



19 May 2020

Dear Jo-Anne

International Day Against Homophobia, Biphobia, Intersexism and Transphobia

On 17 May 1990, the World Health Organisation (WHO) removed homosexuality from the International Classification of Diseases. The day was officially commemorated as the International Day Against Homophobia, Transphobia and Biphobia as of 17 May 2005. Across the globe, the day is observed to recognise the various strides that have been made for LGBTQI+ communities' inclusion, protection and representation. It has also served as a platform to engage on the shifting global landscape and challenges that persist as people still face discrimination, harassment, violence and exclusion based on their gender identities, sexuality and gender expressions.

Despite South Africa's recognition as one of the most legislatively progressive countries for LGBTQI+ communities' rights, there are still socio-economic barriers, discrimination and prejudicial attitudes and systems. In light of this, the National Business Initiative (NBI) has undertaken to conduct research on understanding the experiences of LGBTQI+ communities in the workplace. This study will assist in providing important social nuance and complexities to inclusion and representation in the workplace, with the aim of engaging companies on accelerating key interventions on transformation.

We encourage employees who identify with the LGBTQI+ community to kindly contact Khanyisa at: KhanyisaN@nbi.org.za to participate in an online interview.

Employees are also welcome to complete the survey [here](#).



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The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela

Our mailing address is:

NBI

61 Katherine Street

Dennehof

Sandton

2196

South Africa

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