



UN corporate standards of conduct on tackling discrimination against LGBTI: bringing an LGBTI “lens” to the UNGPs

Parallel session

28 November

13:30-14:45

Organized by OHCHR

Brief description: This session will feature the [recently launched Standards of Conduct for Business on tackling discrimination against LGBTI people](#).

- Opening remarks by Peggy Hicks, Director of the Research and Right to Development Division of OHCHR also announcing new companies that joined early supporters of the Standards
- Short PowerPoint presentation by Fabrice Houdart, Human Rights Officer, OHCHR and co-author of the Standards on behalf of the UN Human Rights Office
- Screening of 2-minute UN Free & Equal campaign video, “[Price of Exclusion](#)” narrated by Zachary Quinto, describing the business end economic case for LGBTI inclusion
- Followed by a discussion between business leaders and activists including IKEA Group and ILGA with a particular accent on remedy.

Speakers:

- Moderator: Salil Tripathi, Senior Advisor and co-author of the Standards, Institute for Human Rights and Business (IHRB)
- Dan Bross, Senior Advisor, Article One
- André du Plessis, Head of UN programme and advocacy, International Lesbian Gay Bisexual Trans and Intersex Association (ILGA)
- Ana Teresa Fernandes, Deputy Head Of Public Affairs, IKEA Group, speaker TBC
- Brent Wilton, Director Global Workplace rights, The Coca-Cola Company
- Jon Miller, Director/Partner, Open for Business/Brunswick Group
- André du Plessis - ILGA

ANNEX. SPEAKERS SHORT BIOS.

Dan Bross, Senior Advisor, Article One

Mr. Bross has over twenty-five years of experience in the private, public and nonprofit sectors. With



a background in public policy and government and public affairs, Dan has led corporate social responsibility, government affairs and public policy teams at two Fortune 100 companies. Until a few months ago, Dan was the Microsoft's Senior Director of Corporate Citizenship and Executive Director of the Microsoft Technology and Human Rights Center. He had joined Microsoft in 1998. Prior to Microsoft, Dan held a number of public policy and government affairs positions with private sector companies in Washington, DC. Dan is currently working with a number of organizations in both the public and private sector including the UN Human Rights Office, Article One Advisors, Boston College Center for Corporate Citizenship and the Global Reporting Initiative (GRI). Twitter: *@danbross*

André du Plessis | Head of Operations (acting Executive Director), ILGA

André du Plessis is the Head of Operations (Acting Executive Director) at ILGA, assisting LGBTI



organizations from around the world to engage with the various facets of the United Nations systems. Prior to ILGA, he worked at the UN Office of the High Commissioner for Human Rights. André is from South Africa and is an English solicitor with experience in the Corporate and Financial Services sectors. He grew up in Zambia, the UK and India, studied law at Cambridge University and University College London, and has worked in mainland China, in Hong Kong,

London and is currently based in Geneva, Switzerland. **Twitter:** @Adup76

Ana Teresa Fernandes, Deputy Head Of Public Affairs, IKEA Group



Ana Teresa Fernandes has worked in the IKEA Group since 2003, always in Corporate Communications and Sustainability topics, covering the areas of social responsibility, human and children's rights. Since September 2015, Ana Teresa is a Senior Policy Advisor, based in Brussels, working on public policy and public affairs for the Group. Her area of work is Diversity & Inclusion, where Gender Equality, Women Economic Empowerment, LGBTI, Skills & Competence Development, have been the main focus. She has a big passion working with people and for people, and in IKEA she has always been privileged to be able to do so. **Twitter:** @AnaTeresa27

Peggy Hicks, Director of the Research and Right to Development Division, OHCHR

Since January 2016, Peggy



Hicks has served as director of the Thematic Engagement, Special Procedures and Right to Development Division of the UN Human Rights Office (OHCHR). She provides strategic direction to the UN Human Rights Office's work on a broad range of pressing human rights issues, including human rights in the digital age. From 2005 to 2015, she was global advocacy director at Human Rights Watch, where she was responsible for managing Human Rights Watch's advocacy team and providing direction to its advocacy worldwide. Ms. Hicks previously served as the director of the Office of Returns and Communities in the UN mission in Kosovo and as Deputy High Representative for Human Rights in Bosnia and Herzegovina. She has also worked as the Director of Programs for the International Human

Rights Law Group, and as clinical professor of human rights and refugee law at the University of Minnesota Law School. Ms. Hicks is a graduate of Columbia Law School and the University of Michigan. **Twitter:** @hickspeggy

Fabrice Houdart, Human Rights Officer, OHCHR New York



Fabrice works on the UN *Free & Equal* campaign, an unprecedented United Nations global public education campaign

(<https://www.unfe.org>) for LGBT equality. In addition, he co-authored the Standards of Conduct for Business on tackling discrimination against LGBTI people. Previously, Fabrice was Senior Country Officer for the Maghreb at the World Bank where he worked from 2001 to 2016. At the World Bank, Fabrice managed a "*Sexual Orientation, Gender Identity, and Development*" grant that carried out the first study on the cost of homophobia. During his career, Fabrice worked in Africa, the Middle East, and Central Asia. Fabrice is on the Board of Alturi and a trustee of ICWA. **Twitter:** @HoudartUN

Jon Miller, Partner, Brunswick Group



Jon is working with companies to promote the positive contribution they can make in the world, and helping them connect with broader society. Jon has worked all over the world with global corporates in many sectors, from the US to Asia and Africa. He was a strategist at creative agencies including Ogilvy and Mother, and has created campaigns for many NGOs, such as Amnesty, Greenpeace and WWF. He founded a coalition of 22 global companies called Open for Business, supporting LGBT rights around the world. He was chosen as one of the Financial Times' Top 100 LGBT Executives in 2015 and 2016. He has published two books: *Everybody's Business: the Unlikely Story of how Big Business Can Fix The World* (co-authored with Lucy

Parker) and *The Business of Brands* (co-authored with David Muir). **Twitter:** @jonMillerXX

Salil Tripathi, Senior Advisor, Global Issues, IHRB



Salil has long standing experience in advancing the business and human rights agenda. As a researcher at Amnesty International (1999-2005) he participated in negotiations that created the Kimberley Process Certification Scheme and represented Amnesty in the Voluntary Principles for Security and Human Rights process from its inception until 2008. As senior policy advisor at International Alert (2006-2008) he played a key role in the process that developed the Red Flags initiative. He sits on the External Citizenship Advisory Panel of Exxon. Salil is a co-author of the principles prepared for this meeting. **Twitter:** *@saliltripathi*

Brent Wilton, Global Director, Workplace Rights and Human Rights, The Coca-Cola Company

Having trained as a labor lawyer in New Zealand, Brent has spent the last 28 years representing companies and their representative organizations across a range of labor and human rights issues in countries around the world. Prior to joining Coca-Cola as director of Global Workplace Rights in April of 2015, for the last 15 years, Brent has been based in Switzerland with the International Organization of Employers (IOE). As a result, Brent has directly engaged with Global Union Federations, NGOs, Governments, other stakeholders and opinion makers in the negotiation and resolution of issues. In particular, Brent was engaged from the outset in the stakeholder discussions that led to the creation of the UN Guiding Principles on Business and Human Rights, working closely with Professor John Ruggie and his team, and more recently with the UN Human Rights Working Group on their follow up to the implementation of the Principles. Brent also served on the Board of the UN Global Compact in his last role as IOE Secretary General and was co-chair of their multi-stakeholder Labor and Human Rights Working Group

