



Under the High Patronage of
Mr. Emmanuel MACRON
President of the French Republic

L'AUTRE CERCLE ANNOUNCES THE 2021 LGBT+ AND ALLIES ROLE MODELS

The third edition of the LGBT+ and Allies Role Models honours those who have given outstanding leadership in the inclusion of LGBT+ people in the workplace. This event is now the keynote event for diversity professionals.

Paris – 13th October 2021 – L'Autre Cercle, the leading French association for the inclusion of LGBT+¹ people in the workplace, and officially recognised as an association of general interest, last evening announced the names of the 94 people honoured as LGBT+ and Allies Role Models on the occasion of the third edition of the ceremony and worldwide Coming Out Day.

This 110 minute-broadcast, produced with the cooperation and sponsorship of Atos, Legrand, LVMH, Orange, Pfizer, Quadient, and Renault Group, was presented by Jean-Baptiste Marteau and recorded in the studios of Radio France, the media partner since the event first began.

The LGBT+ Role Models and Allies ceremony was born out of a straightforward ambition, i.e. to be oneself and succeed in the workplace, regardless of one's sexual orientation and gender identity. In practice, statistics reveal the difficulties faced by LGBT+ people in the workplace: according to the *Baromètre L'Autre Cercle – Ifop 2020* survey only one out of two LGBT+ people is visible in his or her professional environment. This event was the brainchild of chief organiser Alan Gavand who states: *"The desire of LGBT+ people for visibility is a sign that we are moving towards a new paradigm: the fear of discrimination, a fear which is fully justified, is gradually giving way to the pride of being oneself"*.

The list of those honoured during the ceremony is divided into four categories:

- **26 Senior Executive LGBT+ Role Models:** these are LGBT+ senior executives, board members from the public or private sectors, whose professional success and careers are considered to be examples to be followed. With their commitment and visibility they contribute to providing a positive image of LGBT+ people.

Among those honoured: Ouissem Belgacem, former professional football player, founder of OnTrack Sport, author of "Adieu ma honte"; Daniel Bethelmy-Rada, Director General France, Yves Saint Laurent Beauté France (Groupe L'Oréal); Arnaud Cabanis, Director General, Business Solutions France and Belgium, TikTok; Marc Chaya, President and Co-founder, Maison Francis Kurkdjian (Groupe LVMH); Aurélie Feld, President, LHH (Groupe Adecco); Cédric Le Gallo, Founder, Le Gallo Films; Aliette Mousnier-Lompré, Operations and Customer Services Director, Orange Business Services.

¹Lesbian, Gay, Bisexual, Transgender and other non-majority variations of sexual orientation or gender identity

- **30 Leader LGBT+ Role Models:** these are LGBT+ employees or agents, non-board members, who make a significant contribution to the inclusion of LGBT+ people in the workplace.

Among those honoured: Jessica Elliott, Head of Section, Salesforce and President, Outforce France; Annabelle Guiraud, Head of Risk Prevention, RATP Real Estate and VP, *Homobilités* (the RATP Group's LGBT+ association); Guillaume Semène, Head of Events, BNP Paribas, Co-Leader of Pride France network; Sébastien Vienot, Head of EMEA Support Team, Microsoft France.

- **11 Young Graduate LGBT+ Role Models:** these are LGBT+ people in their first job within an organisation who have attained distinction in their initiatives in favour of the inclusion of LGBT+ people, especially as students.

Among those honoured: Alice Billard, Design Engineer, Legrand; Vincent Blier, Cash Flow Overview Analyst, Société Générale; Anaïs Rousteau, Application Development New Associate, Accenture SAS; Nolhan Vairac, Expert Talent Recruiter, Groupe Michael Page.

- **27 Senior Executive Allies:** these are senior executives who contribute, through their commitment, to the inclusion of LGBT+ people in the workplace, while they themselves may or not be LGBT+.

Among those honoured: Clotilde Delbos, Assistant Director General, Financial Director, Directeur Financier, Renault Group, Director General of the Mobilize brand, Chairman of the Board RCI Banque SA, Renault Group; Olivier Girard, President Accenture - France and Benelux, Marianne Laigneau, Chairman of the Board, Enedis; Anne Rigail, General Director, Air France; Lucile Royer-Ecoffet, Director General Delegate - Community Resources and Services - Dijon Métropole & Ville de Dijon.

THE LIST OF THE 94 LGBT+ ROLE MODELS & ALLIES 2021 IS AVAILABLE ON [ROLESMODELESLGBT.FR](https://rolesmodeleslgbt.fr)

This year l'Autre Cercle once again organised a ceremony lasting almost two hours, structured around the announcement and celebration of the 94 LGBT+ and Allies Role Models, interviews, testimonials – in particular from Role Models from the previous edition – and three, 20-minute round table discussions during which recognised, respected panellists spoke on the following themes:

Be visible in the workplace, why bother?

- Isabelle Bastide, Executive Board Director and Regional Managing Director, France, Spain & Portugal - PageGroup
- Marc Chaya, President and Co-Founder – Maison Francis Kurkdjian, Groupe LVMH
- Frédéric Fougerat, VP Communications & CSR, Foncia
- Annabelle Guiraud, Head of Risk Prevention, RATP Real Estate and VP, *Homobilités* (the RATP Group's LGBT+ association).

Be visible in the workplace, okay but how?

- Vincent Ecrepont, Director of the Artistic Team as author and director – "À Vrai Dire" Theater Company

- Alette Mousnier-Lompré, Operations and Customer Services Director, Orange Business Services
- Anaïs Rousteau, Application Development New Associate - Accenture SAS
- Sébastien Vienot, Head of EMEA Support Team, Microsoft France

I am visible, and what happens now?

- Alice Billard, Design Engineer, Legrand
- Aurélie Feld, President - LHH (Groupe Adecco)
- Clark Massad, Vice-President, Major Partnerships - IGLTA, the International LGBTQ+ Travel Association

During a break in the round table discussions participants listened to a contribution from **Madame Élisabeth Moreno, the French Prime Minister's Delegate Minister for Gender Equality, Diversity and Equal Opportunity**

CONFIRMING TRENDS

This third edition of the LGBT+ and Allies Role Models confirms the growth and legitimacy of the event with an increase in the number of candidates and more diverse candidates, from small and medium-sized businesses to multinational corporations with tens of thousands of employees. Furthermore, the broad range of sectors and businesses represented by the candidates in this edition contributes to debunking certain stereotypes inherent to LGBT+ people. The sharp rise in the number of transgender candidates, especially among the younger candidates, confirms the trend which appeared in the previous edition. However, the number of female candidates remains stable and this reflects the persistent difficulties encountered by lesbians in the workplace.

THE AIMS OF THE LGBT+ ROLE MODELS AND ALLIES IN THE WORKPLACE

This third edition consolidates L'Autre Cercle's major aims through this event:

- **Communicate positively**, and with heightened value, on the LGBT+ issue in the workplace in order to change the image.
- **Reiterate the need** for LGBT+ opinion leaders and policy makers **to be visible** in the professional sphere in order to encourage the emergence of the role models which are currently lacking.
- **Associate the « allies »** of LGBT+ people by highlighting their initiatives in favour of support and inclusion.

"L'Autre Cercle's purpose is to encourage the inclusion of LGBT+ people in the workplace. We pledge employers to create a benevolent and safe environment for LGBT+ people but the latter must feel fully legitimate in achieving success in their careers while remaining true to themselves", says **Denis Triay, President - L'Autre Cercle**.

"In the workplace an inclusive society needs measurable markers and commitments. The visibility of LGBT+ people is one of the cornerstones. The small number of women and young people among the Role Model candidates is once again a wake-up call as to the actions to be undertaken by employers to guarantee genuine professional equality", adds **Catherine Tripon, Spokesperson - L'Autre Cercle**.

"The visibility of LGBT+ people has become the principal indicator of an inclusive environment in the workplace and the commitment of the LGBT+ Role Models boosts the trend", concludes **Alain Gavand, Project leader – LGBT+ Role Models and Allies - Baromètre L'Autre Cercle-lfop survey and co-leader of the l'Observatoire de la Fédération de L'Autre Cercle**

This new edition of Role Models brings to 250 the number of persons honoured since the event was created in 2019.

The full ceremony can be viewed on: <https://rolesmodeleslgbt.fr/>

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About L'Autre Cercle

L'Autre Cercle, an association founded in 1997, is the leading French body in the promotion of the inclusion of LGBT+ people in the workplace. The association's values are respect, humanism, independence, commitment and pragmatism and it works towards a fulfilling, inclusive workplace respectful of everybody in all their diversity, regardless of sexual orientation or gender identity. In addition to its role as observer, its tasks are to help organisations and promote good practices. The association is officially recognised as an association of general interest and it federates more than 170 public and private organisations signatories of the LGBT+ Commitment Charter and employing 1.6 million people.

www.autrecercle.org

About LGBT+ Role Models and Allies in the workplace

Established in 2019 by L'Autre Cercle and placed under the High Patronage of Monsieur Emmanuel Macron, President of the French Republic, the annual LGBT+ Role Models and Allies ceremony honours persons who have distinguished themselves by their positive impact on the inclusion of LGBT+ people (Lesbian, Gay, Bisexual, Transgender and other non-majority sexual orientations and gender identities) in the professional sphere in France. Their careers and their social roles are considered as examples to be followed. The persons honoured – candidates or nominated by third parties – are selected by a jury chaired by L'Autre Cercle – and are divided into four categories: Senior Executive LGBT+ Role Models, Leader LGBT+ Role Models, Young Graduate LGBT+ Role Models, Senior Executive Allies. The latter, while they themselves may or not be LGBT+, contribute to encouraging diversity of sexual orientations and gender identity within their organisations. With these ceremonies, L'Autre Cercle aims to advance the representation of LGBT+ people by reiterating their need to be visible in the professional sphere. This 2021 edition was organised in partnership with Radio France and with the co-operation and sponsorship of Atos, Legrand, LVMH, Orange, Pfizer, Quadient and Renault Group.

Website: RolesModelesLGBT.fr
Official hashtag: [#RolesModelesLGBT](https://twitter.com/RolesModelesLGBT)

YouTube: <https://bit.ly/LAutreCercleYT>
Facebook: <https://bit.ly/FacebookLiveRM21>
Twitter: <https://twitter.com/AutreCercle>
LinkedIn: <https://bit.ly/RM21LinkedIn>

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