



*Government of Montenegro*

# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

## **LGBTI BUSINESS FORUM 2015**

**The platform for Balkans Diversity and LGBTI Inclusion**

**May 10, 2015**

SUNDAY  
10 MAY 2015

## LGBTI BUSINESS FORUM 2015 The platform for Balkans Diversity and LGBTI Inclusion

**Venue:** Hotel Splendid, Montenegro

**Room:** Media Center

The support of organisations and companies for LGBTI equality and inclusion in the workplace internationally has grown tremendously in the past decade. Following on the global progress on this topic, as well as the discussion at the World Economic Forum in Davos (2015), we strongly believe that our society needs to include all available talent in order to be more effective and successful.

To share insights in best practices, in the leading role of multinational companies, and their LGBTI inclusion strategies at the global level, economists, politicians and business leaders will gather in Budva (Montenegro) to discuss policies and LGBTI business solutions for the world's biggest challenges in the area of Human rights, placing LGBTI rights at the top of the forum's agenda.

The Business Forum will be held under auspices of the IDAHO 2015 Forum lead by the Government of Montenegro and supported by the Williams Institute UCLA School of Law, United States; Out Leadership, United States/Europe; IBM; Parks - Liberi e Uguali, Italy; Völklinger Kreis - German Association of Gay Managers and Entrepreneurs and American Chamber of Commerce in Montenegro.

### A G E N D A

#### 11.00h LGBTI BUSINESS FORUM PRESS CONFERENCE

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities  
**R. Bradley (Brad) Sears**, Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Igor Šuran**, Parks - Liberi e Uguali, Italy

**Michael Kauch**, Board Member, Völklinger Kreis - German Association of Gay Managers and Entrepreneurs

**Marijn Pijnenburg**, Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation

## International Day Against Homophobia, Transphobia & Biphobia - Montenegro

- 13:00-14:00 REGISTRATION AND WELCOME SNACKS
- 14:00-14:30 Opening Welcome Remarks and Opening Keynote Addresses
- Marija Vučinović**, *Minister without portfolio, Montenegro*
- Video speech:**  
**Todd Sears**, *Out Leadership, United States*
- Special addresses:**
- Laurent Stokvis**, *Ambassador of the Netherlands to Serbia and Montenegro*  
**Ian Whitting**, *Ambassador of the United Kingdom to Montenegro*  
**Margaret Ann Uyehara**, *Ambassador of the United States of America to Montenegro*  
**Milica Dragojević**, *Acting Director, American Chamber of Commerce in Montenegro*  
**Mirjana Bogdanović**, *Executive Director and co-founder of Gay Straight Alliance (GSA), Serbia*
- 14.30-15:45 **PANEL 1**  
ADVANCING AND PROTECTING HUMAN RIGHTS FOR INDIVIDUALS: EQUALITY AND DIVERSITY IN THE WORKPLACE
- The panel will discuss international progress achieved in the past decade in advancing and protecting Human rights for individuals. The panel will bring policy solutions for the challenges supporting lesbian, gay, bisexual, transgender and intersex (LGBTI) equality and diversity in the Workplace. The intention is to respond to the lasting challenges and issues prohibiting freedom and equality of LGBTI individuals in the Region of Western Balkans, including workforce inclusion strategies.*
- R. Bradley (Brad) Sears**, *Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities*
- Marijn Pijnenburg**, *Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation*
- Igor Šuran**, *Parks - Liberi e Uguali, Italy*
- Michael Kauch**, *Board Member, Völklinger Kreis – German Association of Gay Managers and Entrepreneurs*
- 15.45-16:00 Q & A
- 16.00-16:30 Coffee Break

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16.30-17:45

### PANEL 2 TARGETING LGBTI JOB DISCRIMINATION

*LGBTI people are among those most at risk of economic insecurity and equal opportunity. Change is needed to improve economic security and equal opportunity, as well as the workplace for LGBTI people. Laws prohibiting discrimination against LGBTI people prohibits contractors from discriminating against employees based on sexual orientation or gender identity and there is a need to be fully inclusive of LGBTI people.*

**Milan Antonijević**, Director of Lawyers' Committee for Human Rights – YUCOM, Serbia

**Mirjana Bogdanović**, Executive Director and co-founder of Gay Straight Alliance (GSA), Serbia

**Jelena Dubovi**, Infostud, Serbia

**Tamara Ivanišević**, Lawyer, Serbia

17.45-18:00

Q & A

18.00-18:15

Closing remarks

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Marijn Pijnenburg**, Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation