



Message from the co-founders

Dear East meets West friends!

Waking up after a long and warm summer? Yes, the wonderful sunny days and enchanting summer evenings are over and the reality of rainy and windy days is in front of us, but was the LGBTI community really sleeping...? Far from it. In this newsletter you can read what was happening not only in our region but also across the ocean. Most of us enjoyed one of many Prides, some were small and demanded courage from the participants, other Prides were huge, with tens of thousands of people celebrating diversity and the liberty to live the life we choose. But apart from Prides, you can read in this issue more details about other international events: NGLCC celebrated their 15th year of operations with a successful Conference in Las Vegas and the Canadian LGBTI Chamber of Commerce hosted their Global Summit in Toronto. We were also very happy to welcome the Italian GLBT Business Chamber and we wish them all the best. And last but certainly not least, a wealth of activities in our Central-and East European region: from a Business Breakfast, over a Gala Dinner to a Business Forum, not to forget the many conferences, forums and politically-inspired actions. An impressive list showing the powerful drive of our network! On the last pages you will find an overview of the planned activities in the coming months.

Also for East meets West the summer had a special meaning as we, on the Vienna Pride Village, helped to set up a 1st LGBTI Business Center, a place where the LGBTI community can meet the business community. We already started planning the 2018 LGBTI Business Center... and 2019? Isn't it when Vienna will host Euro Pride?

Have a great after-summer and enjoy reading the EmW Pages

Pavel & Ludo

Have you ever thought



This summer our region witnessed quite a number of Prides, from a small march to a full week of Pride events, and this all not only in Central & Eastern European capitals (like Prague which our photograph refers to) but also in mid-size cities. We at East meets West believe that Prides bring more than just building visibility and awareness; prides generate a recognizable economical impact.

Our region is still far from New York's Pride budget of \$2,4 Mio or San Diego's Pride regional estimated economical impact of more than \$11 Mio. Yet, the impact already exists. First think of the direct spending at Pride Village, the restaurants, the shops, the entertainment or the nearby local attractions and hotels, in case of visitors. Add the indirect spending which includes preparation for the Pride events among organizers and associated businesses and corporations. Finally, do not forget spending by employees hired for the festivities.

We need to learn how to measure and promote the economical impact of events we organize, like Prides. Some people say that since June 1969 Prides have become too commercial. We argue that if Pride did not get commercial support, it would not be as big and impactful!

How to navigate through EmW Pages?

As these EmW Pages want to cover LGBTI Social as well LGBTI Business topics, we added a small hint allowing you the navigate easily through the Pages:

 **EmW Social Topic**

 **EmW Business Topic**

East meets West at the 2017 Vienna Pride and the 1st LGBTI Business Center

After a successful initiation of ErsteColours in February 2017, the new Employee Resource Group (ERG) of Erste Group, on which we also reported here in our Pages, this strong financial institution made a next step in demonstrating its support of diversity and inclusion. ErsteColours established its presence in the 2017 Vienna Pride Village on the Vienna Rathausplatz. East meets West gladly, and with a pride, joined the organization team and together with two other internationally recognized brands - IBM and Accenture - created a form of a 1st LGBTI Business Center.

Not only was this a big step forward for ErsteColours, it was a historical occasion for the Pride Village! Showing presence with several festive tents under the slogan „united by diversity“, the four organizations offered a space for LGBTI community to meet the business community, be it to focus on workplace inclusion, be it to ‘talk business’ within the LGBTI community or with non-LGBTI entrepreneurs who understand that cooperating with LGBTI-owned and managed businesses is a pure win-win. Various personalities from politics and culture stopped by to learn more about diversity and inclusion. Most impressive was the support of a large number of Erste Bank employees who volunteered their time to talk to visitors and hand out goodies, as well as the support of Colours’ Board sponsor Gernot Mittendorfer. *“It is an important signal from a large Austrian company to be present at such an event”,* stressed one of the visitors.

Some facts & figures to show the impact of the first appearance at the Vienna Pride: visible for over 200.000 visitors in 4 days, more than 1.000 photos taken at the photo booth tent and a reach also to several prominent personalities who passed by. A short survey, which Erste Bank ran over the Pride days and which had over 500 respondents revealed, that 64% said that a LGBTI friendly approach by banks is important to them!



Useful links

Erste Bank Group
<https://www.erstegroup.com/en/about-us/responsibility/diversity>

Accenture
<https://www.accenture.com/at-de/careers/team-culture-diversity>

IBM Austria
<https://www-05.ibm.com/at/diversity>

2017 International Business and Leadership Conference

In August 2017, the **National Gay and Lesbian Chamber of Commerce (NGLCC)** hosted its annual International Business and Leadership Conference, which celebrated the great strides made in the LGBTQ business community over the past few years as well as the organization's fifteenth year in operation. This year's conference in Las Vegas was NGLCC's largest ever with over 1,200 attendees from LGBT-owned businesses, corporate partners, and affiliate chambers from across the globe.

NGLCC welcomed LGBT business icons such as renowned designer and author Tim Gunn, philanthropist and entrepreneur Mitchell Gold, and the world's first openly gay royal, Prince Manvendra Singh Gohil of Rajpipla, India, to speak about their experiences as leaders in the LGBT business community. Celebrity businesswoman and ally, Lisa Vanderpump, celebrated her involvement with the LGBTQ community and offered her top tips for entrepreneurship. Gunn, Prince Gohil, and Vanderpump were joined by an impressive array of LGBTQ businesses owners, entrepreneurs, journalists, and authors who shared their stories and business knowledge throughout the week.



NGLCC also honored attendees who made significant strides in supporting the LGBTQ business community, conference's 2017 Chamber of the Year awardee Metropolitan Business Association of Orlando and International Affiliate of the Year awardee Cámara de Comercio & Negocios LGBT de Uruguay. In conjunction with corporate partner Wells Fargo, NGLCC additionally distributed over \$60,000 in grant money to affiliate chambers based on programs to advance the LGBTQ business community.



NGLCC's annual conference holds a B2B Boot Camp for certified LGBT-owned business enterprises, a series of affiliate chamber development seminars, a marketplace expo with its corporate sponsors and top LGBT Business Enterprises (LGBTBEs), and a series of one-on-one matchmaker meetings to ensure lasting business connections between attending LGBT-owned businesses and corporate partners.

The National Gay and Lesbian Chamber of Commerce is the business voice of the LGBT community and is the largest global not-profit advocacy organization specifically dedicated to expanding economic opportunities and advancements for LGBT people. NGLCC is the exclusive certification body for LGBT-owned businesses in the United States, and has affiliate programs on five continents around the globe.

NGLCC's 2018 International Business and Leadership Conference will take place in Philadelphia from August 14–17, 2018.

Useful links

National Gay & Lesbian Chamber of Commerce (NGLCC)
<http://www.nglcc.org/>
https://youtu.be/N_IDddMja6U
<http://www.nglcc.org/events>

International LGBT Supplier Registration
https://my.nglcc.org/register/business_enterprise

The resounding success by the Canadian Gay and Lesbian Chamber of Commerce (CGLCC)

On June 14 - 16, 2017, the Canadian Gay and Lesbian Chamber of Commerce (CGLCC) proudly hosted the **NGLCC Global 5th LGBT Summit of the Americas**.

The Conference successfully provided participants with a **greater awareness of the importance of the fast-emerging international LGBT business network in the Americas and its potential for national and international business partnerships**. It also provided the practical knowledge and tools to successfully benefit from this expanded **supplier diversity market**. CGLCC was pleased to have as keynote speaker Mr. Randy Boissonnault, Canada's Special Advisor to the Prime Minister on LGBTQ2 Issues, who gave a very inspirational speech.

Finally, the CGLCC-hosted meeting also innovated by including an **LGBT Youth Entrepreneur component**, designed to mentoring and supporting the next generation of entrepreneurs, business leaders and innovators from the LGBTQ community.

Held at the InterContinental Toronto Yorkville, the event brought together some 250 delegates - the largest number of participants to ever attend such a meeting since this inception in 2012*. Participants came from Canada but also from abroad, including the United States, Brazil, Colombia, Costa Rica, Mexico and Sweden. Attendants included business leaders from the LGBT community, representatives from Canadian and international corporations as well as delegates from the Government of Canada, the Government of Argentina and the Organization of America States (OAS).

* Previous NGLCC Global LGBT Summit of the Americas were held respectively in Colombia (2012), Mexico (2014), Peru (2015), and the Dominican Republic (2016).



Useful links

THE CANADIAN GAY AND LESBIAN CHAMBER OF COMMERCE (CGLCC)
<http://www.cglcc.ca>

Conference Program, presentations & pictures
<http://www.cglcc.ca/summit2017>
<http://www.cglcc.ca/summit-2017-agenda.html>
<http://www.cglcc.ca/summit-2017-presentations.html>
<http://www.cglcc.ca/summit-2017-photos.html>

LGBTI Business Spotlight

Introducing the new Italian GLBT Business Chamber

On 23 June 2017, IGLBC, the Italian GLBT Business Chamber was established. It is a networking platform dedicated to the Italian LGBT enterprises and their business partners created by EDGE as a non-profit organization.

IGLBC introduces in Italy the experiences of similar platforms already consolidated in other parts of the world and will act as a facilitator for its affiliated LGBT companies through the creation of networking platforms and the provision of business services leveraging a typical Chamber of Commerce business model: enterprises meeting other enterprises and big corporations meeting Italian SMEs to create an inclusive, productive and rich ecosystem for LGBT compliant and/or friendly businesses.



IGLBC caters to businesses with LGBT ownership equal or over 51% of their capital or that are part of the LGBT segment, as well as to LGBT professional operating through their VAT ID. It has already and broadly been acknowledged how a wider inclusion constitutes a driver for economic growth and that's why IGLBC wants to generate new opportunities for those LGBT companies that are looking to operate in a global market whose dynamics already recognize the high economic value generated by LGBT entrepreneurship.

"Diversity and innovation are strictly correlated and networking platforms for the sharing of information and services facilitate the growth of the enterprise ecosystem. We are proud to have sustained the foundation of IGLBC which has in its DNA all the potential to quickly become a very important point of reference for the Italian LGBT entrepreneurship", says Angelo Caltagirone, President at EDGE.

"It has already been widely acknowledged how diversity management is a relevant growth driver for the enterprise. With IGLBC we raise this concept to entrepreneurial level certain that the creation of an LGBT Business Chamber could generate significant value not just for corporate culture in general but mostly for LGBT entrepreneurs and professionals, therefore for the whole system. As IGLBC we intend to excel in creating an ecosystem of companies through networking and the sharing of ideas and best practices while supporting LGBT entrepreneurs in developing their business in Italy as well as abroad through IGLBC's network of partnerships with other Business Chambers in relevant markets like US, South America and Europe", says Filippo Sanpaolesi, President at IGLBC.

IGLBC will offer its associated companies and professionals a portfolio of services that go from LGBT Certification to the Associated Companies Database as well as consulting services on legal, tax and HR affairs, including coaching and training on specific themes relevant to the LGBT market.

IGLBC is already part of the international network of partners of NGLCC (National Gay and Lesbian Chamber of Commerce) and of CGLCC (Canadian Gay and Lesbian Chamber of Commerce), two international and very consolidated organizations with a number of associated companies, affiliates and allies worldwide, and which represent a competent and influential partners the LGBT market refers to on matters of diversity management, corporate relations and external affairs.

About EDGE

EDGE is an association of LGBT managers, entrepreneurs and professionals with the objective of facilitating the communication among its affiliates and improve their personal, professional, economic and cultural status. As a lobby it represents the specific interests of its LGBT affiliates also through the participation and the organization of activities that are able to stimulate the spreading of a culture of dignity and inclusion for the LGBT individuals and of the successful LGBT manager as a reference model.



Useful links

Italian GLBT Business Chamber

<http://www.iglbc.it>

<https://www.facebook.com/iglbcbusinesschamber>

EDGE

<http://www.edge-glb.it/english>

News from the EmW Network

LGBT Business Breakfast, Bulgaria

The GLAS Foundation is bringing the business case for LGBT equality and diversity to Bulgaria. The official launch of the platform "Work It Out" took place on April 26th at the National gallery Square 500 in partnership with Microsoft. Guest presenters at the event included (some international names) Microsoft and Workplace Pride Foundation. Work It Out will serve as a platform for domestic and international companies based in Bulgaria that want to make their workplaces more LGBT inclusive and embrace the benefits of diversity. This initiative is joined already by 10 businesses.



Gala dinner in Tirana, Albania

Every year **STREHA** organizes a fundraising event to boost the financial support of its services and provide help and reintegration opportunities to LGBTI community. Its third charity Gala **'Embrace Diversity, Support Progress'** was held on May 19th 2017 at Palace of Brigades. The event was great fun, with fabulous music, delicious food, and a wonderful collection of silent auction items to bid on. It brought together 186 participants including diplomatic representatives, members of parliament, representatives of donor community, international and national organizations as well as business community representatives. This year STREHA raised more than \$23,000 USD, which will help to continue its mission in 2018. STREHA Shelter is currently the only residential center which helps at risk, homeless LGBT youth (18-25 years old) combat social isolation and assists in their re-integration and empowerment in the society. Through participatory learning and employment opportunities, STREHA Center enables these young people to become a part of the job market and seek advocacy support. The Shelter provides a unique, home and family-like environment where the youth receive the respect, individualized care, and basic services so often denied them.

The event would not be possible without a great support from local and international organizations but also individuals who personally helped with the organization of the event. Among all The USAID, South East Europe Social Contract Institute, Headhunters Aleanca LGBT, ProLGBT Albania.



Useful links

Work it Out, Bulgaria
<http://workitout.glasfoundation.bg/en/>

STREHA, Albania
<https://www.facebook.com/strehalgbtshqiperi>

News from the EmW Network

EmW works in a region where the LGBTI topics touch many people in a variety of ways. Sometimes political or sometimes business, often social, but always very driven! Enjoy the news from this network and be amazed. For more information about country related news, feel free to contact us: info@eastmeetswest.eu.



Albania

2017 is a year of moderate progress for Albania with no real legal advancement up to now. The cooperation between LGBTI organizations and the government has continued throughout 2017, especially concerning the National Action Plan (NAP) launched in 2016 on which the any political work was monitored by the civil society organizations, as it still has implementation gaps.

LGBTI visibility activities continued during the 2nd half of 2017 with high intensity around IDAHOBIT, covering more than 40 activities. Unfortunately, discrimination and hate speech hit a peak during these IDAHOBIT activities with hate speech being widely present in the traditional and social media.

In its efforts to develop an advocacy program, the Open Mind Spectrum Albania (OMSA) started a project addressing political participation and representation of LGBTI people in Albania, prior to 2017 general elections that were held in June, and after the general elections. A research paper and a guide for the political parties on how they can better include the needs of the LGBTI community in their agendas, is expected to be published soon.

Ten companies were honoured on 5th September at the prestigious Palace of Brigades within the context of the [LGBTIQ Equality Index](#). The Index is Albania and Eastern Europe's first-ever ranking system which objectively ranks how well companies protect and uphold the rights and dignity of LGBTIQ job-seekers and employees. It rewards those who have committed to putting workplace diversity into practice. All events was attended by a large number of ambassadors from the European Union countries European Union in Albania; Embassy of Sweden in Tirana, Council of Europe, as well as by the U.S. Embassy-Tirana and UK ambassadors.



Macedonia

On May 17th 2017 - IDAHOT, [Subversive Front](#) held its 2nd National LGBTI Conference, this time with the focus on EU accession and LGBTI rights. The newly elected government of Macedonia, represented by the Minister of Labour and Social Policy and the Minister of Information Society and Administration, among other high-level representatives, expressed sincere commitment to addressing 5 key priorities related to the rights and the issues of the LGBTI people in Macedonia in the upcoming 4 years of the new government's mandate. As part of the EU accession process, Macedonian legislation needs to be in alignment with the EU's existing legislation, including protection against discrimination based on sexual orientation. This year again an "Ally of the Year" award was given for continuous contribution to the campaign for equal rights of the LGBTI people in Macedonia.

Also in May, Subversive Front together with the Stonewall Federation of the UK, Embassy of the Netherlands and the British Embassy to Skopje organized a friendly football match aiming to increase the free participation of LGBTI communities in the sport arenas and playgrounds. All players wore Rainbow Laces with a campaign "Make Sport Everyone's Game".



Subversive Front, in partnership with [ERA](#) and XY Spectrum, a "Encouraging and empowering support: Issues and needs of trans* and intersex people in Macedonia" workshop on 27-28th July. With more than 20 participants, this 2-day program was created awareness of the life experiences trans* and intersex people in Macedonia are faced with on a daily basis, and to map the areas in which the participants can improve their work in providing better support to trans* and intersex people.



Czech Republic

● The annual LGBTI business highlight of Czech Republic, the 7th [Pride Business Forum](#), took place in Prague on 16th June. It is an annual summit which aims to provide a space for discussion, exchange of good ideas and best practices among businesses in the area of LGBTI diversity in the workspace. This year, Pride Business Forum joined forces with Out & Equal, the premier US-based non-profit dedicated to achieving workplace equality, and with this aimed to reach a regional (Central Eastern Europe) level. Research carried out in connection with the Forum conference showed that in recent years there has been a positive shift in the position of LGBTI employees in the Czech Republic.



● During this conference, two other companies – Accenture and Clearstream – joined the recently initiated Pride Business Forum Memorandum 2017+. Its goal is to encourage employers to implement LGBT diversity and employee principles in their efforts to achieve a fair business approach for everyone regardless of sexual orientation. The Memorandum, as the main manifesto of the initiative, should also develop a public debate on this issue. It is another milestone for LGBT staff to feel at their workplace with themselves.

● Initiated back in March 2017, Pride Business Forum stands behind one more important initiative – the LGBT ERG's Networking Events. They bring together in Prague dozens of national and international companies, their employees engaged in ERGs and with this offer the great opportunity to meet, exchange ideas, experiences and find out what they are really up to in this informal setting. The last such a get-together took place on 15th June in HILTON Hotel Prague.



Russia

○ A 10-day-long Family Equality [Festival](#) took place mid of May in Moscow and attracted over 300 participants. Organized by "Resource LGBTQIA Moscow" (the center for social, psychological and cultural projects), it was a platform for five seminars covering legal support for LGBTQIA families, Assisted Reproductive Technologies for LGBTQIA parents, trans* issues, resources for couples living with HIV and non-monogamous relationships and unions. This was the first Family Equality Festival and it is going to become an annual event!

○ The VII. Pride in Saint-Petersburg which took place on 12th August, was officially organized and allowed by the city administration. However, not only did it (again) end with many participants being arrested for 'gay propaganda', but also with attacks and fights.



Serbia

○ On Tuesday, 29th August the Pride Info Center started to work in the very Center of Belgrade (Kralja Milana 8). It is the first of type in Belgrade, meaning that it is a first public space meant for the people to get information about LGBT issues, Pride Week and Pride March. It will be open until 25th September, daily between 10 - 18 h.

○ [Belgrade Pride](#) organizers also held a lot of meetings with the Minister of Justice, Independent institutions - Republican Ombudsman, CPE (Commissioner of the protection of Equality) and Ministry of science where they agreed to further cooperation with mutual projects, and by establishing constant dialogue.



● On 15th July, the President of Serbia, named Mrs. Ana Brnabic (41) as the next prime minister; making her the first openly gay premier in the conservative Balkan region and the first Serbian woman in the top job. She took up the top job less than a year after she entered politics, becoming Public Administration Minister last August. This appointment makes her also the very first openly gay premier in the Balkans, where homosexuality remains a taboo in many parts of the region.



Slovakia

- On 30th May, 16 companies signed the "Slovak Charter of Diversity".

[Diversity Pro](#) team was proud to be able to stand at the birth of this wonderful initiative popping the doors of cooperation and partnership of firms, NGOs and state institution for the development of diversity management and inclusion. Not only many international corporations signed - AT&T Global Network Services, DELL, Heineken, Henkel, IBM, ING Bank, Lenovo, Novartis, Philip Morris, Topvar Breweries, PricewaterhouseCoopers, Skanska SK, Swiss Re, T-Systems - but also local Slovak companies - Matador Holding, AmCham Slovakia, Pontis Foundation and Diversity Pro.



- Yet again, for the fifth time, IBM and its Employee Alliance for LGBT Empowerment ([EAGLE](#)) diversity group, counting around 130 members in Slovakia, joined the 7th Bratislava Rainbow Pride to support lesbian, gay, bisexual, transgender and intersex (LGBTI) diversity and inclusion in Slovakia.

- How can a retailer support LGBTI inclusion? A very simple way we found in the center of Slovak's capital, Bratislava - a pioneering section with dozens of books on LGBTI in [Martinus](#) bookshop.



Bosnia & Herzegovina

- An important milestone set! For the first time in the history of Bosnia and Herzegovina, transgender rights were discussed in the [Parliament](#) on May 17. Although discrimination of transgender persons was de facto prohibited in 2009 by the Law on discrimination prohibition, human rights of transgender persons are still inadequately protected, especially their right of self-identification in terms of free identification of their gender, in reference to gender identity.



- The police officers that [SOC](#) (Sarajevo Open Centre) trained last year in the scope of the Train the Trainer program are now transferring their knowledge and experience to other colleagues. Through the institutional transfer of knowledge, all the police officers in the Federation of BiH will go through the hate crime education.

- A [public march](#) for 2017 IDAHOT was practically stopped because of administrative silence. Sarajevo Open Centre acted upon the current laws on reporting the march, however, besides many calls and proposals of meeting the Ministry of Transport of Canton Sarajevo never responded to the request. This led to denying the right to public assembly, guaranteed by the Constitution and international documents.



Kosovo

- [CSGD Kosovo](#) continues working on amendments of Criminal Code in its effort to push forward on advancing the legal framework for protection of LGBTI rights in Kosovo.

- Protection of LGBTI rights in political programs of parties running for 2017 elections? K2.0 contacted the five Kosovar Albanian parties represented in the last parliamentary term, asking them the same six questions, in order to try and establish a position for each party on LGBTI rights. [Here](#) are their responses, in fact no responses.

- [Amicus Curiae](#) on LGBTI rights were released in May by the Ombudsperson. This is an important legal tool which assists courts in Kosovo when dealing with discrimination towards LGBTI rights.

Important Events in the Network

The EmW Network offers a mosaic of events and activities, produced and hosted by various LGBTI dedicated organizations. You will find here the most important events which we were informed about.

Sept.

14

Bratislava, Slovakia **Autumn EAGLE Picnic**



EAGLE means Employees Alliance for LGBT Empowerment. This EAGLE constituency was founded with the aim to create space for IBMers who are Lesbian, Gay, Bisexual or Transgender, and their friends - to meet, discuss and share ideas. The Autumn EAGLE Picnic will take place on 14th September at 6pm at Kuchajda Lake in Bratislava. http://www-05.ibm.com/sk/cc_and_ca/eagle_lgbt.html.

Sept.

20

Western Balkans and Turkey **ERA Annual Conference**



**EMPOWER
CHALLENGE
TRANSFORM**

ERA
ANNUAL CONFERENCE
PODGORICA | MONTENEGRO
20-23 SEPTEMBER 2017

ERA - LGBTI Equal Rights Association for the Western Balkans and Turkey is hosting its second Annual Conference on 20 - 23th September in Podgorica, Montenegro. This year's theme is "Empower, Transform, Challenge" and it will bring together LGBTI activists, government representatives, donors, media, researchers and allies. The conference will focus on discussions on how to instigate and inspire meaningful change in our societies. A crucial event for this year in the Western Balkans is the LGBTI survey, the biggest of its kind in the region. This survey will aim to measure the living conditions in the community and will provide data to all shareholders. More information under <http://www.lgbti-era.org>

Sept.

**21,
27**

Stockholm, Sweden **LGBT - From Local Perspective to a Global Business Opportunity & Digital**

SGLCC

SGLCC, The Scandinavian Gay & Lesbian Chamber of Commerce organizes several interesting events in September 2017. Firstly, SGLCC's signatory event "LGBT - From Local Perspective to a Global Business Opportunity" will show the significant business-opportunities and value of SGLCC and through the NGLCC global network, where local businesses can reach and do business with MNCs down to SMEs in many parts of the world as well as being a source for suppliers, talent, certification, and deeper understanding of the global business opportunities of LGBT inclusion. LGBT inclusion starts locally, but the rewards can be global. Secondly, SGLCC invites with pleasure to an inspiring seminar on 27th September where Mats Lindgren, Founder and CEO of Kairos Future and Erik Ekudden, CTO of Ericsson will discuss the key trends from their respective perspectives and global outlooks. Find out more under <https://www.sglcc.se/event>

Oct.

6-8

Vienna, Austria **European Lesbian* Conference**



**European
Lesbian*
Conference**

The European Lesbian* Conference will take place in Vienna on 6-8th October, 2017, the International Lesbian Day. The goal of the EL*C conference is to create an academic/activistic/artistic/literary space, where lesbians* will be able to express themselves without fear of being ignored or discriminated against. The conference will serve as a skills-and-knowledge-sharing platform for its diverse representation of attendees. The EL*C promotes intersectionality in all exchanges, by promoting friendly non-violent communication, a non-hierarchical approaches and affirmative actions for those who do not have easy access to different types of resources. More info under <https://europeanlesbianconference.org/>

Nov.
**10-
-12**

Moscow, Russia
4th LGBTQIAPP+ Family Conference



Центр социально-психологических
и культурных проектов
«Ресурс ЛГБТКИА Москва»

Resource LGBTQIA Moscow, centre for social, psychological and cultural projects, is pleased to invite a broad spectrum of specialists to take part in the conference: psychologists, sociologists, researchers, philosophers, lawyers, human rights activists and specialists of the helping professions who work with LGBTQIAs, LGBTQIA couples, families and partnerships and who are interested in these issues. The conference will be a platform for presentations and discussions on pressing topics, gatherings where participants can share their unique personal experience, educational seminars, our trademark round table discussion for psychologists working with the LGBTQIA community, and workshops connected with relationships, children in LGBTQIA families and much more! Registration and more info under <http://resourcerus.org/en/conference-2017> or resurs.moscow@gmail.com.

Oct.
**24-
-26**

Sofia, Bulgaria
WORK IT OUT



Work It Out is a platform for Bulgarian based domestic and international companies that want to make their workplaces more inclusive and embrace the benefits of diversity. They plan the next event for **October 2017**, this time with a very strong partners – Ernst & Young (EY) and Open for Business – and utilize the largest HR forum event in Bulgaria to also for the first time address the topic of diversity and equality. A close round-table for CEOs by invitation only will follow this event. For dates and details follow <http://workitout.glasfoundation.bg/en>.

Oct.
13

Sarajevo, Bosnia & Herzegovina
SOC Annual Conference



This year SOC (**Sarajevo Open Center**) celebrates 10th anniversary and there are many interesting events and celebrations planned at the end of September. But there is also an important yearly conference on the 13th October taking place. Topics include acceptance and social inclusion (family, coming out, support), affirmative measures for LGBTI people, and the freedom of assembly. This conference will be used as a platform to present the results of assessment done throughout this year. Follow <http://soc.ba/en/> for more details.

Nov.
1-4

Warsaw, Poland
The ILGA-Europe Annual Conference



The **ILGA-Europe Annual Conference** will take place in Warsaw, Poland – a place of history and heritage – 1-4th November. At this year's conference, ILGA ask themselves how to put the needs and strengths of our own community at the center of their work. ILGA will look at how to further strengthen local LGBTI communities so that they can come together, organize and demand for their needs to be addressed, in solidarity with others. It will include a talk about how this can be done together with allies that connect our action to a larger mission for an inclusive and just society and exploring how to contribute to reversing populism by working on common objectives and making democracy work for people. Follow <https://www.ilga-europe.org/conference/warsaw-2017> for more details.

Share with us your news

You made a huge step forward? You plan an important event or a specific campaign? Share it with at info@eastmeetwest.eu. A chain is as strong as its individual links. We count on you to participate actively in the East meets West Pages.

Nov.
**9 -
10**

Budapest, Hungary
OPEN Conference

OPEN CONFERENCE

● OPEN is the international diversity conference for CEOs and HR, diversity, marketing and communications decision makers, as well as representatives of employee resource groups. OPEN represents a unique approach in Central and Eastern Europe - and presumably beyond. Designed for business leaders, while laying out the business case, it deals with diversity as a whole. In 2017, OPEN Conference focuses on role models and shows through them how top-down and bottom-up initiatives can make a workplace more diverse thus more successful. Program & registrations under <http://www.openconference.hu/program>.

Nov.
**13-
17**

Washington DC, USA
**NGLCC Global LGBTI Business
Week & 2017 NGLCC National Dinner**



● NGLCC, in partnership with corporate partners, political allies, community leaders, and other non-governmental organizations committed to expanding economic opportunities for the international LGBTI community, will be hosting its **2nd annual Global LGBTI Business Week** from 13 - 17th. This innovative week of programming will be continue to bring economic, public policy, and global human rights experts together with the goal of shaping a more equitable world for LGBTI individuals. Follow <http://www.nglcc.org/> for more details.

● NGLCC is turning fifteen, and they will be celebrating with the largest gala ever! On Friday, November 17, NGLCC invite leading LGBT business owners, corporate partners, supplier diversity advocates, and community leaders to the National Building Museum in Washington, DC to join in on the birthday festivities at our annual **National Dinner Awards celebration**.

About East meets West



Founded in Vienna, Austria in 2013, East meets West (EmW) is a network of LGBTI professionals from Western & (primarily) Eastern Europe. East meets West facilitates the exchange of ideas, the sharing of best practices and generates mutual inspiration to improve the situation of LGBTI men and women in the different countries. The East meets West brand has two pillars:

**The
Business
Power in
Society**

East meets West Business is a facilitator of awareness for businesses and a creator of experiences for the professional European LGBTI Community. In a broader sense, EmW achieves this aim by supporting LGBTI linked, small business set-ups. It is the place for the creation of awareness that LGBTI men and women can be successful entrepreneurs and become role models inside and outside the LGBTI community.

East meets West Social has a catalyst function in the LGBTI organizational ecosystem by connecting NGOs, diplomatic representatives, officials, corporate players, entrepreneurs and other inspiring personalities.

**LGBTI
Rights are
Human
Rights**

Imprint

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