



First multistakeholder forum on What business can do to support LGBT+ equality in Myanmar



28th and 29th August 2019

Rose Garden Hotel, Yangon



About the Organisers

Institute for Human Rights and Business (IHRB) was founded in 2009, and is the leading international think tank on business and human rights. IHRB's mission is to shape policy, advance practice and strengthen accountability in order to make respect for human rights part of everyday business. IHRB works across its programmes with public and private sector partners in both developing and developed countries. In particular, IHRB has founded centres for responsible business in Myanmar and Colombia that mirror its mission and activities at a local level and has undertaken extensive research on the extractives sector in Kenya. IHRB will be hosting a similar workshop in Kenya in 2020.

Myanmar Centre for Responsible Business (MCRB) is a Yangon-based initiative funded by the UK, Norway, Switzerland, Netherlands and Ireland, based on collaboration between the UK-based Institute of Human Rights and Business, and the Danish Institute for Human Rights. The Centre aims to provide a trusted and impartial platform for the creation of knowledge, building of capacity, undertaking of advocacy and promotion of dialogue amongst businesses, civil society, governments, experts and other stakeholders with the objective of encouraging responsible business conduct throughout Myanmar.

Colors Rainbow began as an LGBT+ program of Equality Myanmar (formerly the Human Rights Education Institute of Burma) in 2007 and has since grown into Myanmar's leading LGBT+ rights organization. They work to end discrimination against LGBT+ in Myanmar through awareness raising, education, legal reform and legal protection. They do this through multifaceted programming that consists of trainings, discussions, networking meetings, community events, lobbying, advocacy and research projects, and the production of multimedia resources.

Support to the workshop was provided by **Open Society Foundation** through their collaboration with the Institute of Human Rights and Business.

Presentations from the workshop are available at

<https://www.myanmar-responsiblebusiness.org/news/lgbt-equality.html>

For more information, please contact info@myanmar-responsiblebusiness.org



Multistakeholder Forum on the Promotion of LGBT+ equality in business

Colors Rainbow and MCRB held a Multistakeholder Forum on 28/29 August 2019, to bring together companies and organisations to discuss how businesses can support LGBT+ rights. The Forum focused on strategies for promoting greater equality with a particular focus on legal reform, with objectives to:

- Ensure businesses interested in combatting discrimination have an understanding of LGBT+ rights issues and advocacy in Myanmar
- Encourage businesses to promote diversity and a culture of respect and equality both in the workplace and in the communities where they and their business partners operate
- Connect businesses and LGBT+ rights advocates and promote cooperation
- Learn from experience in the region, including of legal challenge to Article 377 of the Penal Code and the role which business has played
- Identify possible follow up activities and sources of support

Over 60 participants included human resources heads from Myanmar and international companies, LGBT+ activists, trade unions, and international experts from Thailand, Singapore, India, and Australia. They highlighted campaigning successes and areas for further advocacy from their countries, and what Myanmar could learn from their experiences.

International Standards

In September 2017, the United Nation's Human Rights Office, in its Free and Equal campaign, published the five 'STANDARDS OF CONDUCT FOR BUSINESS' (available in [EN](#) | [MM](#)) to support the business community in tackling discrimination against lesbian, gay, bi, trans, queer and intersex (LGBT+) people, in line with the UN Global Compact and the [UN Guiding Principles on Business and Human Rights](#).

The Standards were created to support the business community in tackling discrimination against lesbian, gay, bi, trans and intersex people. The product of a year-long process of consultations facilitated by the UN Human Rights Office and IHRB, with support from Open Society Foundation, the new Standards draw on good practice from around the world and set out actions companies can take to protect the rights of LGBTI individuals. These include eliminating workplace discrimination, making sure business operations do not contribute to discrimination against customers, suppliers or members of the public, and working with business partners to address discriminatory practices up and down the supply chain. They also encourage companies to stand up for the rights of LGBTI people in the countries where they operate – including through advocacy and support for local organisations.



UN Standards of Conduct for Business:

In the Workplace

- **AT ALL TIMES-** Businesses should develop policies, exercise due diligence, and remediate adverse impacts to ensure they respect human rights of LGBT+ people. Businesses should also establish mechanisms to monitor and communicate about their compliance with human rights standards.
- **ELIMINATE DISCRIMINATION-** Businesses should ensure that there is no discrimination in their recruitment, employment, working conditions, benefits, respect for privacy, or treatment of harassment.
- **PROVIDE SUPPORT-**Businesses should provide a positive, affirmative environment so that LGBT+ employees can work with dignity and without stigma.

In the Marketplace

- **PREVENT OTHER HUMAN RIGHTS VIOLATIONS-**Businesses should not discriminate against LGBT+ suppliers, distributors or customers, and should use their leverage to prevent discrimination and related abuses by their business partners.

In the Community

- **ACT IN THE PUBLIC SPHERE-** Businesses are encouraged to contribute to stopping human rights abuses in the countries in which they operate. In doing so, they should consult with local communities to identify steps they might take — including public advocacy, collective action, social dialogue, support for LGBT+ organizations, and challenging abusive government actions.

Legal Framework for LGBT+ rights in Myanmar

Protection against discrimination in Article 348 of the Constitution currently does not extend to sexual orientation or gender identity. Article 377 of the Penal Code, based on British colonial law, criminalizes any activity that the Myanmar authorities decide constitutes ‘carnal intercourse against the order of nature’, with punishments of transportation for life or imprisonment of up to ten years and a fine. The LGBT Rights Network has called for the abolition of this article, which can be used against people in same-sex relationships. Article 377 against “unnatural offenses” applies equally to both men and women. It is rarely enforced, but LGBT+ people reported that police used the threat of prosecution to extort bribes. Article 290 of the Penal Code contains a broadly worded clause on “public nuisance”, which can be applied to anyone the police deem to be a public nuisance, for example the presence of a transgender person in public. The 1945 Rangoon Police Act and the 1935 Burma Police Act (which covers all other areas in the country besides Yangon), also known as the ‘Darkness Laws’, or ‘Shadow Laws’, are used by the police to harass, arrest, detain or extort money from LGBT+ individuals.



Previous activities in Myanmar to promote LGBT+ rights in the workplace

As part of their wider advocacy and awareness-raising, **Colors Rainbow** have developed a range of Information Education and Communication (IEC) materials which are available online some of which they have used in training with businesses and other workplaces¹. In 2018 they conducted a [baseline assessment of the situation of LGBT+ people at workplaces in Yangon and Mandalay](#) which showed that there was limited knowledge of LGBT+ rights and deep-rooted stereotypes (see below).

In 2017, **MCRB** published a [Briefing Paper on Discrimination by Business and in the Workplace in Myanmar](#), which summarized the nature of discrimination in Myanmar against various groups including LGBT+ people and made recommendations to business to combat it.

MCRB followed up its Briefing Paper, and in the fourth of its series of [Responsible Business Seminars](#) with multinational businesses held a one-day workshop on 7 May 2019 to provide businesses with practical advice on how to promote diverse, respectful and inclusive workplaces, free from bullying, harassment and discrimination against employees and customers. Over 100 business participants discussed the importance of promoting respectful, diverse and inclusive workplaces. Myanmar and foreign companies also shared their practical experience.

For the International Day Against Homophobia, Transphobia and Biphobia (IDAHOT) Myanmar on 17 May 2019, which had the theme of 'Justice and Protection for All', MCRB and Colors Rainbow worked together to encourage Myanmar and foreign companies (including those companies who have committed to the UN Standards at global level) to support LGBT+ equality. This was the first time businesses had been involved in IDAHOT in Myanmar. Eight Myanmar and ten international companies showed their support by flying the flag at their premises or on their social media. Shwetaung, owner of Junction City shopping mall was the event sponsor for IDAHOT 2019, and participants included ANZ Bank, Awba and the 8-Mile Business Centre, Capital Diamond Star Group, DeHeus Myanmar, ERM Myanmar, H&M, Heineken, Magic Event Myanmar, Metro Wholesale, Myanmar Bureau, Nestle, One to Watch, Padamyar FM, Rose Garden Hotel, Unilever and Woodside Energy.



¹ www.colorsrainbow.org/index.php/portfolio-items/iec-publication/



Discussions during the Multistakeholder Forum

Salil Tripathi, Senior Advisor, Global Issues at the Institute for Human Rights and Business (IHRB) introduced the Forum by sharing the UN Standards of Conduct for Business, written in September 2017 which he co-authored. Almost 250 global companies have made a commitment to the UN Standards (Respect, Protect and Remedy) of Conduct for Business. The Standards are based on the belief that an organisation that enables every individual to express his or her own sense of being according to how they so wish, is going to be a better organisation. In terms of business performance that are pro-LGBT+, they tend to outperform the market, he highlighted. Companies can leverage LGBT+ rights within their own spheres of influence and encouraging companies and partners. Hotels especially have the opportunity to do so; Lalitt Hotel in India for instance writes personalised messages (His & His) on bathroom towels to show that they welcome LGBT+ guests.

He concluded by stating that the **UN Standards** are flexible, they are neither laws nor rules; companies cannot be sued for non-compliance.

Deputy Director Hla Myat Tun of Colors Rainbow shared a [baseline assessment of the situation of LGBT+ people at workplaces in Yangon](#) by Colors Rainbow conducted between November 2017 and January 2018 (with similar research conducted in Mandalay) which showed that there was limited knowledge of LGBT+ rights and deep-rooted stereotypes. Based on interviews with employers, legal support workers, LGBT+ focus groups and other key informants, the baseline assessment identified societal discrimination faced by LGBT+ people in Myanmar from school onwards, and the importance of – and opportunity for – companies putting their anti-discrimination policies into practice. It also showed that there was little awareness of LGBT+ people in the workplace, partly due to many remaining in the closet, and that many misconceptions exist in Myanmar about homosexuality.

Key points from Colors Rainbow's Report:

- Colors Rainbow and others should conduct advocacy to business and the government to adopt policies against discrimination and sexual harassment in the workplace.
- Human rights education including on minority and LGBT+ rights are to be expanded for all, from childhood onwards, and media stereotypes addressed.
- LGBT+ people should be supported to undertake vocational training and provide career support.
- More peer support is needed, inside and outside workplaces, including by paralegals, and training for LGBT+ people on their rights.

He noted that public awareness of LGBT+ workplace discrimination had grown in late June 2019 when a gay employee of Myanmar Imperial University, Kyaw Zin Win, committed suicide. In his last Facebook posts, Kyaw Zin Win had spoken about workplace harassment. The subsequent media debate and response from the LGBT+ community and allies had raised awareness of cultural and legal discrimination in Myanmar against LGBT+ people.



Hla Myat Tun also explained the three elements of the **SOGIE** framework:

- **SO – Sexual Orientation (Who you are attracted to physically/romantically/emotionally)**
- **GI – Gender Identity (How you feel inside)**
- **E – Expression (How you express yourself)**

A person can have a Sexual Orientation (SO) which is different to their Gender Identity (GI). They can Express (E) themselves in a particular way that is different to their Gender Identity.

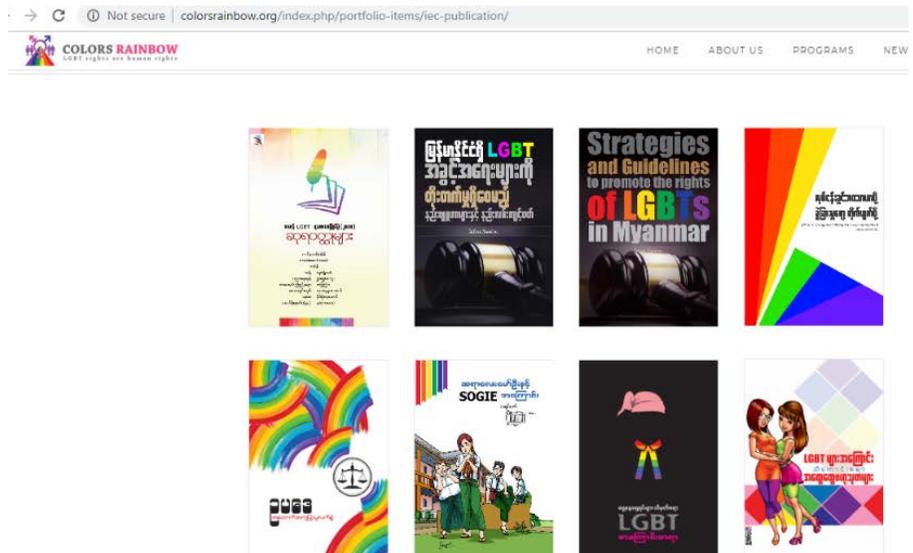


This “SOGIE 101” was particularly appreciated by the participants from business including human resources managers for whom it was new information. This shows that SOGIE is a concept that is not widely understood in Myanmar which creates problems, misunderstanding and discrimination in the workplace, in schools and at home. LGBT+ persons also need support mechanisms.

Hla Myat acknowledged that LGBT+ rights are discussed more openly now compared to five years ago, but few organisations have policies or procedures in place to protect LGBT+ persons in the workplace. Colors Rainbow is therefore pursuing a human rights approach to educate businesses on SOGIE. They also aim to introduce the SOGIE concept into schools from Grade 4 onwards. In January 2018 the National



Youth Policy, which includes reference to LGBT+, was launched by the State Counsellor. Colors Rainbow also arranges LGBT+ films, documentaries and campaigns and art exhibitions.





Experience from the region

Remy Choo Zheng Xi, Singaporean lawyer, and director at Peter Low & Choo LLC, active in the movement to repeal the law criminalizing same-sex relationships and in Pink Dot, shared the Singapore experience in terms of the advancement of LGBT+ rights. He highlighted that although Section 377 was repealed in Singapore in 2007, 377A is a piece of legislation from 1938, still in place, which makes 'any act of gross indecency' between two males a criminal act with imprisonment of up to 2 years.

Remy explained the two aspects of the equality campaign in Singapore:

- The legal campaign to repeal 377A (Ready4Repeal) which was kickstarted in September 2018 following the Indian Supreme Court judgment. A petition of 50,000 signatures covering 17 out of 29 constituencies was submitted to Government.
- The social campaign for LGBT+ equality which includes the annual **Pink Dot** campaign. with the support of multinational businesses.

Pink Dot started in 2009 with 2,500 **participants** forming a public 'pink dot' to show support for diversity and inclusiveness. The campaign grew to 28,000 people in 2015. The reason the social movement was able to grow to such a large scale was the support businesses gave to the movement. Nonetheless, sponsors (in the majority foreign) including Google, Goldman Sachs and JP Morgan, were banned from sponsoring **Pink Dot** by the Government in 2016 according to the Public Order Act (56D) which stated that foreign controlled companies were not allowed to interfere in domestic issues. The result was that over 100 Singapore companies banded together as '**Red Dot for Pink Dot**' in 2016 and raised \$ 250,000.

Businesses should promote increased awareness and have strong anti-discrimination practices, including in employee handbooks. A campaign spearheaded by a popular mall and cinema in Singapore encouraged members of the public to stick LGBT+ positive messages and anti-discriminatory statements on the walls as an opportunity to share stories of individuals who had been discriminated against.

Midnight Poonkasetwattana, Executive Director at the Asia Pacific Coalition on Male Sexual Health (APCOM) in Thailand and Global HIV Advocate, highlighted the need to promote LGBT+ rights in the workplace by connecting LGBT+ grassroots organisations and businesses. Multinationals, by supporting LGBT+ rights, encouraged local businesses to have inclusive policies. In Thailand, discussions of workplace inclusion are on the rise, including business coalitions within the Thai Chamber of Commerce.

Indian lawyer, **Jayna Kothari**, was among the senior advocates who argued for almost 20 years for the repeal of Article 377 criminalizing same-sex relationships, which was successfully achieved in September 2018 in India. She said that, similar to 377A in Singapore, there was a campaign in India on repeal of Article 377. It was successful in 2009, (the initial legal file had been charged in 2000) and Section 377 was decriminalized, but the Supreme Court overturned that decision and held that it was up to parliament to change the law and that it was not the role of the Court. This created a setback to the legal reform. Finally, the Article was overturned in 2018. A social and legal reform campaign should ideally work in tandem.



Equality in the Myanmar workplace

Kyawt Kay Thi Win, Director at Myanmar Business Coalition for Gender Equality Association (MBCGE) mentioned that MBCGE was founded two years ago and wants to expand their membership, including to international companies.

MBCGE's three workstreams to promote inclusive workplaces and gender equality are:

- Technical advisory (trainings, events, workshops based on businesses' needs)
- Gender certification assessment tools such as Economic Dividends for Gender Equality (EDGE), a global gender certification
- Advocacy and communication with the government to support businesses to have inclusive gender equality.

'Workplace inclusivity' requires an organizational culture, leadership commitment and strong communication. If a business has policies in place, employees need to know about them.

This year MBCGE will be creating an 'HR Club' to discuss and share experiences on how to create an inclusive workplace. In collaboration with Colors Rainbow and MCRB, LGBT+ inclusivity in the workplace will also be provided in MBCGE's trainings.

There was a discussion of what advice organisations could give to businesses on inclusive recruitment process. **Vicky Bowman (MCRB)** highlighted MCRB's Handbook for Employers on disability, which includes suggestions on making clear in job descriptions that the company welcomes job applications from people with disabilities, as well as providing tips on language to use in interview so as to avoid discrimination. Something similar could be developed from a SOGIE perspective.



Dean Laplonge Principal Consultant at the International Finance Corporation (IFC), outlined some of IFC's findings within its research on the Respectful Workplaces Survey, which it co-authored with DaNa Facility in collaboration with an external consultant team from Factive Consulting led by Dean Laplonge. Research was conducted in 2018 and interviews were held with over 1000 employees including LGBT+ persons. The Myanmar language version of the survey was launched at the workshop.



LGBT+ participants in the survey had made the following suggestions:

- introduce policies for LGBT+ employees and make sure they and other employees know about and understand these policies
- hire a professional organization to conduct Gender-Based Violence (GBV) training
- conduct pre-and post-training tests to check behavioural changes
- use employee satisfaction surveys.

Ellen Claire Maynes, Gender Operations Officer at the **International Finance Corporation (IFC)** presented practical steps that Myanmar business, organisations and employees could take to address issues related to bullying and sexual harassment in the workplace. Companies could put policies in place surrounding ‘respect in the workplace’ to prevent bullying and harassment and grievance mechanisms.

She highlighted that bullying and sexual harassment is costing business: **14% productivity is lost as a result of bullying**. To combat this, company executives could demonstrate their leadership by showing public leadership on the topic. Having a code of conduct is also a useful tool. The LGBT+ topic is new to companies which is where organisations could help to raise awareness and organize awareness campaigns.

Discussions on Day 1 about **legal/policy reform, societal change** and **workplace behaviour** noted:

- More awareness-raising and employee training, including on SOGIE, is needed in business and government, including top leadership.
- The recent failure of the Myanmar National Human Rights Commission to address the need to remove discriminatory laws and practices in its conclusions on the Myanmar Imperial University case, and – worse - its stereotyping of Kyaw Zin Win as ‘weak-minded’ was highly regrettable and a missed opportunity by the Commission to demonstrate support for equality
- Reform to Penal Code S.377 is necessary, along with a general equality and non-discrimination law
- Organisations – government, business, NGO - should establish non-discriminatory and inclusive human resources policies that address LGBT+ and SOGIE e.g. non-tolerance of harassment, clarifying that men and women are not required to dress according to their gender. (Department of Social Welfare is working on an anti-sexual harassment in the workplace policy, but that it would only be used for the public sector).
- Funding e.g. for NGOs could be conditional on their demonstrating policies and practice on making the workplace LGBT+ inclusive.
- More data is needed on LGBT+ issues and workplace discrimination
- Greater contact and dialogue between businesses and LGBT+ organisations should be encouraged and promoted
- LGBT+ movements should involve more non-LGBT+ allies in their activities
- The ‘Pink Economy’ is a business opportunity. Businesses should work with LGBT+ organisations, and make themselves more visibly welcoming to LGBT+ customers and employees
- Some restaurants do not feel like a safe space for the LGBT+ community. Training is needed for restaurant employees to ensure that all customers regardless of identity feel comfortable.



- LGBT+ stereotyping, misrepresentation and negative portrayals are common in films and Motion Picture Association/Ministry of Information should take action
- Education on LGBT+ is needed as part of ‘sex education’ in schools (recognising that even basic sex education is proving challenging to roll out in Myanmar schools)
- LGBT+ persons should be actively included in vocational training of all sorts (not just hairdressing).

Advocacy for Legal Reform

On the second day, some of the participants had a focussed discussion on legal advocacy strategies.

Jayna Kothari gave an overview of the Indian experience with overturning Article 377 which had made the argument that since discrimination on the basis of ‘sex’ was unconstitutional, by using an expanded definition of ‘sex’ to include gender identity etc, discrimination on the basis of LGBT+ was unconstitutional.

The initial petition was filed by Naz Foundation in the Delhi High Court. Several groups joined the petition, including academics, health groups, the women’s rights movement, with the goal to make it a well-rounded petition with many different groups supporting it. At the time, it was a highly progressive court with two progressive judges. The outcome was that sexuality was talked about in the public sphere which strengthened the campaign. It was ultimately an 18-year battle with ups and downs. The legal strategy was one part but change cannot be achieved only in court, she said. India’s campaign was successful because the movement kept going so that eventually society was openly talking about LGBT+ issues.

Remy Choo gave more details on the legal campaign in Singapore, noting that the issue of timing was something that the movement in Singapore is constantly grappling with. He said that they had also submitted *amicus* briefs in cases of spousal benefits but that Singapore courts are not amenable to that line of argument. He noted that Singapore has made rape a gender neutral offence in Penal Code reform. Jayna noted that in India there had been a push by the LGBT+ community in 2013 to make rape gender neutral at least from the victim’s perspective, but it had not had support from women’s groups.

In discussion about how Myanmar legal reform could be pursued, it was noted that:

- Section 348 of the Myanmar Constitution says “The Union shall not discriminate (sic) any citizen of the Republic of the Union of Myanmar based on race, birth, religion, official position, status, culture, sex and wealth’. It speaks of ‘sex’ but not ‘sexual orientation’

၃၄၈။ နိုင်ငံတော်သည် ပြည်ထောင်စုသမ္မတမြန်မာနိုင်ငံတော်၏ မည်သည့်နိုင်ငံသားကိုမျှ လူမျိုး၊ ဇာတိ၊ ကိုးကွယ်ရာဘာသာ၊ ရာထူးဌာနန္တရ၊ အဆင့်အတန်း၊ ယဉ်ကျေးမှု၊ အမျိုးသား၊ အမျိုးသမီး၊ ဆင်းရဲချမ်းသာတို့ကို အကြောင်းပြု၍ ခွဲခြားမှုမရှိစေရ။



- However, the original Myanmar text of S.348 of the Constitution does NOT refer to 'sex', usually translated as *lein*, and instead refers to *amyotha, amyothami* (man, woman)
- This therefore appeared to rule out the Indian approach of finding a case of discrimination on the grounds of sexual orientation to pursue through the Courts with the aim of obtaining an expansive interpretation of 'sex' to include sexual orientation and gender identity. However a review of precedent would be useful e.g. in labour laws.
- Another reason for not pursuing a Constitutional ruling is that neither Myanmar's Supreme Court nor its Constitutional Court is as experienced – or progressive – as India's.
- Constitutional change to include gender and sexual orientation was unrealistic, since constitutional change was currently held hostage to wider political debates, with thousands of amendments submitted for consideration (but nothing on 358).
- **A strategy of achieving legal reform via Parliament through changes to laws, particularly the Penal Code, is probably therefore more appropriate for Myanmar, and can be linked to changes to S.375 on marital rape. This requires coordinated advocacy to MPs.**

Prospects for Change

Participants were polled using Menti.com at the end of Day 1 (prior to the detailed discussion of legal change on Day 2) on whether they thought legal reform for LGBT+ equality in Myanmar was possible:

- 59% expected legal reform to happen within 5 years
- a further 36% expected it within 10 years.

Asked about the *biggest obstacle* to legal reform, the audience was evenly split between:

- lack of awareness of the issue
- discriminatory attitudes amongst political leaders
- discriminatory attitudes in society
- religious conservatism.

Asked which of the UN Standards was most important, participants opted primarily for business to:

- respect LGBT+ rights in the workplace (30%)
- eliminate discrimination (30%),
- act in the public sphere (20%).

Summing up, Salil Tripathi noted that progress takes time, and requires building of coalitions. A Court-based strategy could be risky. Government and political support is important and companies can increase the chances of this by not keeping quiet themselves., offering pro bono legal support, being allies, sponsoring events and joining petitions.



Action Points and Next Steps

- Myanmar companies are encouraged to show support to the UN Standards which they can do by going to <https://www.unfe.org/take-action/> and to participate in IDAHOT on 17 May 2020. **Contact: info@myanmar-responsiblebusiness.org for more details.**
- Colors Rainbow will expand its offering of SOGIE and LGBT+ workplace awareness training, in partnership with Myanmar Business Coalition and Gender Equality (MBCGE). Companies and organisations interested should **contact Hla Myat Tun, Deputy Director, Colors Rainbow, hlamyat.crb@gmail.com.**
- MCRB and Colors Rainbow will investigate the feasibility of developing a handbook for employers on 'Creating an LGBT+ friendly workplace in Myanmar'.



Participant Feedback

Did the workshop meet your expectations? Why or Why not?

- I learned about human rights and potentially suitable policies in the workplace for LGBT+ persons.
- I thought of some initiatives to take necessary actions in the workplace.
- I have ideas for effective workplace policies for LGBT+ persons.
- The presentations were very informative and applicable.

Compared to your level of understanding before the workshop, how do you feel your understanding of working with business to promote LGBT+ equality in Myanmar has changed?

- I got to know more about LGBT+ rights through the **SOGIE** framework.
- I learnt a lot from other country experiences. India is inspiring.
- I got to know UN standards of conduct and some organisations whom I can approach.
- According to IFC presentation, I got to know that 14% of productivity can be lost by ignoring this inequality (I got to know that giving training about LGBT+ at workplace can remove discrimination and improve productivity).
- We can ensure security of LGBT staffs by including policies for them in HR policies, and we can build trust with them by having Network Counsellors as a third party to solve LGBT+ issues.

Which part of the workshop did you find most useful to your work? Please briefly explain why.

- Listening to all presentations and experiences from other countries to consider the Myanmar situation.
- Information about SO, GI & E that I can share again with others.
- After listening to Mr. Remy Choo's 'Red dot 4 Pink dot campaign' presentation, I was inspired by the support and activities of local companies.

Which aspects of the workshop could be improved?

- The real situation of Myanmar and current activities should be focused on more.
- The one-and-a-half-day forum was not enough, and more businesses should be invited.
- More trainings are needed.
- Lack of participation from important organizations which are invited.
- Other perspectives still need to be included.
- Need more clear translation in Burmese.
- Activities and roleplay games.

What are your key takeaways from the workshop?

- Human rights, anti-discrimination, respecting each other.
- LGBT+ movements from other countries.
- Activities of Colors Rainbow.
- Review HR Policies – inclusive, workplace harassment, non-discrimination policies.
- Conduct SOGIE sessions.

What next steps will you take towards LGBT+ inclusion in the workplace?

- I will try my best at work so that I can speak up about this more easily.
- Make protection mechanisms for LGBT+ and organize training.
- Will hold Board meetings and make some changes.
- Sharing LGBT+ rights to colleagues and report to boss.
- Review HR policies and give awareness or training not to discriminate.
- Provide awareness training to HR, managements & staffs (Educate Workplace/ others)
- Stop and change discrimination from supplier, client, partner who disrespect to LGBT+ rights.