

**Under the patronage of
Monsieur Emmanuel MACRON
Président de la République**

L'Autre Cercle unveils the list of 60 LGBT+ & Allies Role Models in the workplace



Among those honoured in this first French edition:

- **In the LGBT+ Senior Executive Role Models category**, *Didier Schil (Delegate Director-Atlantic Group), Sophie Delannoy (South-East Asia Development Director-Auchan Retail France) and Sébastien Petit (Social Media Europe Director-Blizzard Entertainment),*
- **As LGBT+ Leader Role Models**, *Jean-Marie Boutin (Associate Director-Head of Institutional Relations-Accenture) and Valérie Hallouin (Transformation & Organization - FAST Program - HR projects leader-Renault),*
- **And in the Allies category**, *Jean-Laurent Bonnafé (Administrator Director General-BNP Paribas), Nicolas Sekkaki (President-IBM France) and Patrick Dixneuf (Director General-Aviva Europe and Aviva France).*

Last evening, *L'Autre Cercle*, the reference French association for the inclusion of LGBT+¹ people in the workplace, unveiled the list of 60 LGBT+ role models and allies in France at a ceremony attended by 500 guests, including business leaders and people involved in the cause of LGBT+.

Organised in co-operation with *OUTstanding*, the organisation responsible for a similar programme in the United Kingdom for the past five years in co-operation with the *Financial Times*, 115 nominees were enrolled in this first French edition. The jury² selected 60 key figures from among these nominees. These 40 LGBT+ role models, some of whom are executives within their organisations, are encouraging examples, and together with these 20 Executive Director Allies contribute, through their commitment, to the inclusion of LGBT+ people in the workplace.

The list of 60 LGBT+ Role Models and Allies is available on: www.autrecercle.org

According to the report of the Human Rights Campaign (HRC) Foundation (2018), in the United States 46% of LGBT+ employees say that they are "in the closet" in the workplace. In France, all previous surveys have found that two-thirds of these employees are not visibly out. In fact, being "invisible" does not favour

¹ Lesbian, Gay, Bisexual, Transgender, Intersex and all the variations of sexual orientation or gender identity.

² Chaired by *L'Autre Cercle*'s "Observatoire", the jury is composed of 12 members: Alain Gavand, Vice-President-*L'Autre Cercle* (Chairperson of the jury), Christophe Berthier, President-*L'Autre Cercle*, Catherine Tripon, Spokesperson-*L'Autre Cercle*, Bérénice Ravache, Director-FIP radio station, Chairperson of Radio France's Diversity and Equality Committee, Jean-Christophe Tortora, President-"La Tribune", Suki Sandhu-OUTstanding, Founder and CEO-INvolve, Alexandra Evreinoff, Head of International Development-INvolve (OUTstanding), Christian Nibourel, qualified person-former President Director General-Accenture, Déborah Attali, lawyer, partner-Eversheds Sutherland, Laurence Franc-Menget, lawyer, partner-Herbert Smith Freehills, Pascal Bernard, Human Resources-French social ministries (Labour-Employment-Professional Training, Health and Social Affairs, Sport and Youth), Anne Delbeugue, Human Resources Director-Groupe Audiens.

either well-being or the expression of the full range of one's talents. In addition, some LGBT+ people who are visibly out come up against LGBT+ taboos and phobias.

For **Alain Gavand, Vice-President-*l'Autre Cercle* and Project Leader** : *"Many LGBT+ employees wonder if they are really included in the workplace and they would simply like to share everyday aspects of their private lives with their work colleagues in order to really feel part of their team without the artifice of confidentiality or keeping up an open secret which both carries a stigma and puts them at a distance. Enable LGBT+ employees to be visibly out, when they so wish, while ensuring that the company prevents any type of discrimination against them, therefore constitutes a challenge in the workplace. In order to make a contribution to achieving this objective *l'Autre Cercle* has launched in France the first edition of this "Top 60 ".*

With this project *l'Autre Cercle* aims to:

- Positively promote LGBT+ issues in the workplace and change the way LGBT+ people are represented,
- Reassert the need for influential LGBT+ stakeholders and/or deciders to be visibly out in the workplace by highlighting role models who have hitherto been absent,
- Associate the "Allies" of LGBT+ people by acknowledging their support and their work to promote inclusion.

*"This first French edition of 60 LGBT+ & Allies Role Models in the workplace is organised in partnership with Radio France, the economy-focused newspaper "La Tribune", two international law firms, Herbert Smith Freehills and Eversheds Sutherland, and BNP Paribas. It is proof, through example, that there is no need to hide one's homosexuality or transidentity to hold top posts", underlines **Christophe Berthier, President - *l'Autre Cercle*.***

In addition, **Catherine Tripon, Spokesperson-*l'Autre Cercle***, reasserts: *"Conditions favourable to visibility shall exist only when company departments in charge of social responsibility understand that sexual orientation and gender identity are an integral part of an inclusive diversity policy".*

Selection criteria

The jury used four criteria to score the nominees for the 2019 edition of LGBT+ & Allies Role Models:

- The actions taken by the nominee to make his/her company or organisation a more inclusive place for LGBT+ people,
- The nominee's activities outside the workplace which work towards change favourable to LGBT+ people,
- The nominee's recent professional achievements,
- The nominee's seniority and/or influence within his/her company or organisation.

Three categories are honoured in this Top 60

- **20 LGBT+ Senior Executive Role Models** are senior executives who are visibly out as LGBT+, in the public or private sector, are members of an executive body³ and whose professional success, life story, values or social role are considered to be a model for others to follow, especially LGBT+ people. They positively represent LGBT+ people as they are committed and visibly out.

³Executive body: in particular, an Executive Committee, a Direction Committee, to the exclusion of Board of Directors, Pilot Committee or Operational Committee.

- **20 Executive Allies** are executives in the public or private sector and are members of an executive body. They contribute, through their commitment, to the inclusion of LGBT+ people in the workplace, without they themselves being LGBT+ or being visibly out.
- **20 LGBT+ Leader Role Models** are LGBT+ people working in the public or private sector, who are not members of an executive body and who significantly contribute to the inclusion of LGBT+ people in the workplace.

"For *l'Autre Cercle*, the analysis of the results of the campaign to obtain nominations is revealing in terms of the visibility of LGBT+ people in the workplace in France. In this case, the nominees come chiefly from large companies in the tertiary sector and only one out of every five nominees comes from an organisation with less than 300 people. Furthermore, three quarters of the nominees come from the Paris region, with women being under-represented, and the nominees are more often Leader Role Models rather than Executive Directors", concludes **Alain Gavand**.

About l'Autre Cercle

Founded in 1997, *l'Autre Cercle* is a French national association of LGBT+ professionals (Lesbian, Gay, Bi and Trans and their friends) whose vision is a fulfilling, inclusive workplace respectful of everyone in all their diversity, regardless of their sexual orientation or gender identity.

Its values are respect, humanism, independence, involvement and pragmatism.

Its missions are: to observe and testify the situation of LGBT+ people in the workplace, to stand by, unify and commit the workplace stakeholders and the members of the association and to promote its actions, its values and positively change the mindsets.

In January 2013 *l'Autre Cercle* launched the LGBT+ Charter which has now been signed by more than 115 employers in the public and private sectors.

In France, the association is also involved in the drafting and promotion of the UN's standards for companies aiming at combatting discriminations against LGBT+ people.

To find out more about *l'Autre Cercle* and its programmes: www.autrecercle.org

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