



From homophobia and transphobia to inclusion in the workplace: Research and practice in international organizations

Tuesday, July 9th | 16:00 | Uni-Mail – room MR040

The round table “From homophobia and transphobia to inclusion in the workplace: research and practice in international organizations” brings together practitioners from international organizations and academic researchers. They will discuss the following questions: What type of discrimination do LGBTIQ+ people experience in international organizations? What managing practices exist to reduce them? How do group activities organized by LGBTIQ+ employees help those managing practices? How do institutional efforts to promote diversity try to make the workplace welcoming for and respectful towards LGBTIQ+ employees?

The round table is organized in the framework of the summer school “Prejudice, Discrimination and the Diversity Challenge”. This study programme brings together researchers and students from many countries. One of its goals is to apply findings from social sciences to analyse and optimize practices that aim to promote diversity in the workplace.

Note LGBTIQ+ : Lesbian, Gay, Bisexual, Trans, Intersex, Queer; + every other person facing discrimination because of their sexual orientation or gender identity and expression, who considers themselves as part of the acronym.*

For inscription click here: https://fpse.qualtrics.com/jfe/form/SV_efJlyR8LLCST8ah

With:

Jesus Guerrero Buitrago | United Nations Office

Jesús is presently working for the United Nations Office at Geneva in his capacity as Chief of the Management and Communication Unit at the Centre for Learning and Multilingualism. He considers himself a life-long learner and has a multi-disciplinary background: a degree in modern languages, a post-graduate degree in pedagogy and a Master’s degree in Human Resources. The learning and development field has been his professional home for over 12 years. In addition to his full-time job, he is the co-chair of the Geneva Learning Network, a community of learning and development practitioners working in international organizations in Geneva.

Sandhu Gurchaten | International Labour Organization

Gurchaten Sandhu's works as a Programme Support Officer at the International Labour Organization (ILO). He also finds the time to volunteer for UN GLOBE, the group representing LGBTIQ+ staff in the UN system. As its Vice-President, he works to ensure the voice and rights of LGBTI staff are represented in UN policies and procedures. He serves as a steering committee member of the International Family Equality Day NGO, advising on non-discrimination based on family status in the world of work, and finally, last year, he was listed in the Financial Times Top 30 OUTstanding Role Model in the Public Sector.

Ioanna Koutava | CERN

Ioanna Koutava holds a degree in business administration from Athens University of Economics & Business; during her studies, she worked as a journalist and with an NGO promoting visual arts. Ioanna started at CERN in 2014, coordinating events and assisting in communication. In 2017, Ioanna joined CERN's Diversity Office. As a Diversity Analyst, Ioanna carries out studies and formulates proposals that support management decisions and actions; handles individual enquiries related to workplace inclusion; designs communications, awareness events and facilitates workshops. Finally, Ioanna works closely with CERN's Talent Acquisition team supporting them to strengthen their practices, in regard to diversity and inclusion.

Marilene Vuille | Senior researcher | Gender studies institute | University of Geneva

Marilène Vuille is a social scientist working as a researcher at the Institute for Gender Studies at the University of Geneva. Her research interests include social discrimination mechanisms, gender roles and ideologies, (gendered) social and health work, the bio/medicalisation of women's bodies and sexualities. She is currently involved in a research project on work experience and workplace discrimination of LGBT people in Switzerland.

Lisa Wong | International Labour Organization

Lisa Wong works as a specialist on non-discrimination at the International Labour Organization (ILO). In this role, she is responsible for the provision of technical advisory services to ILO's constituents all over the globe, and the development of global initiatives, tools and training materials on all grounds of discrimination including on equal pay for work of equal value, sexual harassment, and sexual orientation. Lisa was also the principal author of the 2011 Global Report on Non-discrimination in employment and occupation: *Equality at work: The continuing challenge*.