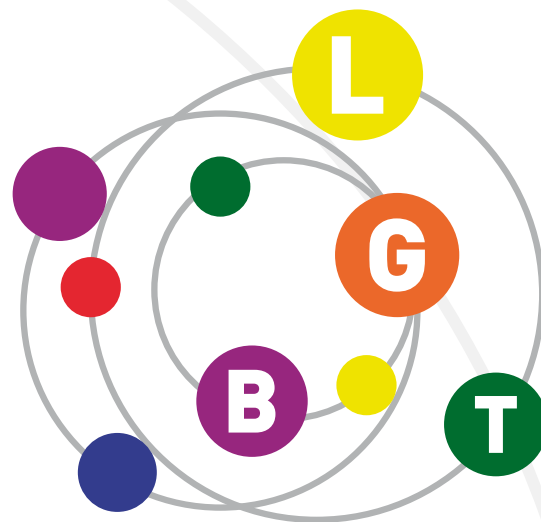


**DATE:** MAY 20–21, 2010 **VENUE:** CELU H-1051 BUDAPEST, NÁDOR UTCA 9.



# 1<sup>ST</sup> HUNGARIAN LGBT BUSINESS LEADERS FORUM IN BUDAPEST

What do we mean when we speak  
about diversity in the workplace?

professional organizer



primary sponsor and co-organizer



partner sponsors



professional partners



# Welcome

## What do we mean when we speak about diversity in the workplace?

Diversity as a concept in Hungary focuses mostly on gender equality, age issues and people with disabilities. We all need to broaden our horizon and begin to understand the features of other dimensions of diversity. As an illustration of its possible other meanings I quote the 'HBLF Code of Corporate Diversity and Inclusiveness' for a proper definition:

'Organizational diversity constitutes a varied composition of employees, in terms of both visible and hidden human qualities and features like age, gender, race, ethnical affiliation, people with disabilities, nationality, religion, culture, sexual orientation, external appearance, manner of thinking, marital status, level of education, etc.'

HBLF with its 'HBLF for Diversity' Program Series is working with member companies to ensure that diversity policies will impinge on these further dimensions too. This unique HBLF event will focus on sexual orientation, the LGBT (lesbian, gay, bisexual, transgender) dimension of workplace diversity. The primary aim of this conference is to bring to the public's attention sexual orientation, as one important element of corporate diversity. This topic is generally taboo and our goal is to bring about discussion on it relating to the workplace. Our second aim, within the programme of the conference, is to demonstrate how valuing diversity can create a workplace which includes and respects difference, recognizing the unique contribution that each different individual can make. Creating such a work environment will maximize the potential of each employee.

I promise you this will be an eye-opening event!

## Borbala Czako

HBLF President



Czako Borbala

# Welcome

IBM embraces, values and respects the diversity among employees and, all those with whom we do business. Diversity is part of our core company values globally, ever since the first Equal Opportunity corporate policy letter was issued in 1953. IBM strives to ensure an inclusive workplace and our employees are treated based only on their skills, merit, qualification and past performance. We know that respecting each other is the main pillar of teamwork - diverse teams create innovations and deliver the best solutions to our clients.

Diversity for us covers all aspects of a person's identity, including sexual orientation and gender expression. You may ask: what does that have to do with the workplace? Well, enough to be included in any company's diversity & inclusion policy and practices: having to hide or lie about someone's natural identity negatively impacts the person's well-being and performance, thus the teamwork. That's why I personally sponsor the LGBT initiatives at IBM in Hungary and invite you to explore this topic in a business context over the next two days.

## Peter Paal

Country General Manager, IBM Hungary Ltd.

### HBLF HR workstream:

The HBLF Human Resources' workstream mission is to embed diverse and inclusive culture in the Hungarian workplaces regardless of their industry and ownership background. Firms need to ensure that individuals succeed regardless of their religion, gender, age, nationality and sexual orientation. Creating an inclusive company culture has several challenges but also many benefits. It is a long journey and some of the companies are further on this road some has just entered. Our goal by pioneering to organise this unique event is to:

- Raise awareness of LGBT issues within working environment
- Provide companies a support in establishing their company network for LGBT employees
- Share best LGBT practices.

### Vodafone Hungary:

#### Why is this initiative important for Vodafone?

Vodafone benefits from diversity – such initiatives are in line with Vodafone overall values & culture. We respect diversity and the LGBT further solidifies & secures Vodafone position with a critical talent pool of employees regardless of their sexual orientation. Vodafone is an Equal Opportunity Employer and is committed to a policy of administering all employment decisions and personnel actions without regard to race, color, religion, gender, age, sexual orientation.

What makes me to lead this initiative at Vodafone Hungary?

It is a desire to help others feel supported. I strongly believe that a diverse work environment supports inclusion & tolerance of the employees.

## Ibolya Gothardi

HBLF for Diversity HR Target Group Leader; Vodafone HR Director

# Program

## 1<sup>ST</sup> HUNGARIAN LGBT\* BUSINESS LEADERS FORUM IN BUDAPEST

What do we mean when we speak about diversity in the workplace?

**DATE:** MAY 20–21, 2010 **VENUE:** CEU (H-1051 BUDAPEST, NÁDOR UTCA 9.)

The Conference is in English and Hungarian with simultaneous interpretation.

### 20 May (Thursday)

8:30–9:30	Registration (Coffee break)	12:45–14:00	Lunch
9:30–9:40	Opening remarks by <b>Borbala Czako</b> , HBLF President	14:00–14:30	<b>Klara Ungar</b> , Founder and Member of the Board, Free People for Hungary (SZEMA)
9:40–9:45	Welcoming remarks by <b>John Shattuck</b> , CEU President and Rector	14:30–16:00	<b>LGBT Roundtable Discussion</b> <i>Panel Members:</i> <ul style="list-style-type: none"><li>• <b>Borbala Czako</b>, HBLF</li><li>• <b>Renata Uitz</b>, CEU</li><li>• <b>Katalin Tardos</b>, MTA</li><li>• <b>Tamas Dombos</b>, LGBT Association in Hungary</li><li>• <b>Judit Demeter</b>, Equal Treatment Authority (EBH)</li></ul>
9:45–10:10	<b>Peter Paal</b> , IBM Hungary CEO		
10:10–10:25	<b>Kjaerum Morten</b> , Director of European Union Agency for Fundamental Rights		
10:25–10:40	<b>Angelo Caltagirone</b> , President EGMA (European Gay Managers Association)	16:00–16:30	Closing tea/coffee
10:40–11:00	Q & A Session		
11:00–11:30	Coffee break		The conference is moderated by <b>Krisztina Bombera</b> .
11:30–11:45	<b>Andreas Citak</b> , IBM Global GLBT Sales Executive & Director for GLBT Marketing		
11:45–12:00	<b>Debbie Laybourn</b> , Group Head of Diversity and Inclusion, Vodafone		
12:00–12:15	<b>David Legg</b> , Managing Director, Morgan Stanley		
12:15–12:45	Q & A Session		

\* lesbian, gay, bisexual, transgender

### 21 May (Friday)

8:30–9:00	Registration (Coffee break)
9:00–9:10	Opening remarks by <b>Ibolya Gothardi</b> , HBLF for Diversity HR TG Leader
9:10–9:25	<b>David Pollard</b> , IGLCC (International Gay, Lesbian Chamber of Commerce)
9:25–9:40	<b>Adrian Balaci</b> , Gesb (Global Environmental Social Business)
9:40–10:00	Q & A Session

### Workshop I.

10:00–11:20	<b>LGBT Business Development and Marketing</b> Moderated by <b>Ian Johnson</b> , CEO of the OutNow Company <i>Panel Members:</i> <ul style="list-style-type: none"><li>• <b>Richard I. Zahoranschi</b>, Euro Games in Budapest</li><li>• <b>Andreas Citak</b>, IBM</li><li>• <b>Peter Varga</b>, NESsT</li></ul>
	<b>Gender Identity and Expression in the Workplace</b> Moderated by <b>Persia West</b> , A Place at the Table <i>Panel Members:</i> <ul style="list-style-type: none"><li>• <b>Hadley Zaun Renkin</b>, CEU Gender Team</li><li>• <b>Iustina Ionescu</b>, ACCEPT Romania</li></ul>
11:20–11:50	Coffee break

### Workshop II.

11:50–13:00	<b>LGBT Inclusion Policies and Internal Networks in Practice</b> Moderated by <b>Ibolya Gothardi</b> , HBLF for Diversity HR Target Group Leader <i>Panel Members:</i> <ul style="list-style-type: none"><li>• <b>Aniko Kis</b>, IBM</li><li>• <b>Eva Bresztyenszky</b>, Morgan Stanley</li><li>• <b>Judit Nemeth</b>, mtd Consultants Community</li><li>• <b>Ewald Widi</b>, GayCopsAustria</li></ul>
	<b>LGBT Business Associations and Chambers of Commerce in Practice</b> Moderated by <b>Adrian Balaci</b> , Gesb <i>Panel Members:</i> <ul style="list-style-type: none"><li>• <b>Andreas Citak</b>, IBM</li><li>• <b>David Pollard</b>, IGLCC (International Gay, Lesbian Chamber of Commerce)</li><li>• <b>Christa Kleiner</b>, Queer Business Women</li></ul>
13:00–13:30	<b>Gabor Szetey</b> , former Secretary of State for Human Resources
13:30–13:45	Summarizing of the workshops by the moderators, Closing
13:45–14:45	Lunch



# Introduction

„ I am convinced that action to address community and complex social and environmental problems, which we face today, cannot be successful without full business involvement „

– declares our founder, the British heir to the crown HRH, The Prince of Wales. In 1992 the Hungarian Business Leaders Forum was founded, with this mission in mind, operating and associated with the International Business Leaders Forum, head quartered in London.

There were two goals in the foundation of HBLF. Firstly, we wished to extend more widely the principles of CSR - Corporate Social Responsibility - as ethical business behaviour protecting our own environment and promoting good corporate citizenship under the guise of sustainable development. Similarly, we wished take a high level role, realising that talking about problems is insufficient, to ensure that concrete steps would be taken.



HBLF FOR DIVERSITY

**HBLF**  
HUNGARIAN BUSINESS  
LEADERS FORUM



Borbala Czako  
*President*



Richard Skene  
*Chairman*



Kincso Adriany  
*Executive Director*

The work of our forum is assisted by nearly one hundred committed members, who support and help actively as members of our target groups using their expertise and creativity in the interest of realising our aims. Our target groups are active in the fields of: community development, environment and sustainability, the Roma talent support program and equal opportunities, responsible financing issues, HR for diversity, business ethics and transparency, communication and the women's business leaders forum.

With its comprehensive projects the HBLF emphasizes the importance of changing attitudes. We promote cross-sector partnership for sustainable development to be able to deliver our programs with the greatest efficiency. Most of our member companies are major players in the Hungarian labour market. This is highly important in enabling us to set the objectives of the Forum and ensuring diversity and inclusiveness in the workplace. Many of our member companies have already joined

the Code of Corporate Diversity and Inclusiveness. Our successful initiative is the ROMASTER, Program for Future Roma Leaders. This is a mentoring program complete with financial support and 'internship' experience. We only support socially disadvantaged students, who, without our support, would be unable to study.

HBLF has established three successful awards; the 'Business World for the Environment', the 'Media for the Society' and from 2009 the 'HBLF Visionary Leadership' Award. One of our other popular events is the Wheelchair basketball championship where the participating companies support those associations formed to aid the people with disabilities in sport.

For more information about HBLF, please visit our website: [www.hblf.hu](http://www.hblf.hu) or [www.hblf.org](http://www.hblf.org)

# Code of Corporate Diversity and Inclusiveness



HBLF FOR DIVERSITY

Creating an inclusive environment that elicits the very best from the employees is fundamental to the success of the company and society. Therefore the organizations who signed the Code aspire to:

- Manage Diversity and Inclusiveness as a critical programme.
- Value the broad range of cultural and personal differences.
- Respect each employee's need to balance work and personal demands.
- Provide equal opportunity and ensure non-discrimination for everyone to compete through well understood and consistently applied employment and performance standards and management systems.
- Provide a means for employees to share personal support, learning, self-development and communication, including networks.
- Demonstrate respect and fairness in our interactions with external stakeholders.
- Ensure continuous improvement in reference to best practice through regular consultation with employees' representatives.
- Promote a culture in which all employees, contractors, and business partners share these values.
- Recognise their active role as both a learner and promoter of diversity amongst companies in Hungary.

Based on Diversity and Inclusiveness Standard of Shell Hungary Zrt.



# IBM in Hungary

IBM Hungary started its direct Hungarian operations in 1936 and during the 74 years IBM Hungary became a key player of the Hungarian business world selling the full range of IBM's products, IT services from design to solution, and business consulting activity.

IBM has several entities in Hungary.

**IBM Hungary**, based in Budapest - provides the full range of IBM's products, IT services from design to solution, and business consulting activity. It is the commercial entity for Hungarian market.

**IBM ISC Hungary** – based in Budapest, Miskolc and Visonta – is an affiliate of IBM Hungary and brings together all of IBM's worldwide service delivery capabilities for Strategic Outsourcing and IT system operation services throughout the country.

**IBM International Shared Service Center (ISSC)** located in Budapest provides back-office and call-center services for IBM's own operations and global customer set. It is one of the most significant investments in the Hungarian service industry in recent years. Some of the services that ISSC provides include: process support for human resources, customer services, procurement, accounting and financing. Within the integrated business model, companies no longer have to replicate themselves floor to ceiling for every office, department, brand or country.

**IBM Data Storage Systems (DSS)** has two locations: a Delivery Center in Székesfehérvár and a Data Storage Center in Vác, where various IBM servers are manufactured. The plant's mission is to manufacture and fulfill orders based on actual customer demand. As the only location in the world where IBM data storage sub-systems are produced, the plant has a continuously expanding range of products and services.



Peter Paal  
Country General Manager, IBM Hungary Ltd.



## Corporate Social Responsibility at IBM Hungary

### CSR activity at IBM Hungary is incorporated on 4 fields:

The *ROMASTER talent care Program* supports socially disadvantaged and talented students of Roma origin who are motivated to pursue higher education studies in the fields of economics, engineering, IT or law. Beyond a monthly scholarship, the program includes mentoring and the possibility to gain insights into the operations and culture of a company before graduation.

IBM Hungary and Eötvös Loránd University signed an agreement in 2008 within IBM's *Academic Partnership program* to lower the barrier for equal access to education for people with disabilities. ELTE could have opened two special language laboratories for students living with disabilities.

IBM's *On Demand Community* is a strategic global community that combines the strengths and skills of over 100,000 IBM employee and retiree with the power of access to innovative new IBM technology, resources, training, and support. In Hungary we have more than 200 members, volunteers.

IBM's *Corporate Service Corps* global program provides the top IBMers a unique opportunity to develop their future leaders' skills with working on core societal challenges in developing countries in South America, Africa, Asia and Eastern Europe. From Hungary we had 10 IBMers participated in the program so far.

[ibm.com/hu](http://ibm.com/hu)

## Building a Smarter Planet

### The future: intelligent, interconnected things in a smarter planet.

The problems of global climate change and energy, global supply chains for food and medicine, new security concerns ranging from identity theft to terrorism — all issues of a hyper connected world — have surfaced since the start of this decade. The world continues to get “smaller” and “flatter.” But we see now that being connected isn't enough. Fortunately, something else is happening that holds new potential: the planet is becoming smarter. That is, intelligence is being infused into the way the world literally works — into the systems, processes and infrastructure that enable physical goods to be developed, manufactured, bought and sold. That allows services to be delivered. That facilitates the movement of everything from money and oil to water and electrons. And that helps billions of people work and live.

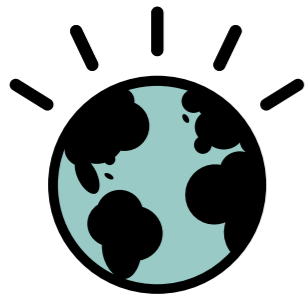
### How is this possible?

First, the world is becoming instrumented. Imagine, if you can, a billion transistors for every human being. We're almost there. Sensors are being embedded everywhere: in cars, appliances, cameras, roads, pipelines...even in medicine and livestock. Second, our world is becoming interconnected. Soon, there will be two billion people on the Internet — but systems and objects can now “speak” to each other, as well. Think of a trillion connected and intelligent things, and the oceans of data they will produce. Third, all of those instrumented and interconnected things are becoming intelligent. They are being linked to powerful new back-end systems that can process all that data, and to advanced analytics capable of turning it into real insight, in real time.



**Why wouldn't we be smarter?**

With so much technology and networking available at such low cost, what wouldn't you enhance? What wouldn't you connect? What information wouldn't you mine for insight? What service wouldn't you provide a customer, a citizen, a student or a patient? The answer is, you will do all these things — because you can. But there is another reason. We all will because we must. There is a tremendous mandate for positive change in the world. We have the resources to do this. We can make our planet work better. Building a smarter planet is IBM's point of view on how interconnected technologies are changing the way the world literally works. Let's build a smarter planet.



[ibm.com/smarterplanet](http://ibm.com/smarterplanet)

**Diversity and Inclusion as Factors of Success****Through globalisation, Diversity has become a permanent component of the economy.**

In my 20 years of affiliation with IBM I have worked in many teams. In my observation it is without a doubt that those that have met with the most success have been those that included people from different cultures, with different backgrounds and different ways of life. People of different ages and differing abilities complement one another, challenge one another and spur each other on to their best performances through their Diversity.

IBM believes firmly that an inclusive work environment has a positive influence on economic success. The appreciation, support and integration of Diversity into the solutions for our customers form the central pillars of IBM's business strategy.

Diversity and Inclusion have been an integral part of our corporate culture and find expression in the values in which we take pride.

These are specifically the values that set an important orientation and therewith form the basis for commercial success in an ever more complex global field.

Thus, the IBM Diversity & Inclusion Initiatives focuses on five fields: Women, People of differing cultural, ethnic or religious backgrounds, People with disabilities, People of differing sexual orientation and identity, as well as work/life integration. With Diversity and Inclusion Management we want to create the working conditions for our employees in which each and every individual can contribute and develop optimally.

Promoting Diversity in the company does not mean that we treat the Diversity groups preferentially; it means that we strive for an equality of opportunity in order to create a work environment that excludes no one. Our Diversity Programmes offer individual support and create the framework conditions for a common understanding and set of procedures on all corporate levels. In addition to employee recruitment, retention and development, the programmes also target the social establishment of the topic of Diversity. Our technological solutions also facilitate access to information on the WorldWideWeb and to unimpeded participation in business life for the visually and hearing impaired.

Diversity is a factor of economic success: the multifaceted potential and perspectives of our worldwide team make it possible for us to operate creatively and innovatively. This creates advantages as much for our company and our employees – as for our customers as well: in that we can react to their differing needs, and to acknowledge the Diversity of our clientèle as well.

Productivity, top talent, economic growth, innovation and success through cooperation are the indicators that we have taken into consideration in the Diversity Business Case which we have developed for our customers. Thus there are many economic arguments to convince a company that it is worth investing in Diversity. IBM lives and supports Diversity because we are convinced that it means we are doing the right thing.

IBM is proud to support the "1st Hungarian GLBT Business Leader Forum" as its main sponsor. Our strong commitment to Diversity is a cornerstone of our corporate philosophy. The individual differences, abilities and living conditions are not only important. They are extraordinarily valuable. With the innovative solutions that we have developed through the integration of various talents, we make it possible for our customers to be successful and to make our world smarter.

<http://www-03.ibm.com/employment/us/diverse/index.shtml>

**Andreas Citak**

*IBM GLBT Business Development Executive*



# Morgan Stanley

## A Worldwide Leader in Financial Services

Morgan Stanley's presence in Hungary began in 1993, partnering with government and institutional organizations. In 2005, the Firm opened its first office in Budapest, starting with a Mathematical Modelling centre and increased this presence in 2006 to become a Global centre that provides Business and Technology support.

The high quality of education and professional talent available in Hungary has enabled Morgan Stanley to provide global best-in-class business support for North America, Europe and Asia in the areas of Finance, Technology, Model Review, Credit, Market and Operational Risk Management and Securities Documentation.

Morgan Stanley's worldwide reputation for excellence is complimented in Hungary, having gained a place in Hewitt's Top 30 Best workplaces to start your career and being in the top 3 of its category.

## Our Commitment to the Local Community

At Morgan Stanley, we take our responsibility to make life better in the communities where we live and work, and to use our talents and resources responsibly in the world at large.

Morgan Stanley and its people donate time and money to charities and sponsorships: during the annual Global Volunteer Month each June Morgan Stanley's employees take part in numerous volunteer activities.

## In Hungary we are working with many organizations with primary focus on the following:

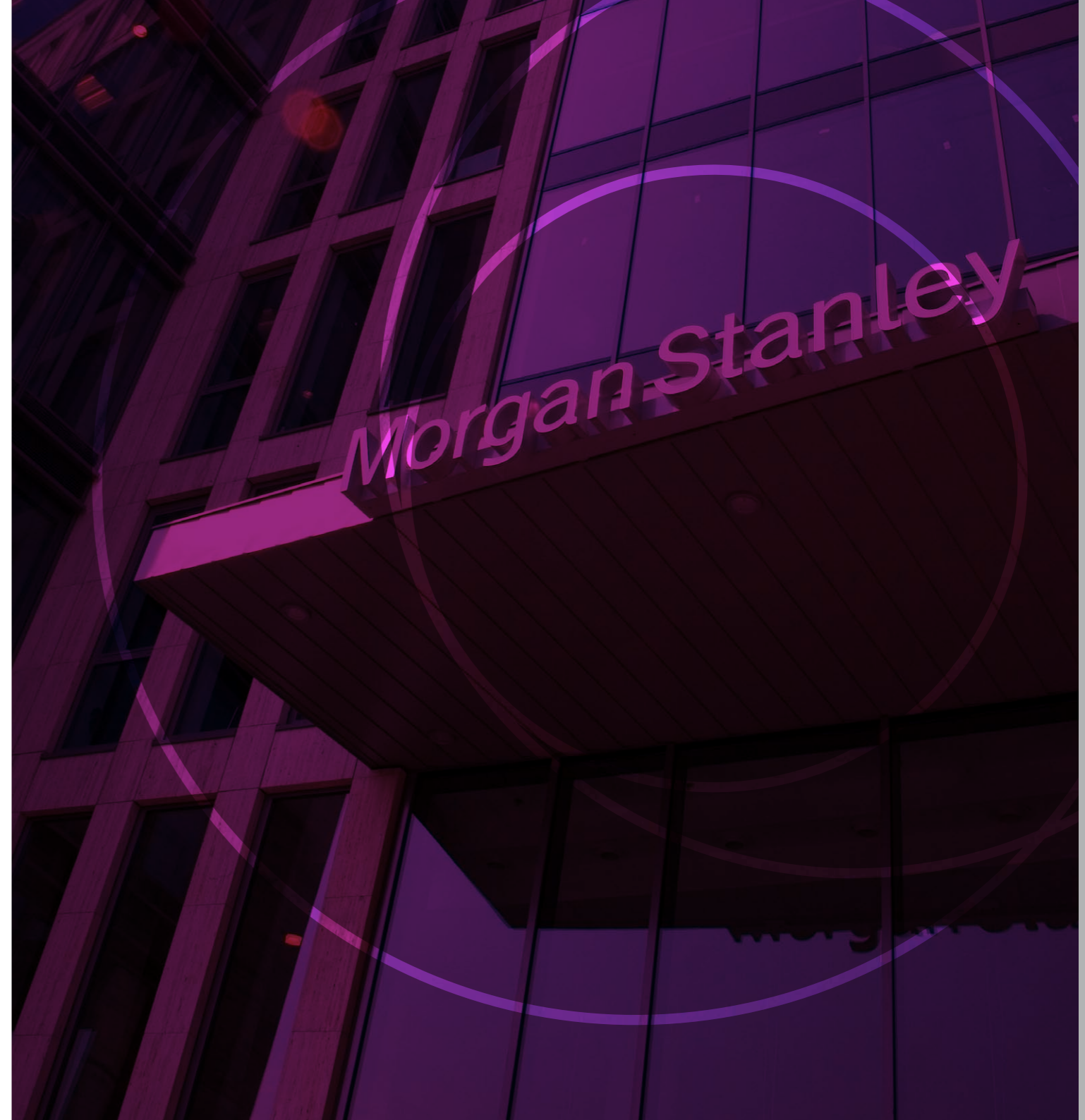
**SOS Children's Villages:** In August 2009, Morgan Stanley provided a grant to SOS Children's Villages to help finance the required professional staff, developing sessions and tools for the healthy, balanced development of children in all SOS Children's Villages for the duration of two years.

**Foundation for Democratic Youth:** In October 2009, Morgan Stanley provided support for this organization to start its Motivation Clubs in vocational and technical schools in Budapest. The objective of the program is to develop responsible entrepreneurial behaviours in young secondary schools students. Morgan Stanley is supporting the programme through a donation and a corporate volunteer programme.

**Hungarian Business Leaders Forum (HBLF):** In September 2009, Morgan Stanley joined the HBLF Romaster Program, an education and talent support program for socially disadvantaged roma students which aims to help roma integration through the support of their long term education. There are three elements to the programme: financial aid, mentoring and work experience.

Morgan Stanley   

[www.morganstanley.com](http://www.morganstanley.com)



# Vodafone



## **An introduction to Vodafone Hungary**

The most innovative player of the Hungarian telecommunications market Vodafone Hungary Ltd. is the fully owned subsidiary of Vodafone Group Plc. which is the world's leading mobile telecommunications company, with a significant presence in Europe, the Middle East, Africa, Asia Pacific and the United States.

Vodafone Hungary launched its mobile communications services on November 30th, 1999 and now it has more than 2.5 million customers.

Using international best practices Vodafone is strongly focused on offering services that best suit the needs of Hungarian customers.

Vodafone has established a Shared Service Centre in Budapest to deal with common financial processes and transactions across the bulk of the Group. Vodafone Operations Centre Hungary (VOCH) handles simple business transactions such as accounts payable and business-to-business billing, enabling existing Vodafone employees to focus more on business analysis and strategy.

## **Corporate responsibility**

At Vodafone we do not treat corporate responsibility (CR) as a gesture or add-on. It is part of our core business and will help us accomplish sustainable business success.

Our approach to CR is to engage with stakeholders to understand their expectations on the issues most important to them, and to respond with programmes and targets, and to communicate regularly and transparently on our progress.

### **Role of HR in corporate responsibility**

HR team of Vodafone Hungary plays an important role in corporate responsibility. The company motivates its employees to be involved in CR programmes and supports their own CR-initiatives. The high commitment of Vodafone-employees towards the company appears in the Yearly Employee Satisfaction survey.

## **Vodafone Hungary Foundation**

The Vodafone Foundation invests in the communities in which Vodafone operates. The Vodafone Foundation is at the centre of a network of Vodafone's global and local social investment programmes. Globally, our Foundation makes social investments by funding projects which support disaster relief and preparedness including our Red Alert Programme, through projects which use mobile technology for the benefit of all, and via our unique World of Difference programme. In countries in which Vodafone operates, our social investment is delivered by a unique footprint of 27 Vodafone Foundations and social investment programmes. These programmes are directed and chosen by the Foundation Trustees and receive funding from the Vodafone Foundation.

Vodafone Hungary Foundation was founded in 2003 and donated more than 600 million HUF since then. In 2008/2009 it supported 61 programmes with more than 100 million HUF – programmes for disabled

children, talented children, homeless people, etc. Via its Foundation Vodafone also donated 28 million HUF and computers and furniture in the value of 50 million HUF to social, environment protection and cultural projects.

The Foundation started its „World of Difference” („Többet érsz”) programme in Hungary in 2008. It gives opportunity to individuals to work on socially important projects for one year – while Vodafone World of Difference covers all of their costs.





## Speakers list

# Speakers



**Borbala Czako**, HBLF President, was appointed as Ambassador of the Republic of Hungary to the United Kingdom on 22nd January 2007. Before joining the foreign service, she was the Country Managing Partner of Ernst & Young in Hungary and as the Deputy Managing Partner Central Europe South worked as the Transaction Advisory Services line leader of the firm between 2002 and 2005. She joined Ernst & Young in January 2002 from the World Bank Group, where she had worked for 10 years. She was the Chief of Mission of the IFC with investment banking responsibilities in Hungary and the region. On special assignment from the WBG she also worked in Washington D.C. and Africa. She has extensive experience in large private sector transactions in greenfield investments, privatization, mergers and acquisitions (Westel, Matáv, TetraPack, Suzuki, Pannonplast, Rambox) and financial sector investment (Raiffeisen Unicbank, InterEuropa Bank, First Hungary Fund, Euroventures). In her assignments Borbala worked on securitisation, environmental, energy efficiency, SME, health and educational projects. She was honoured with the Pro-Europe Award in 2005.



**Ibolya Gothardi** pursued studies in the field of Human Resources and foreign trade after graduating from ELTE University. She has 15 years' experience in HR in the fields of FMCG, financial advisory and pharmaceuticals, having spent seven years as a Regional HR Manager, where she was responsible for the HR activities of 16 countries. Since August 2007 she has been the HR Director of Vodafone. Besides this she is a member of the Board of Trustees of Vodafone Hungary Foundation, a board of trustees member of Junior Prima in the category of "Hungarian Training and Public Education" and, since May 2008, has been the leader of the HBLF HR working team, actively functioning with the membership of 19 member companies. Managed by Ibolya, the team of Vodafone was awarded the HR Oscar in 2009 by the Hungarian Federation of Personnel Management for the exemplary management of the corporate cost-efficiency program. In 2010, Vodafone received the "HR Team of the Year" Golden Bridge Award for the innovative Corporate Responsibility Programs integrated with the HR strategy. Ibolya is a recognised expert in the fields of change and performance management and talent development. She has been invited to lecture at several international conferences.



**Peter Paal**, CGM IBM Hungary Ltd. Peter Paal became the Country General Manager of IBM Hungary on the 3rd of August, 2004. Peter, with electric engineering degree and several leading positions within IBM, both in Hungary and abroad, has been working for the company for more than ten years. He worked at the Vienna Office from 2001, where he supervised the Public Sector for Eastern-Europe, then took part in several projects for IBM Global Services in Germany. Previously, he was working for software innovation companies and research centres. He obtained his university degree and PhD at the Technical University of Budapest and his Business Degree at the Open University Business School. Peter has also served as First Vice President of the American Chamber of Commerce in Hungary for two consecutive cycles ending in 2009, and currently he leads the IT Committee.



**Kjaerum Morten** is Director of the European Union Agency for Fundamental Rights (FRA) in Vienna. He was the founding Director of the Danish Institute for Human Rights (DIHR), Denmark's national human rights institution and developed it over the following 17 years from a small organisation to a large internationally recognized institution. He started his career in the non-governmental sector, at the Danish Refugee Council. Mr. Kjaerum was a member (2002-2008) of the United Nations Committee on the Elimination of Racial Discrimination (CERD) and was a member of the EU network of independent experts responsible for monitoring compliance with the EU Charter of Fundamental Rights (2002-2006). Since 1991, he has been involved in human rights capacity building projects with governments and national institutions in all parts of the world. From 1986 until today, he has written extensively on a number of human rights issues and in particular refugee law, the prohibition of racial discrimination and the role of national human rights institutions. He is a Master of Law (University of Aarhus, Denmark) and a Danish national.





**Angelo Caltagirone** grew up in Basel, Switzerland, as a son of Sicilian immigrants. After college he joined the internationally renowned Scuola Superiore per Interpreti e Traduttori in Rome, Italy, where he received his master as translator and interpreter in 2003. When he returned to Switzerland, he opened up his own company which provides translation and language services to major companies in Europe. Angelo is member of the board of directors of NETWORK, the gay managers association of Switzerland, where he is responsible for international relations. Angelo is also president of EGMA (European Gay and Lesbian Managers Association), the umbrella organization of various LGBT professional associations in Europe. In these functions Angelo dedicates himself to promote the interests of the LGBT business community in Switzerland and Europe.



**Andreas Citak** joined IBM in 1989. He was responsible, successively, in sales for services and consulting and was a member of the leadership team, with his first senior European management position in 1996 as the CIO of CEMA Region. In October 2008, he was appointed business development executive for Diversity Solutions in Europe and Africa. Prior to that role, in 2006, he was Managing Director of IBM Marketing, CEEMEA (Central Eastern Europe, Middle East, Russia and Africa). Before joining IBM, He spent five years running private business in tourism and retail sector. He is a regular speaker on such topics as the GLBT integration in global business strategy, the economic advantage of diversity and diversity solutions as a business differentiator. During his 22-year career at IBM, he contributed to the company's strategic direction and transformation and delivered, in Europe, a number of innovative management initiatives that have been adopted globally. Most recently, he has led IBM Global Technology Services Marketing in Central and Eastern Europe, the Middle East and Africa and during his tenure contributed to making IBM the services market leader in Europe. He is based in Vienna, where he oversees global GLBT business development activities in Europe and Africa and assumes responsibility for customer relations and the competitive position for diversity solutions in both geographies. In addition he leads the global GLBT sales marketing at IBM.



**Debbie Laybourn** Group Head OF Diversity and Inclusion, Vodafone Group Services

Working as a member of the Vodafone Group Talent team, Debbie is a member of the Vodafone Global Diversity and Inclusion Steering Committee responsible for setting the Global Strategy. She joined Vodafone in January 2007 before which she worked across various sectors as a D&I specialist – previous companies include Aviva Plc and Fortis Bank in Belgium and the Netherlands. Debbie has successfully put diversity and inclusion on the agenda of the Executive Committee at Vodafone and is currently rolling out a Global Inclusive Leadership programme for the top 250 senior leaders to build and sustain commitment to the topic. Debbie and her team were recently shortlisted for a Global Award with Opportunity Now for this world class programme.

Debbie has vast experience of working across different cultures bringing to life the business benefits of having a diverse and inclusive working environment. As well as working with global senior leaders, she, also works closely with her global HR communities, up skilling them to support local in country D&I strategic priorities.



**David Legg** David joined Morgan Stanley in 1995 after more than 10 years as a management consultant with Andersen Consulting, Ernst & Young and Price Waterhouse. This period of consulting was briefly interrupted for three years as David took a permanent position with JP Morgan as an IT officer, managing the development of credit risk and derivatives applications. Since joining Morgan Stanley, David has worked on a number of process re-engineering and technology assignments within Operations, run the Project Management Office for the EMU project and headed up the European Corporate Actions and the Equity Cash Infrastructure departments. For several years David was also the Chief Operating Officer for European Finance and Operations. David currently heads up the Firm's location and deployment strategy, the objectives of which are to make full use of Global Talent as well as optimizing the Firm's footprint in lower-cost locations. David is a board member of the UK Financial Services Skills Council which was established in 2004 to provide strategic leadership for education, training and skills development for financial services, accountancy and finance across the UK. David holds a 1st class Honours degree in Accounting and Computing.





**Klara Ungar**, Founder and Member of the Board; Free People for Hungary (SZEMA).

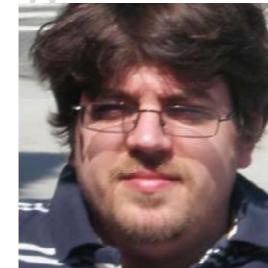
She obtained her degrees at the Budapest University of Economic Sciences (1981) and at the Health Services Management Training Centre (2006). In 1981 she started to work at KOPINT-DATORG Research Institute as researcher and analyst. Between 1988 and 1993 Klara was the Member of the FIDESZ; between 1994 and 2009 she was member of the SZDSZ. From 1990 until 1998 she was the Member of the Parliament. As the Member of the Parliament she worked in the Financial and Budgetary-, in the Social and Welfare Policy-, and in the Bank Consolidation Committees. She also worked for the Budapest District VII Property Management Co. as director and to the Perfekt Consulting and Education Company as senior advisor. Between 2007 and 2009 she was the Vice President of the Hungarian Health Insurance Company. In 2009 Klara Ungar was Founding Member in the 'Free People for Hungary' (SZEMA).



**Renata Uitz** is professor of comparative constitutional law, the chair of the Comparative Constitutional Law program and co-director (with Károly Bárd) of the clinical specialization at CEU Legal Studies. She obtained her Doctor iuris degree (with summa cum laude) at Eotvos Lorant University, Faculty of Law in 1996 and received an LLM in Comparative Constitutional Law at CEU Legal studies the following year. Her S.J.D. (summa cum laude) in comparative constitutional law, earned in 2001, is also from CEU Legal Studies. She started teaching at CEU in 2001 and became chair of the Comparative Constitutional Law program in 2007. Her teaching covers subjects in comparative constitutional law in Europe and North America, transitional justice and human rights protection with special emphasis on the enforcement of constitutional rights and on issues of bodily privacy and sexuality. The theory and practice of good governance, in and after democratic transition, and the role of courts in constructing the constitutional subject are at the centre of her research interests. „Constitutions, Courts and History” (2004) was her first book, while her most recent is „Freedom of Religion in European Constitutional and International Case Law” (2007). In addition she is the author of over 30 articles and book contributions which have appeared mainly in English, Hungarian and Russian. She regularly speaks at international conferences on comparative constitutional subjects.



**Katalin Tardos** has been conducting research in sociology as a research fellow of the Institute of Sociology, at the Hungarian Academy of Sciences for more than twenty years. Her research topics include discrimination in employment and social exclusion, company practices in corporate social responsibility, equal opportunities and diversity management, as well as labour market and unemployment issues. At present, she is the programme director of the BA in Business Studies at International Business School Budapest where she teaches Human Resource Management, Business Ethics and Corporate Social Responsibility. Katalin is also the trainer and academic advisor of mtd Consultants Community which provides corporate training in the area of equal opportunities and diversity management.



**Tamas Dombos** is a junior research fellow at the Centre for Policy Studies, of the Central European University where he has been working on several large scale European comparative research projects on equal opportunities. He is currently involved with the project “Quality in Gender and Equality Policies (QUING)” which provides a critical evaluation of gender equality policies around Europe with a special emphasis on inter-sectionality, the juncture of several axes of inequality including gender, race/ethnicity, sexuality, disability and class. Tamas received his first degree at the Budapest University of Economic Sciences in the field of international relations. His thesis focused on international cooperation on anti-racism. He continued his studies at the Central European University where he obtained an MA degree in Sociology and Social Anthropology and is currently involved in the PhD program at the same department. Further he is an editor of the quarterly interdisciplinary journal Café Babel and regular lecturer at the College for Social Theory at Corvinus University Budapest. He is also a member of Háttér Support Society for LGBT People where he has been involved in advocacy work for several LGBT-relevant legislation concerning registered partnership, equal treatment, hate crimes, adoption and gender recognition.





**Judit Demeter;** Lawyer in the field of public law (L.L.M. L. Eötvös University Budapest). Employment record : Budapest Metropolitan Government, the Parliament Office, Ministry of Justice, where as the head of the Cabinet for the Minister of Justice she started to deal with human rights and took charge of the operation of the Roma Antidiscrimination Service in 2002 and became responsible for the setting up of the legal Aid Service in 2004. Currently she is the Head of the Equal Treatment Authority founded in Budapest by the Hungarian Government in 2005.



**David Pollard** is co-founder and Executive Director of the Company Pride Platform Foundation which represents the LGBT networks of 11 prominent companies and organizations. He is on the Supervisory Board of the Amsterdam Pride organization, "Pro-Gay", and is on the Board of the International Gay and Lesbian Chamber of Commerce (IGLCC), where he chairs the Committee on the International LGBT Business Equality Index. David has spent 7 years dealing with LGBT issues on an international level. He is founder and former Global Chairman of ING's LGBT employee network "Gala", which grew from just a few people in 2003 to over 1200 members in 27 countries in 2009. His 15 year career at ING spanned a number of responsibilities including the creation and management of ING 's European Affairs Department which dealt with EU financial legislation. In addition to his normal responsibilities, he was instrumental in positioning ING as a leader in the LGBT field in Europe, and has been a visible proponent of increasing awareness about LGBT workplace issues in the Netherlands and abroad. In his most recent venture David has founded and is Managing Director of Community to Community Advising (C-2-C). The company helps diverse communities work together to understand each other's goals and aspirations thereby achieving mutually beneficial results. C-2-C's clients include major corporations, governments, NGO's and special interest groups and focuses on the international LGBT business community. David holds degrees in International Relations (BA, Political Science and Business, 1982 University of Oklahoma, USA) and in European Affairs (Masters: Diplome d'Etudes Europeén 1989, Université Catholique de Louvain, Belgium).



**Adrian Balaci** began his career in 2000 as a consultant while finishing his studies in Budapest. From 2002 he worked as a professional consultant to the country manager of the Hungary Energy Efficiency Co-financing Program, IFC (World Bank Group). In 2005 he was one of the founders of the social business pilot, Global Environmental and Social Business (GESB). Since then he has been leading the creative department, responsible for innovation, social sensibility and charity work done by the company. He is one of the creators of an innovative financing mechanism (SHEERER), which aims to provide financing solutions for green investments in the housing sector, with the goal of decreasing CO2 emissions and energy/fuel poverty (Climate Change Mitigation). Since 2008 he has been working at the European level. Adrian is deeply involved in human rights activism and the fight against social injustice, and he is a spokesman for Amnesty International Hungary on LGBT issues.



**Ian Johnson** is the founder of Out Now, and for almost two decades has been recognized as one of the world's foremost authorities on marketing to gay and lesbian customers. Out Now has been relied upon by many of the world's leading brands including Barclays, Hilton, IBM, Toyota, KLM, Lufthansa, Cable & Wireless and Citibank and delivers a comprehensive range of gay marketing solutions including advertising, research, strategy development, training and public relations. With activities in a growing number countries -- including the US, Canada, UK, Netherlands, Belgium, France, Spain, Italy, Germany, Israel and Australia -- Out Now fulfils a unique global agency vision as the leading local gay marketing specialists. In 2010 the 'Out Now Global LGBT Market Study' sees the agency continuing to break new ground, with the world's most comprehensive research analysis ever of the LGBT market - sampling from LGBT people living in 16 countries across the world.

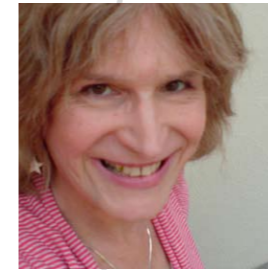




**Richard I. Zahoranschi** 1992-2000: Editing reporter of pop-music and entertainment programs of the Magyar and Petőfi Radió channels 1996-2001: Media analyst at the Observer Médiafigyelő (Media Observation Company) – main area: national dailies ; 1999-2001: eEurope Media Company / Vianovo.hu Content Producer at the modules for media, career and entertainment ; 2001-2007: RTL Klub program editor, religious and minority programs 2000: Assigned editor in chief at gay.hu, then full-time editor in chief. 2007: founding of the RadioPink!™ (radiopink.hu) internet - based social radio channel (earlier: gayradio.hu). 20% owner of the Színes Web Médiafejlesztő (Web -development) Kft. founded in 2008 and editor in chief (still today) of the gay.hu group™. The group is member of the following web contents: kutatás.gay.hu, randi.gay.hu, gay.hu, radiopink.hu, gaybikers.hu. 2006-2007: political advisor of MrGayEurope Licence. 2009: joins the EuroGames 2012 Budapest Organization with social assignments. Leader of the communications project, press referee of the Budapest EuroGames. Referee of the Hungarian candidate team prior to the EGLSF AGA held in den Hague on March 9, 2009.



**Peter Varga**, Enterprise Development Manager, Europe, NESsT – With NESsT for over five years, Peter is a senior manager of a regional portfolio of social enterprises in the CEE and a global portfolio of budding LGBT enterprises run by civil society organizations. He has coached and provided direct consulting support to over 200 CSOs in a dozen countries in social enterprise development and implementation, organizational sustainability and strategic planning. He is currently working on the launch of a global Social Enterprise Competition by the first venture philanthropy fund for LGBT businesses, NESsT's Galeforce Capital. Peter holds a B.A. in Political Science from Yale University and an M.A. in International Political Economy from Central European University.



**Persia West** is an accomplished speaker and conference facilitator who has been leading seminars and workshops for over 25 years in the UK, the USA and Japan. During the past decade she has become one of the leading trainers on transgender issues, working within an extensive range of major UK organisations throughout both the private and public sectors. She is a partner in A Place at the Table, which specialises in gender issues at work, particularly for women, and for transgendered people.



**Hadley Z. Renkin** is Assistant Professor of Gender Studies at Central European University. He received his PhD in Anthropology from the University of Michigan, and an MA in Gender Studies from Central European University. His research centers on the emergence of the LGBT movement in Hungary and its broader cultural and political implications, particularly the importance of sexuality for issues of citizenship and belonging. His published work includes articles on the recent trend of public homophobia in Central and Eastern Europe, and on lesbian and gay history-making projects in Hungary.





**Iustina Ionescu** is a board member of ACCEPT, the first LGBT rights association in Romania. Iustina's work at ACCEPT focuses on litigation and advocacy on issues such as employment discrimination, harassment, abuses from the police, etc. Recently, Iustina completed her fellowship on sexual and reproductive rights with the Center for Reproductive Rights, New York. Her main area of expertise is national and European anti-discrimination law. Iustina litigated some of the first Romanian cases challenging discrimination based on sexual orientation. She has drafted numerous public reports for the European Union and trained public prosecutors and judges on issues relating to LGBT rights, racism and xenophobia, and disability rights. Iustina is a graduate of Bucharest Law School and Collège Juridique Franco-Roumain d'Etudes Européennes, Université Paris I Panthéon-Sorbonne (Bucharest).



**Aniko Kis**, born in 1975, is a workforce diversity specialist at IBM based in Budapest, Hungary. She is currently assigned to lead the Workforce Diversity function in Latin America, looks after the area of cultural diversity as global program leader and coordinates diversity initiatives at IBM in Hungary. Aniko started at IBM in 2001, working in the European Human Resources Service Centre in the United Kingdom as Compensation and Benefits specialist. Relocating to Hungary in 2004, she has worked for four years as a European specialist and trainer in the area of diversity and inclusion at IBM, with particular focus on cultural diversity.



**Eva Bresztyenszky** Eva joined Morgan Stanley in 2008 after working 7 years in various human resources positions at Citibank Hungary and one year at Citi Italy. At Morgan Stanley Eva started working as Senior Generalist supporting non-IT related fields until the middle of last year when she became the Head of Human Resources of the Budapest Office. Eva has worked on some diversity related projects, such as launching the local women's and parents' network and participating in the regional disability network. She is also part of the company's Charity Committee. Eva holds a Master degree in Social Sciences from Corvinus University and a Bachelor degree in Economics.



**Judit Nemeth**, as entrepreneur, has been working in her own company, in the 'Man In Time' Consulting since 1999. Besides the traditional HR consulting and headhunting tasks, her company deals with special outsourced HR services for multinational producers. She believes in 'philanthropist HR solutions'; where supporting and mentoring employees are important success factors. She believes that by spreading of equal opportunity and diversity, the workplaces can keep and attract talents more successfully. Her desire is that the employment of 'parents with young children' should become easier by atypical employment forms. Judit was the founder of the mtd Consultants Community, it deals with the workplace diversity and equal opportunity; Judit works as a consultant in the Community's professional work.





**Ewald Widi** was born in 1976 and worked for eight years for the Austrian customs service on the border with Slovakia. In 2004 he transferred to the Vienna Police and, in 2005, initiated the web platform [www.GayCopsAustria.at](http://www.GayCopsAustria.at) at which was devised to promote the exchange of LGBT police officers. In autumn 2007 the group became so successful that the GayCopsAustria association was founded in Vienna and Ewald was elected as president. He was nominated in both 2006 and 2007 for the G.A.L.A. (Gay And Lesbian Award) from the civil rights organisation „HOMOSEXUELLE INITIATIVE LINZ“ and finally gained the award in 2007. At present he is working on the „5th EuropeanGayPolice AssociationConference 2010 Vienna“, involving up to 150 participants from all parts of Europe. GayCopsAustria also supports and promotes the initiation of a LGBT association for police officers in Hungary.



**Christa Kleiner**, born in 1959, living in Vienna. Expert for Gender and Diversity. Trainer and Consultant for intercultural conflicts and communication problems, teambuilding and change management. Degrees in Social Work, Supervision and Coaching, Group Dynamics, Development of organisations. Work experience of many years as a manager of different NPOs. Member of Queer Business Women since beginning.

EAGLE @ IBM  
Employee Alliance for Gay, Lesbian, Bisexual and  
07/1



HBLF FOR DIVERSITY

 **HBLF**  
HUNGARIAN BUSINESS  
LEADERS FORUM

