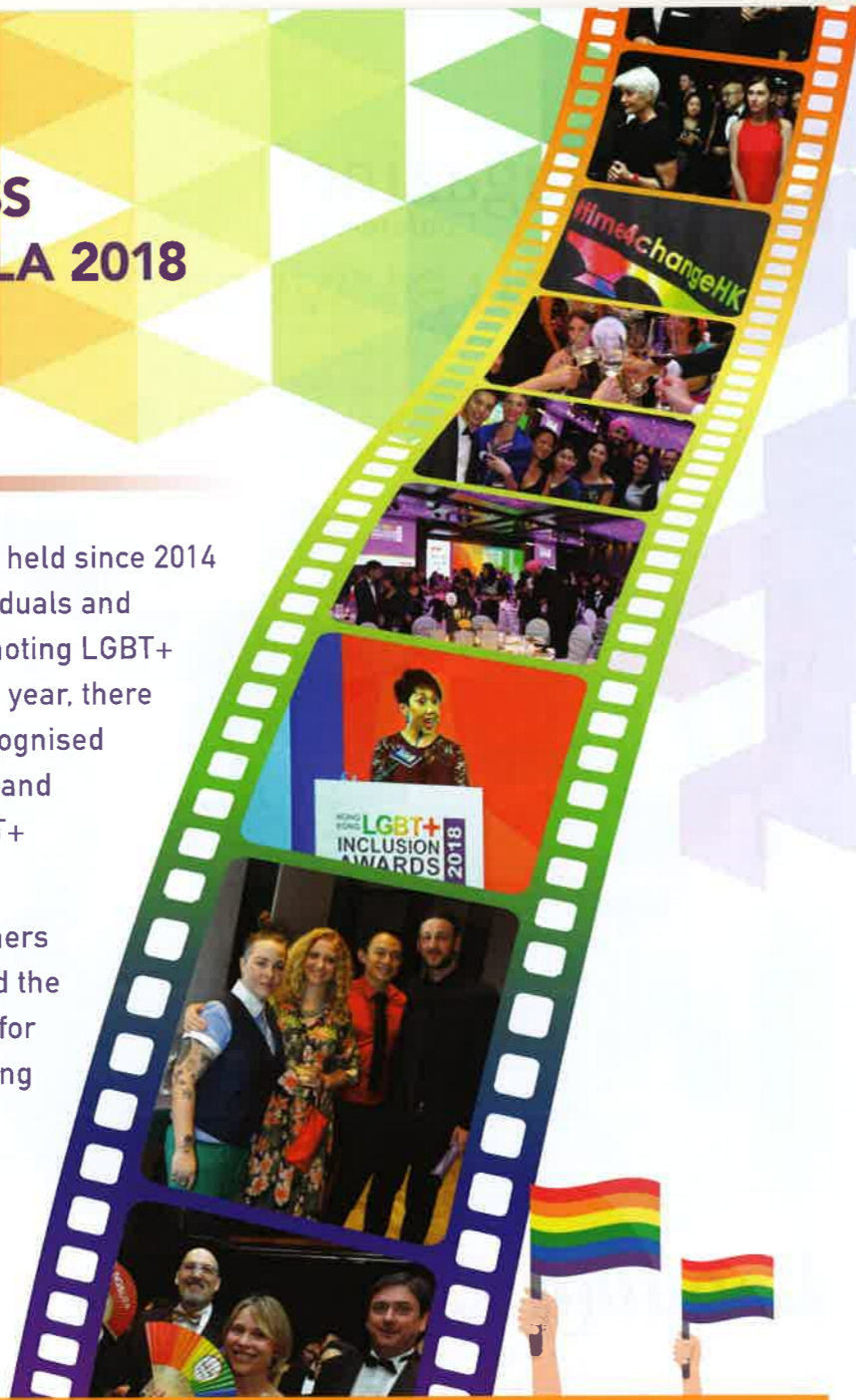


# COMMUNITY BUSINESS LGBT+ INCLUSION GALA 2018

The Hong Kong LGBT+ Inclusion Awards, held since 2014 by Community Business, recognise individuals and organisations for their dedication in promoting LGBT+ equality and inclusion in Hong Kong. This year, there were 12 total award categories which recognised everything from achievements in lesbian and transgender inclusion to successful LGBT+ marketing campaigns.

HR Magazine interviewed the award winners and LGBT+ change-makers who attended the event, who were full of words of wisdom for organisations and individuals in Hong Kong looking to make a change.



## BENEFITS OF ENHANCING D&I ACROSS ORGANISATIONS



"People are the engine that keeps the company running and a culture of inclusion and employee well-being is so important for retaining good people."

Wanda Tung, Managing Director and General Counsel, Asia ex Japan, Nomura



"Advocating for diversity at your organisation will help you attract and retain the best talent. When an organisation is friendly to LGBT+ people, other minority groups feel welcome there too—broadening your talent pool."

Yiu-tung Suen, Founding Director, Sexualities Research Programme, Chinese University of Hong Kong



"One benefit has been connecting different communities within our company, such as women's groups and LGBT+ groups, who are eager to work together to make change."

Ken Steel, Director of Commercial Operations, Thomson Reuters

## ADVICE FOR HR ON CREATING MORE INCLUSIVE ORGANISATIONS



"One major issue is when companies don't have adequate policies or have international policies that are not being implemented locally. Your first goal is to ensure the workplace is a safe space for LGBT+ individuals and having the right policy is how you guarantee it."

Dr. Brenda R. Alegre, Assistant Lecturer, Faculty of Arts, HKU



"Gather an HR team with a diversity of backgrounds—look for marketing and communications skills. Appropriately communicating policy and affecting true behavioural change requires these skillsets."

Adrian Warr, Managing Director, Hong Kong, Edelman



HR has a key role to play in creating a diverse and inclusive workplace culture that values and empowers every employee. As part of this, HR should review policies and benefits, implement guidelines, facilitate training, evaluate impact on engagement, and so on—ultimately holding their company accountable to high standards.

Fern Ngai, CEO, Community Business

## MAKING THE CHANGE HAPPEN



"You have to find a supportive sponsor—a senior leader with the credibility to speak on a challenging topic. They will be able to articulate to the business the reasons why change is needed."

Jack Guest, Regional Leader for D&I, ASP, HSBC



"You can start by taking an earnest interest. Read about LGBT+ challenges, attend some events, make some connections outside of your circle. From there, just start to talk. Promote natural dialogue about these topics and change will follow."

Su-Ling Voon, Managing Director, Morgan Stanley



"Speak up. You are supporting an invisible population. Unless you are vocal, no one will know that change is needed."

Celine Tan, Senior Vice President, HSBC Securities Services Account Manager, HSBC



"Being a leading business on LGBT+ equality is not just about internal policies, it's also about external advocacy. When legal changes happen, it is often because businesses have supported those changes."

Peter Reading, Legal Counsel, Equal Opportunities Commission