I changed jobs I made a promise to myself to be out from day one at my next workplace, and that's exactly what I did. But as my career progressed, and I became more aware of the importance of visible role models in positions of power, being out became less about me and more about giving back to the community. Today I firmly believe that as senior leaders we have a responsibility to be authentic and to show other LGBT+ folks that you can be unapologetically yourself and still thrive in your career.

Because none of us can aspire to what remains invisible, I choose to be visible – for those who still question their place, for those who have been led to believe they must choose between success and authenticity, between professional ambition and who they truly are.



Inès Duckit (She/her)
Role Model of L'Autre
Cercle
EPBN Role Model 2026
France



Joanna Pastor (She/her)
Role Model of KPH
EPBN Role Model 2026
Poland

THE EUROPEAN PRIDE BUSINESS NETWORK: DRIVING MEASURABLE LGBTQIA+ WORKPLACE INCLUSION



Founded in 2022, the European Pride Business Network (EPBN) is a politically independent umbrella organization that brings together national and regional LGBTQIA+ professional associations from across Europe. EPBN works to advance workplace equality, foster inclusive business environments, and promote the economic empowerment of LGBTQIA+ individuals. Today, the network unites 28 member organizations across 24 European

countries, forming a strong and growing alliance committed to driving sustainable change through visibility, advocacy, and collaboration.

Have questions, feedback, or ideas? Whether you're a professional, organization, or partner, we'd love to hear from you at info@epbn.eu

Discover our work and impact at www.epbn.eu.