

The background is a solid red color. Overlaid on this are several white grid patterns. One grid is a simple square grid in the top-left corner. Another is a perspective grid that recedes into the distance, also in the top-left. A large, complex grid of intersecting lines, some horizontal and some diagonal, covers the right side of the image, creating a sense of depth and structure.

Open  
For  
Business

# Business Action for LGBT+ Inclusive Societies

accenture ALLEN & OVERY



BCG BOSTON CONSULTING GROUP



BRUNSWICK

BURBERRY  
LONDON ENGLAND



DIAGEO



Google



IBM

INDITEX



LinkedIn

Linklaters



McKinsey  
& Company



RELX Group



TESCO

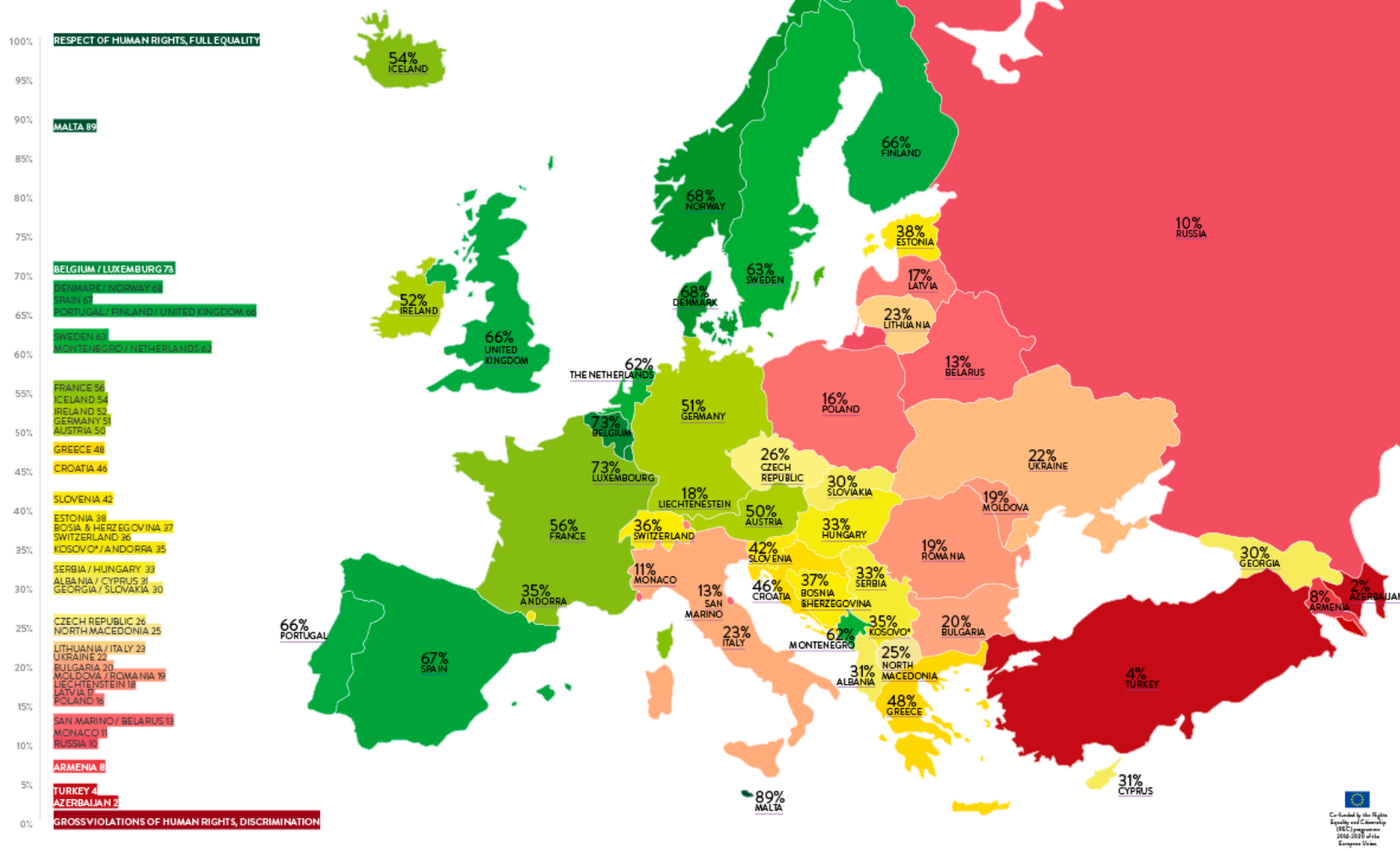


wework

**The  
Economist**

# **Eastern Europe's covid-19 recession could match its post- communist one**

The whole EU faces a downturn, but the east is especially fragile

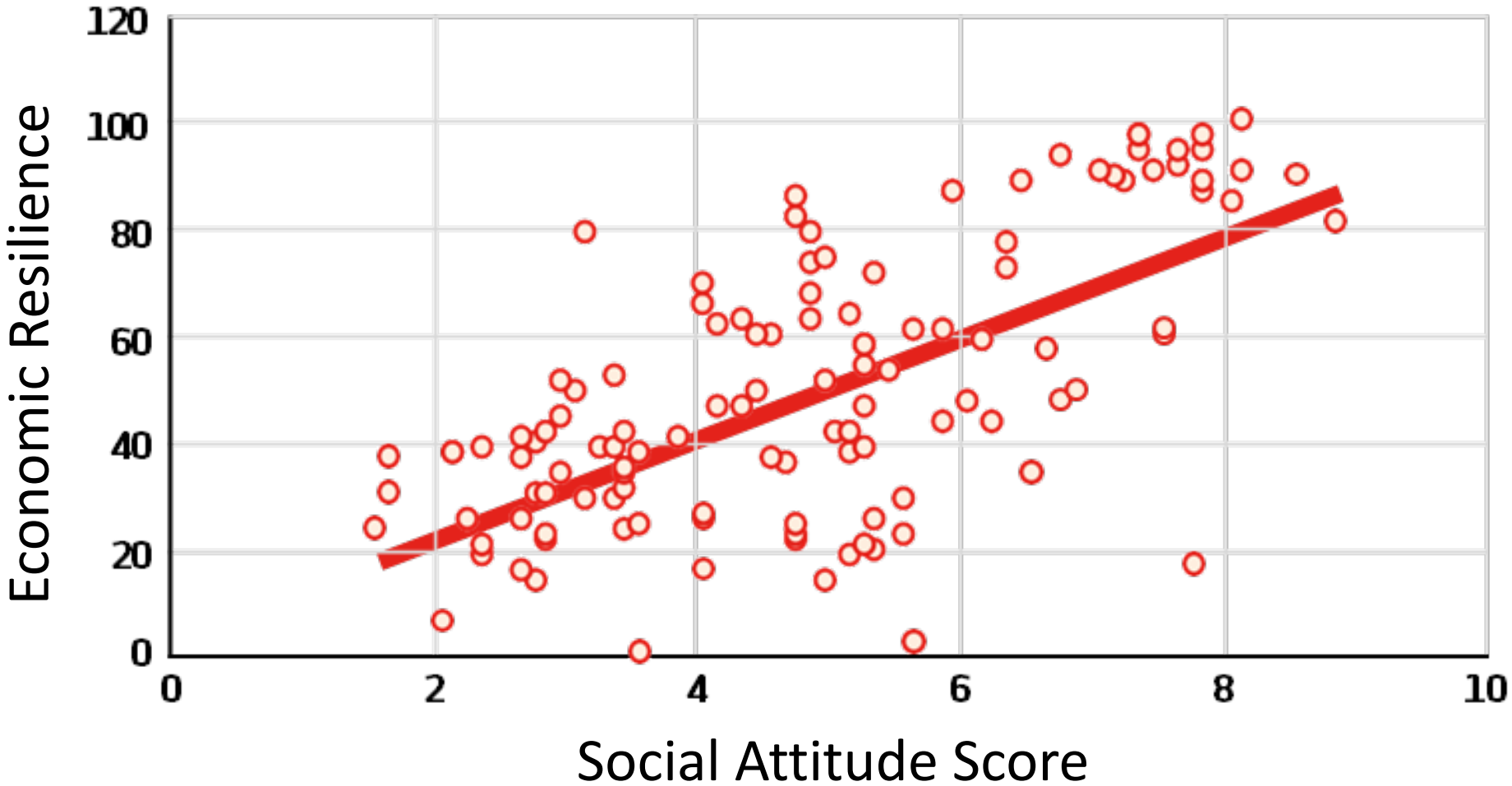


“...political complacency, increased repression and socio-economic hardship will create a perfect storm for many LGBTI people in Europe in the next few years.”

- ILGA Europe

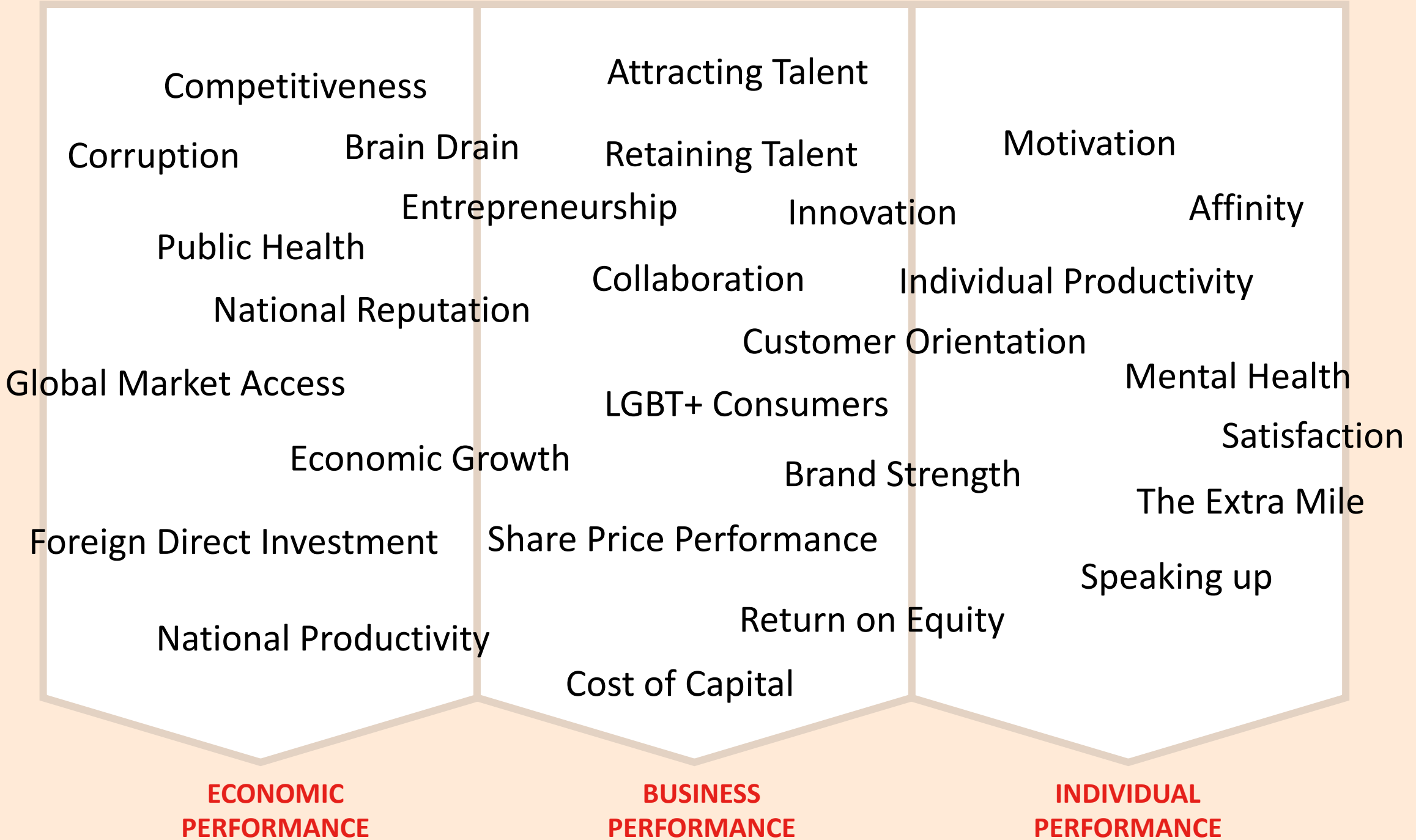
# More inclusive economies are more resilient

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Competitiveness      Attracting Talent  
Corruption      Brain Drain      Retaining Talent      Motivation  
                         Entrepreneurship      Innovation      Affinity  
Public Health      Collaboration      Individual Productivity  
National Reputation      Customer Orientation  
Global Market Access      LGBT+ Consumers      Mental Health  
                         Economic Growth      Brand Strength      Satisfaction  
Foreign Direct Investment      Share Price Performance      The Extra Mile  
National Productivity      Return on Equity      Speaking up  
                         Cost of Capital

**= inclusion drives resilience**

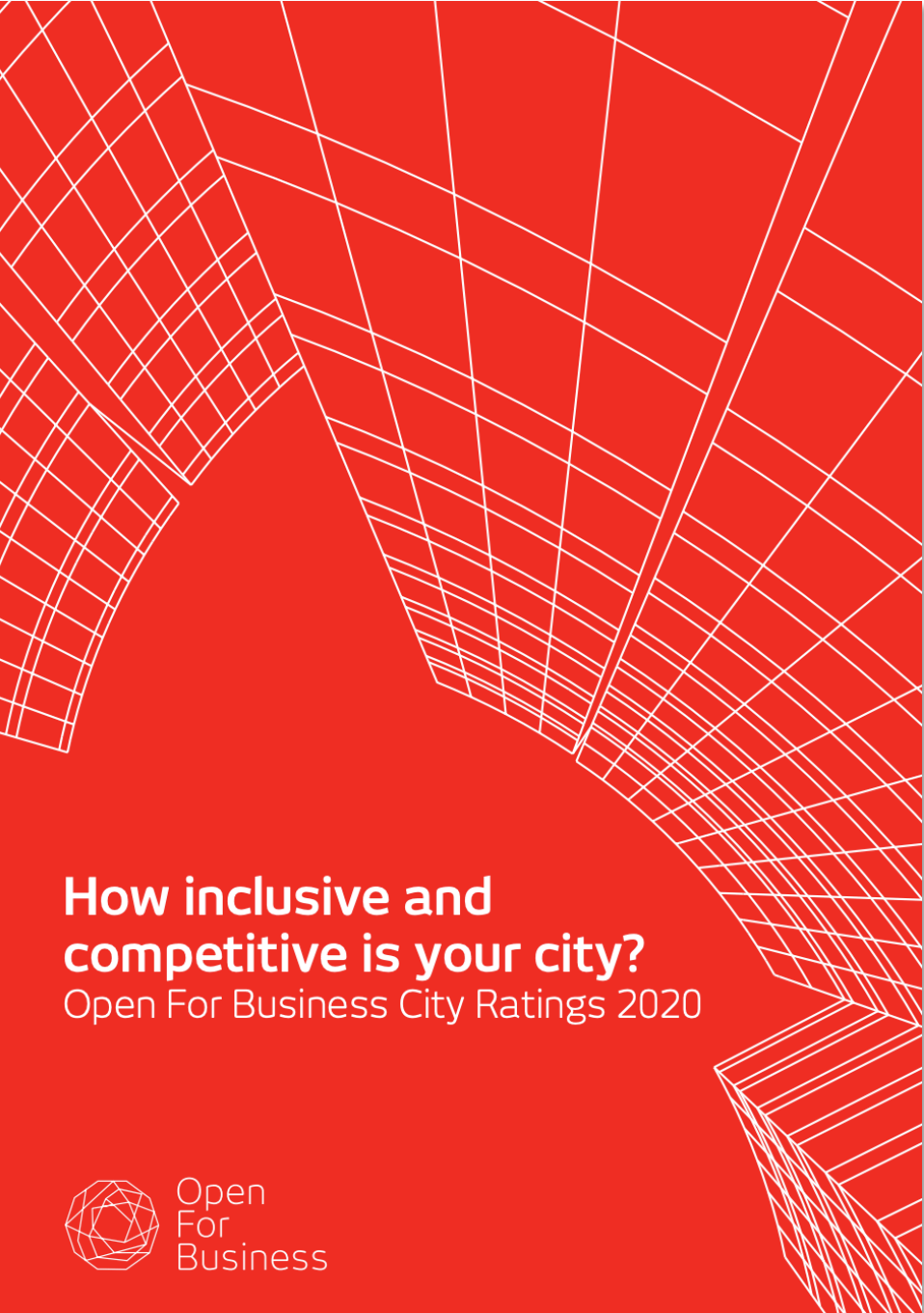


**ECONOMIC  
PERFORMANCE**

**BUSINESS  
PERFORMANCE**

**INDIVIDUAL  
PERFORMANCE**

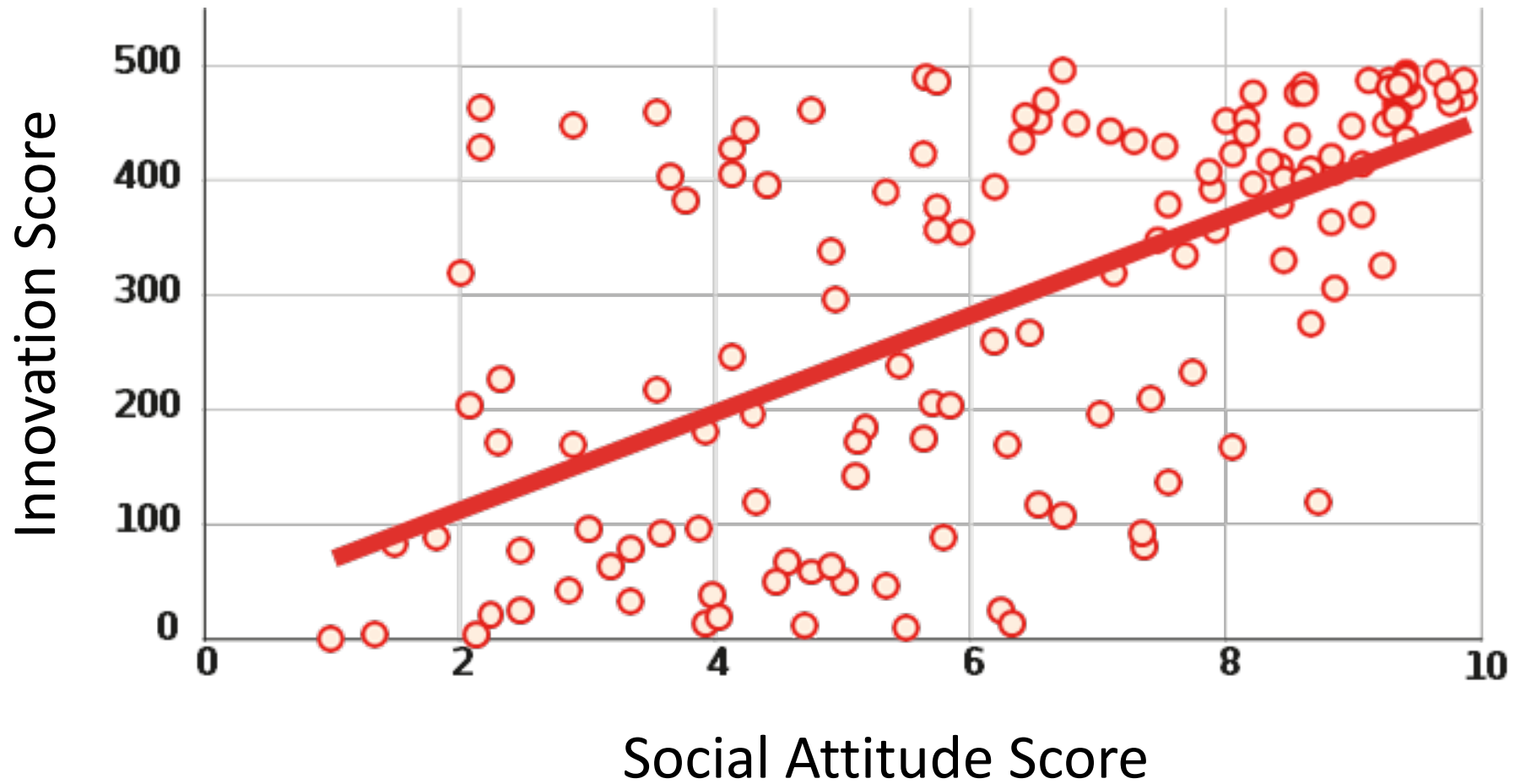
# The Open For Business City Ratings





# LGBT+ inclusive are more innovative

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# LGBT+ inclusive cities attract talent

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## Brain Gain

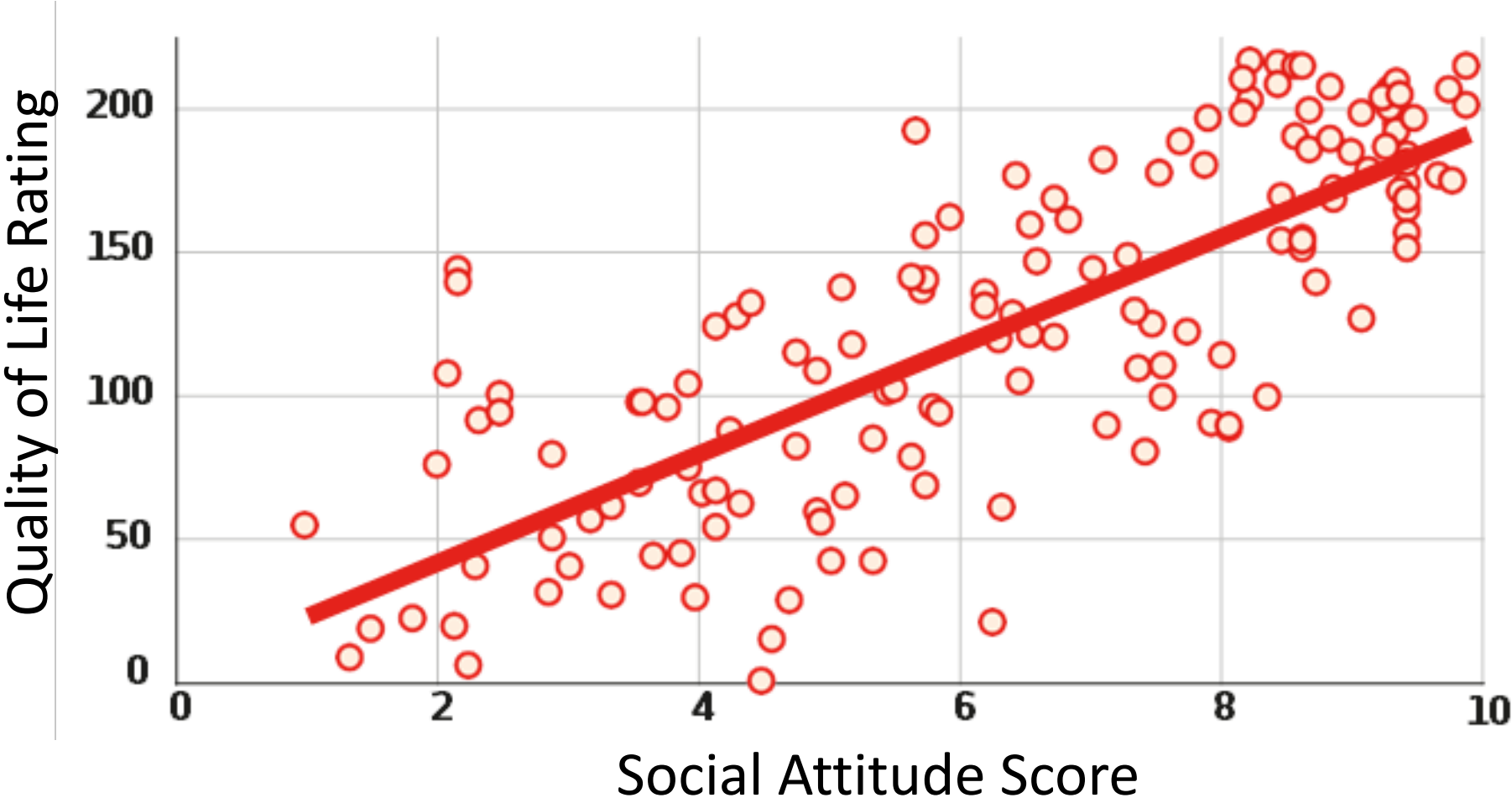
- London
- Washington DC
- San Jose
- Madrid
- San Francisco
- Boston
- Paris
- Brussels

## Brain Drain

- Acra
- Kampala
- Lagos
- Nairobi
- Moscow
- Istanbul
- Baku
- Kuala Lumpur

# LGBT+ inclusive cities have greater quality of life

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## City is inclusive and competitive

<b>AAA</b> Global Beacon	Amsterdam Dublin Stockholm Zurich	Berlin Helsinki Sydney	Boston London Toronto	Chicago New York City Vancouver	Copenhagen San Francisco Washington DC
<b>AA</b> Prime	Atlanta Brussels Glasgow Montreal Vienna	Auckland Calgary Houston Munich	Basel Dallas Los Angeles Oslo	Bern Edinburgh Melbourne Ottawa	Birmingham Geneva Minneapolis Paris
<b>A</b> High	Barcelona Hong Kong Stuttgart	Belfast Luxembourg Taipei	Brisbane Lyon Wellington	Frankfurt Madrid	Hamburg Perth

## City is partially inclusive and competitive

<b>BBB</b> Upper Medium	Lisbon Tokyo	Prague	Seoul	Tallinn	Tel Aviv
<b>BB</b> Medium	Buenos Aires Rome	Ljubljana Santiago	Milan Singapore	Montevideo Vilnius	Osaka Warsaw
<b>B</b> Lower Medium	Athens Nagoya	Bangalore Riga	Budapest San Jose	Busan São Paulo	Medellín
<b>CCC</b> Low	Bogotá Mexico City Zagreb	Bratislava Mumbai	Bucharest Rio De Janeiro	Cape Town Sofia	Guadalajara Wroclaw
<b>CC</b> Low	Bangkok Ho Chi Minh City Panama City	Belgrade Johannesburg	Brasília Kuala Lumpur	Delhi Manila	Durban Monterrey
<b>C</b> Low	Abu Dhabi Lima	Beijing Quito	Chennai Shanghai	Hyderabad Tbilisi	Istanbul

## City is not inclusive or competitive

<b>DDD</b> Medium Risk	Amman Hanoi San Salvador	Asunción Kiev Santo Domingo	Doha Kingston Skopje	Dubai La Paz Tirana	Guangzhou Moscow Tunis
<b>DD</b> Substantial Risk	Nur-Sultan Jakarta St Petersburg	Casablanca Kuwait City	Chongqing Minsk	Colombo Phnom Penh	Guatemala City Sarajevo
<b>D</b> High Risk	Baku Tegucigalpa	Cairo Yangon	Dhaka	Nairobi	Rabat
<b>E</b> Closed	Addis Ababa	Dakar	Dar es Salaam	Lagos	Tehran

RESEARCH SERIES

## New Global Champions

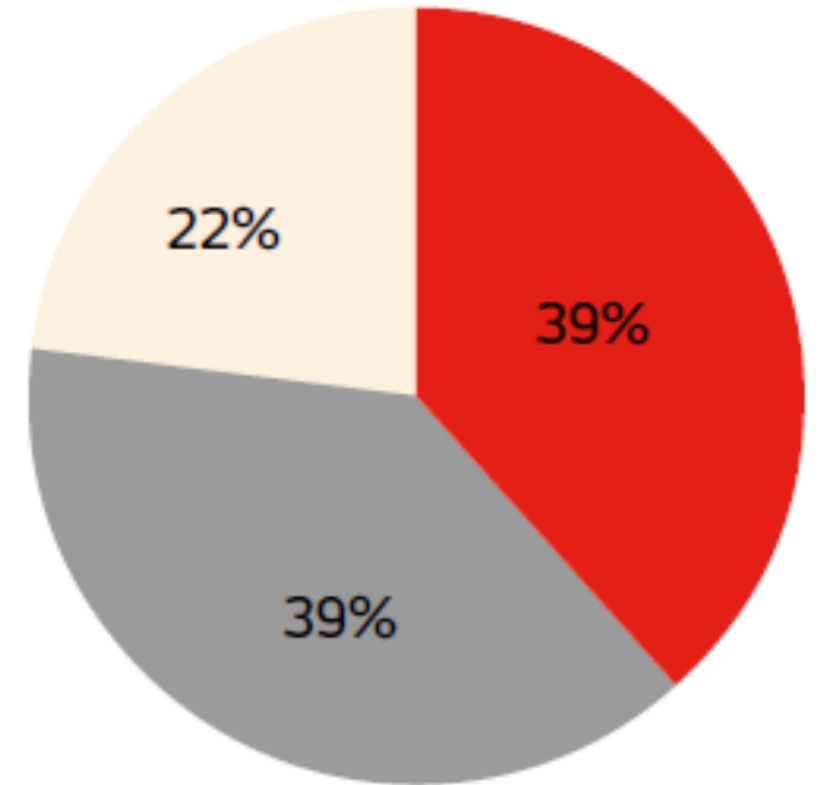
Why fast-growing companies from emerging markets are embracing LGBT+ inclusion

### Report Highlights



Since 2015, support for LGBT+ inclusion has **doubled** among fast-growing companies in emerging markets

- Public statement against LGBT+ discrimination
- Public statement against general discrimination
- No public statement against discrimination



# Making an impact where it matters

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Costa Rica becomes the first Central American country to legalize same-sex marriage

**Standard**

Kenya losing over Sh100 billion annually in LGBT discrimination, firms say

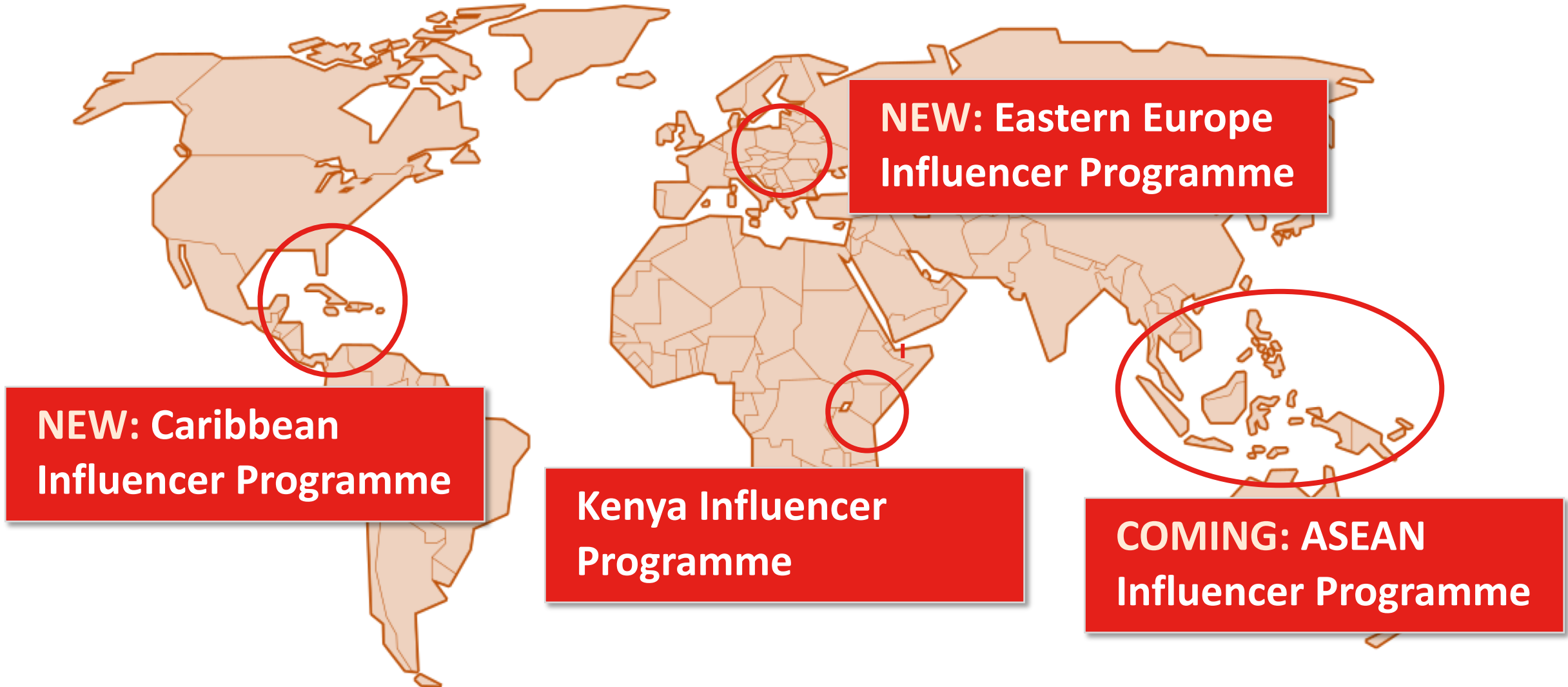
**THE STRAITSTIMES**

Taiwan legalises same-sex marriage in first for Asia



# Open For Business Programmes

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## Business action for LGBT+ inclusive societies



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