



LGBT+

GLOW Global LGBT+ 2020 ACHIEVEMENTS

With the engagement of so many across the Firm, in 2020 we continued to advance our commitment to inclusion and diversity. Some of our Global LGBT+ equality and inclusion achievements from the last 12 months are captured below. Many other initiatives took place at a regional and local level.

Accolades



Dentons was named one of the Top Global Employers for LGBT+ Employees by the pre-eminent LGBT+ rights organization, Stonewall. We were one of only 17 global organizations to be recognized.



One of our GLOW Global LGBT+ Network Committee members, Igor Ostrowski, was awarded the Global Senior Champion Award from Stonewall in recognition of his tireless commitment to and advocacy of LGBT+ rights, equality and inclusion in Poland.



Engagement

- Our **GLOW Global LGBT+ Network** now has **800+ members**, including allies. We keep in touch with all members via regular newsletters.

Recognizing the critical importance of continued connection, our GLOW Global LGBT+ Network Committee met more than 20 times in 2020, maintaining momentum around our LGBT+ inclusion and advancement efforts and imperative throughout the pandemic.

- We set up a **new LGBT+ chapter in Latin America & the Caribbean**.
- In commemoration of International Day Against Homophobia, Biphobia and Transphobia, Dentons' **Global Pride Day 2020** was completely virtual and saw impressive engagement from people across Dentons and well-beyond the members of our LGBT+ Network. We marked the day with:
 - A **Firmwide email from our Global CEO and Global Chairman** marking Global Pride Day and reminding people how they can support their LGBT+ colleagues.
 - Two Global Pride Day videos about the importance of being an ally to the LGBT+ community and featuring almost **100 allies** from around the world.
 - Free Firmwide access to the documentary film, *Freedom to Marry*, about the campaign for marriage equality in the US.
 - A Global LGBT+ Quiz available to colleagues worldwide.
- We rolled out the Firm's **gender pronoun e-signature campaign**. See more information [here](#).

Outreach

- To promote awareness of the issues facing our LGBT+ colleagues and to encourage support for LGBT+ communities around the world, we commemorated several important LGBT+ awareness days this year, including:
 - **Transgender Day of Visibility** – We profiled our Dentons Australia LGBT+ group and the positive impact their pro bono work with

the Trans and Gender Diverse Legal Service is having on individuals who identify as trans and gender diverse.

- **Bi Visibility Day** – To promote awareness, we developed an informative online pamphlet that dispels five commonly held myths around bisexuality, circulating this to our members and allies via our newsletter.
- **International Coming Out Day**
 - We published and promoted via email a series of powerful coming out stories from colleagues all over the world. The stories reflect the intersectionality within our Firm and include candid tales of personal experiences where religious or cultural background might make coming out more difficult.
- **Trans Day of Remembrance** – We created a short video featuring a trans man, a trans woman and a Dentons ally discussing the importance of this day of commemoration. This video was promoted to our members and allies via email and to a wider audience via social media.
- We supported several **pro bono initiatives** involving LGBT+ rights and equality across a range of Regions including Europe, Latin America & the Caribbean, Australia and the United States.
- We updated our Global Portal pages accessible to all colleagues, adding a new **Global Mobility page** which provides guidance for our LGBT+ colleagues who are thinking of moving abroad.

