



**S&P Global**

PHILIPPINE FINANCIAL & INTER-INDUSTRY PRIDE

# Q1 FELLOWSHIP

AND NETWORKING NIGHT

*January 24, 2024*

*4:00PM – 7:00 PM*

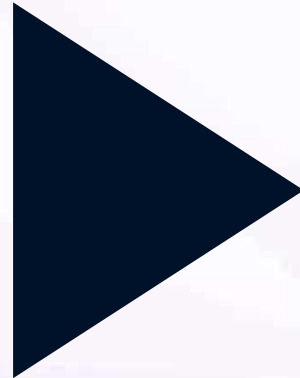
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**Click to play PFIP's 10<sup>th</sup> Anniversary Video**



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# FELLOWSHIP HOST

**Paul Argie**  
Senior Manager, EY  
(he/him)







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# WELCOME REMARKS

**Weena Ekid**

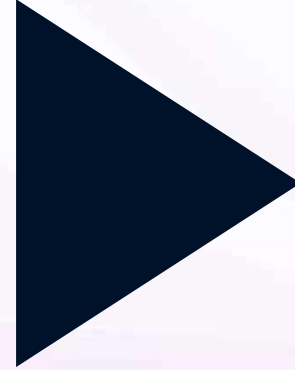
Chairperson, PFIP  
(he/him)





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**Click to play Weena Ekid's Opening Video**





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# EXECUTIVE REFLECTION

**Jimbo Borja**

President, S&P Global  
(he/him)





**S&P Global**

# We Accelerate Progress

Today, the right decisions lead to progress, for organizations and for the world. Our essential intelligence is a catalyst to accelerate progress.



**S&P Global**  
Market Intelligence

**S&P Global**  
Commodity Insights

**S&P Global**  
Mobility

**S&P Global**  
Ratings

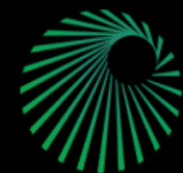
**S&P Dow Jones  
Indices**

A Division of **S&P Global**



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**S&P Global**



IHS Markit®

## The S&P Global Advantage

### **Unparalleled data assets**

Delivering product innovation across multiple industry sectors

### **Multi-asset class benchmarks**

Supporting trading, thematic and factor-based investing

### **Comprehensive sustainability solutions**

Informing sustainability, energy transition, and climate agendas

### **Leading global supply chain intelligence**

Managing complex financial and operational risk

### **Public and private markets solutions**

Connecting credit risk, data analytics and workflow

### **AI and Machine Learning capabilities**

Bringing actionable insight and order to complex data

# S&P Global

# Our PH Operations



**2**  
Delivery Centers



**1000+**  
Employees and still growing



**350+**  
Filled Positions 2023 YTD



**Pasig Office**  
- Silver City 2

**Makati Office**  
- One Ayala West Tower



- S&P Global is well represented in Manila with the presence of these divisions and the Corporate function:



- We hire talents across different functions:



Content Operations



Client Support



Market Insights



Sales & Relationship Management



Product Management



Corporate

- Diversity & Inclusion is essential and we have a strong local presence of PRGs in Manila





**CoRe Team**  
Community Champions



**APEX**  
Asian Professionals for Excellence



**ParentsNet**  
Advocating for Working Parents & Caregivers



**Pride**  
Celebrating LGBTQ+ Communities



**Reach**  
Championing People with Disabilities





Embedding DEI across the business is core to delivering our global strategy

## People

*Enable every individual to thrive and feel they belong*



Global



Data Driven



Empathetic Leadership



Drive Systemic Inclusion

## Customers

*Provide essential social equity intelligence*



ESG



SME



Inclusive Products



Thought Leadership

## Community

*Accelerate equity in communities through inclusion*



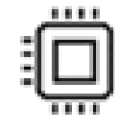
Supplier Diversity



Partners



Philanthropy



Enhanced Disclosure



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# S&P Global

## People Resource Groups

Our **People Resource Groups** are powered by our people who come together to bring their authentic selves to their work and contribute their unique perspectives to be ambassadors of diversity, equity and inclusion. People Resource Groups to support you include:

- Adelante – Delivers programming for personal, professional, company and community success and impact for Hispanic/Latino employees and their supporters
- APEX – Asian Professionals for Excellence
- BOLD – Black Organization for Leadership and Development
- Empower – Advancing Multicultural Diversity
- ParentsNet – Delivers programming for career-minded parents, caregivers and their supporters
- Reach – Recognizing Employees of All Abilities, Celebrate and Harness
- Pride – LGBTQ+ and Friends
- VALOR – Veterans and Allies Leading for Organizational Results
- WINS – Women's Initiative for Networking and Success

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**S&P Global**

# Study: Global Company LGBTQ+ Awareness Shows Uptick, Room for Growth

**Authors:** Emily Jasper, Malav Parekh, Diana Peters

**Contributors:** Patrice Calise, Lauren Costello, Carla Donaghey, Conner Forrest, Ellen Jensen, Sheryl Kingstone, James Mantooth, Chris Marsh, Diana Mumford, April Pascual

**Published:** June 26, 2023



The logo for S&P Global, featuring the letters 'S&P' in red and pink, and 'Global' in a multi-colored font (yellow, green, blue, purple).

S&P Global



Pride

Celebrating LGBTQ+  
Communities

In line with Pride, these are part of our benefits and practices:

- Global Care Leave
- Compassion Leave
- Parental Leave (including adoption leave)
- PRG - Pride HMO (including gender reassignment)
- No Discrimination on Hiring and Promotion
- EAP Counseling (lifeworks) is allowed for any family member Including Domestic Partner
- Gender- Neutral Bathroom
- Can put our pronouns on WD
- Can show our preferred names if uncomfortable to say legal name
- Our benefit policies are adapting neutral Pronouns (they /them) if possible

We utilize our immersive and interactive approach to introducing our PRGs through the emerging technology (like metaverse, VR, EssentialTECH programs)





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**CRISTINE BREVA**

Board Trustee, PFIP  
(she/her)



**RONIL VILLACORTA**

Corporate Secretary, PFIP  
(he/him)

**WELCOME OF NEW MEMBERS**



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**S&P Global**



**INFINIT-0**

*Endless Opportunities*

**NEW MEMBER**





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***S&P Global***

ADVANCING LGBTQ+ INCLUSION:  
**INSIGHTS FROM ESG  
FILINGS**

**Patrick Navarrete**

Senior Manager ESG Controversy Analysis,  
S&P Global  
(he/him)





# Advancing LGBTQ+ Inclusion: Insights from ESG Filings



Patrick B. Navarrete  
Senior Manager, Controversy Analysis  
S&P Global Philippines

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S&P Global





***“...social issues like diversity, equity and inclusion and worker wellbeing appear poised to remain in the spotlight, particularly as they are increasingly woven into broader ESG discussions,” Richard Mattison***



Enhanced Decision Making and Problem-Solving



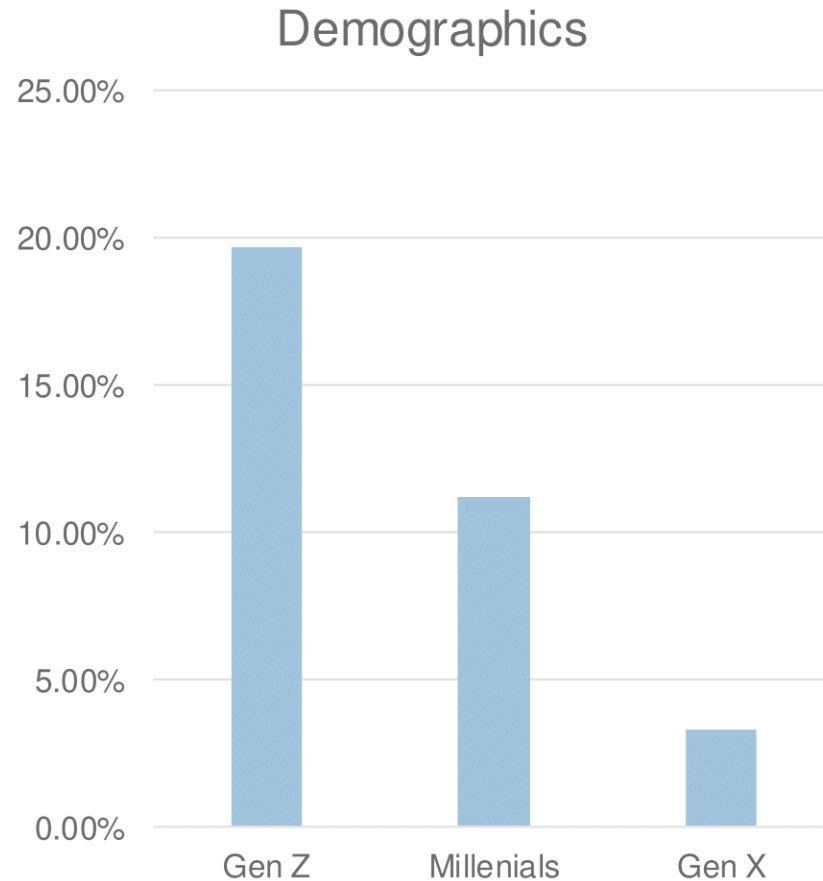
Financial Performance Correlated with Diverse Executive Boards



Enhanced Employee Engagement and Productivity



Strengthened Employer Brand and Reputation



- Increasing population identifying as LGBTQ+
- Gen Z LGBTQ+ will be 20% of the new and emerging workforce
- Increasing purchasing power estimated to be at \$3.6 Trillion

# Global Company LGBTQ+ Awareness Shows Uptick, Room for Growth

## STUDY

- Study of LGBT mentions in ESG Reports
- 14,000 organizations across the globe
- Combined with internal survey conducted with the PRIDE PRG

## FINDINGS

- Sectors
  - TOP: Financials, Industrials, Consumer Discretionary
  - Lowest: Energy, Real Estate, Utilities
- Region:
  - TOP: Americas
  - Lowest: APAC
- Many advocates are volunteers
- Shape highly invested volunteers into decision-makers re: policy, investment, inclusion





- Inclusive policies and benefits
  - Non-discriminatory policy
  - Equal benefits (health benefits, parental leaves, domestic partnership)



- Supporting an inclusive workplace
  - ERGs/ PRGs
  - Talent attraction and retention
  - Training and development



- Engaging with LGBT+ communities and CSR activities



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Join at [menti.com](https://www.menti.com) | use code **6597 1539**



## Instructions

Go to  
**[www.menti.com](https://www.menti.com)**

Enter the code

**6597 1539**



Or use QR code





ROUND TABLE DISCUSSION

# THE POWER OF DATA AND DRIVING CHANGE

**Ed Carias**

Vice President , Diversity, Equity & Inclusion (APAC  
Client Centers and Philippines), Northern Trust  
(he/him)





**S&P Global**



**ANA LORENA S. DELA CRUZ**

Talent Strategy Lead for Culture, Inclusion and Diversity, Accenture Philippines  
(she/her)



**CEEJAY HERNANDEZ**

Vice President Corporate Sustainability, HSBC  
(he/him)



**PATRICK NAVARRETE**

Senior Manager ESG Controversy Analysis, S&P Global  
(he/him)

**PANELISTS**



**S&P Global**

Join at [menti.com](https://www.menti.com) | use code **6597 1539**



## Instructions

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**[www.menti.com](https://www.menti.com)**

Enter the code

**6597 1539**



Or use QR code







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**ROUND TABLE DISCUSSION:**

# **THE POWER OF DATA AND DRIVING CHANGE**

A discussion to understand the best practices in measuring LGBTQ+ inclusion in the workplace complimentary to ESG reporting and other measure of success.



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**LENNY STUART**

Leadership Pillar Lead , PFIP  
(he/him)



**SANDY NOCHE**

Leadership Pillar Lead , PFIP  
(he/him)

**LEADER LAB LIVE**





PHILIPPINE FINANCIAL &  
INTER-INDUSTRY PRIDE

Leader Lab Live Presents

# **FUTURE FABULOUS: IMAGINE, INNOVATE, INSPIRE!**

The 6th PFIP Leadership Forum

22 February 2024, 9:00 AM – 6:00 PM  
Face-to-Face Event, Shangri-la The Fort, BGC







LEADER LAB LIVE PRESENTS

# FUTURE FABULOUS:

## IMAGINE, INNOVATE, INSPIRE!

Share on your LGBTQ+ superpower. The PFIP Leadership Learning Lab Live! aims to bring together emerging LGBTQ+ leaders from across industries to collectively sharpen our professional toolkits, experiment with ideas, and build our signature leadership profiles.





# THE 6TH PFIP LEADERSHIP FORUM

Interaction, collaborative learning, and a few surprises are what makes the Leadership Learning Lab Live! more than just another conference. Work on your skills together with others as you go through activities and challenges that help you:

- Build your brand as an emerging LGBTQ+ leader
- Enhance your network and inspire your community
- Develop influence and drive inclusion in your organization



## FUTURE FABULOUS: IMAGINE, INNOVATE, INSPIRE!

# WORKSHOPS



## ONE PFIP

**Transforming to  
Future Fabulous through  
*Empathy Mapping***

Jeiz Robles (she/her)  
Asia Pacific Marketplace  
Diversity Leader, IBM



## BOLD VISION

**Adapting *Futures  
Thinking* for a  
Future Fabulous World**



## BRILLIANT FUTURE

**Crafting *Powerful  
Narratives* for  
Future Fabulous**

Gibby Gorres (he/him)  
Chief Storyteller and  
Founder, Gugma



## #FUTUREFABCOLLAB

**Open Space to  
Unlock a *Future  
Fabulous Mindset***



PHILIPPINE FINANCIAL &  
INTER-INDUSTRY PRIDE

*imagine*

LEADER LAB LIVE PRESENTS

# *Future Fabulous*

THE 6TH PFIP LEADERSHIP FORUM

SHANGRI-LA THE FORT, BGC | FEBRUARY 22, 2024 | 9:00AM - 5:00PM

*innovate*

*inspire*

Best Practice . Thought Leadership . Community Engagement . Advocacy . Professional Development





# SPONSORSHIP PACKAGES

INCLUSIONS	PARTNER	PLATINUM	GOLD	SILVER
	Php 250,000	Php 150,000	Php 100,000	Php 50,000
<b>Pre-event Publicity</b>				
Company name/Logo in full color in premium positioning in all marketing collaterals	✓	✓		
Company name/Logo in full color in all marketing collaterals			✓	✓
Company name/logo on emails and correspondence promoting the event	✓	✓	✓	✓
Company name/logo in the event digital ticket	✓			
<b>On-Site</b>				
Company name/logo on stage	✓	✓		
Company name/logo on photo wall	✓	✓	✓	✓
Option to play a 120-second AVP Marketing Material	✓			
Option to play a 30-second AVP Marketing Material		✓	✓	✓
Tickets to the Event	10	8	6	4
Extend ticket to Rainbow Youth Academy Scholar	2	2	1	
On-stage acknowledgement throughout the event proper	✓	✓	✓	✓
Access to all on-site activities (AM Snack, Lunch, and PM Snack)	✓	✓	✓	✓
<b>Post-event Publicity</b>				
Acknowledgement of Sponsor in all PFIP Social Media Sites	✓	✓	✓	✓
Article publication to PFIP website and social media sites (LGBT+ story or D&A Initiatives)	✓			

# SPONSORSHIP PACKAGES

SPONSOR (PFIP MEMBER)	LEADER LAB LIVE	ONSITE ATTENDEES	STUDENT SCHOLAR
Partner	Php 250,000	10	2
Platinum	Php 150,000	8	2
Gold	Php 100,000	6	1
Silver	Php 50,000	4	0
Additional Headcount	Php 7,000	1	0

NON-SPONSOR (PFIP MEMBER)	LEADER LAB LIVE	ONSITE ATTENDEES
Individual	Php 7,500	1
Individual – Cebu-based only organization	Php 7,000	1

# SUPPORT AND PARTICIPATE

Pay online using credit card / debit card through PayPal (link will be provided) or through credit card terminal ( Visa, Mastercard, AMEX, and JCB)

## Bank Transfer

Bank Address:

327 Aguirre Avenue, BF Homes, Paranaque City 1700

Account Name:

PHILIPPINE FINANCIAL AND INTER-INDUSTRY PRIDE ASSOCIATION INC.

Account Number:

200046585827

SWIFT Code:

EWBCPHMM

Recipient Address:

11/F SM Aura Premier Office Tower, 26th Street corner McKinley Parkway, Fort Bonifacio, Taguig City 1630

**For inquires : Email us at [secretariat@pfip.com.ph](mailto:secretariat@pfip.com.ph)**







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INTER-INDUSTRY PRIDE

# PHILIPPINE LGBTQ+ WORKPLACE EQUALITY INDEX (PLWEI)

January 2024



# PHILIPPINE LGBTQ+ WORKPLACE EQUALITY INDEX (PLWEI)

- The Philippine LGBTQ Workplace Equality Index is a comprehensive tool that helps workplaces assess their commitment to LGBTQ workplace equality. The index is based on a set of criteria that measure how well businesses are doing in terms of non-discrimination, benefits, training, and other areas related to LGBTQ workplace equality.
- This index aims to evaluate the current stats of LGBTQ+ inclusion in each member organization of the Philippine Financial & Inter-Industry Pride (PFIP), as well as the wider workplaces in the academe, government, small and medium enterprises, corporations (multinational or local
- Measuring and capturing the actions of organizations on these commitments and building industry datasets that will provide us insights into how we progressed or not in the different areas of LGBTQ+ inclusion in the workplace.



# OUR JOURNEY

**LGBT+ WORKPLACE  
INCLUSION SURVEY**  
PHILIPPINES | OCTOBER 2021



**PFIP PLAYBOOK**  
for **LGBT+ Inclusive Workplaces in the Philippines**



**PFIP LGBT+  
Workplace  
Inclusion Index**

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Best Practice . Thought Leadership . Community Engagement . Advocacy . Professional Development





# PHILIPPINE LGBTQ+ WORKPLACE EQUALITY INDEX (PLWEI)

## MILESTONES

- Criteria and Methodology
- Dissemination and Education Campaign
- Data Collection
- Research output
- Cascade Session
- Recognition

## KEY FOCUS AREAS

- Inclusive Policies
- Inclusive Benefits
- Organization Support for LGBTQ+ Inclusion
- LGBTQ+ Network or Group in the Philippines
- Technology for Inclusion
- Education and Enablement
- Social Responsibility & Thought Leadership
- LGBTQ+ Inclusion in the Future of Work

TIMELINE	DELIVERABLES
June- September, 2023	Preparations <ul style="list-style-type: none"> <li>• Finalize</li> <li>• Research Design</li> <li>• Survey instrument creation</li> <li>• Testing of the survey instrument</li> <li>• Meet with the research team</li> </ul>
October, 2023	Data Gathering <ul style="list-style-type: none"> <li>• Review of Related Literature</li> <li>• Clean data set</li> <li>• Statistical tables</li> <li>• Relevant statistical plots</li> <li>• Report manuscript (methods and results)</li> </ul>
February, 2024	Analysis and Writing Proper <ul style="list-style-type: none"> <li>• Cursory review of literature on LGBTQ+ workplace inclusion</li> <li>• Writing of manuscript (executive summary, brief introduction, discussion, and recommendations)</li> <li>• Writing of contents for the presentation deck with script (executive summary, brief introduction, discussion, and recommendations)</li> </ul>
March, 2024	Editing and Layout <ul style="list-style-type: none"> <li>• Creative layout</li> <li>• Printing</li> <li>• Production</li> </ul>
April, 2024	Preparations for the Launch and Distribution

# TIMELINE

## PHASE 1





TIMELINE	DELIVERABLES
March 2024	Methodology Construction <ul style="list-style-type: none"> <li>• Criteria and Evidence</li> <li>• Scoring mechanics</li> </ul>
April 2024	Community Consultations <ul style="list-style-type: none"> <li>• Focus group discussions.</li> <li>• Key informant interviews</li> </ul>
May 2024	Data Collection Tool <ul style="list-style-type: none"> <li>• Design</li> <li>• Set up and testing</li> </ul>
July 2024	Philippine LGBTQ+ Workplace Equality Index- public launch <ul style="list-style-type: none"> <li>• Introduction of the index</li> <li>• Start of index submission</li> </ul>
July – December, 2024	Index Data Collection
January- February 2025	Index Analysis <ul style="list-style-type: none"> <li>• Over-all</li> <li>• Company level</li> </ul>
March – April 2025	Release of the Index and Manuscript.
May 2025 onwards	Enablement Sessions and Organization Feedback & Analysis Customized feedback to index participants

# TIMELINE

## PHASE 2



# PFIP LGBTQ+ WORKPLACE INCLUSION SURVEY

*We extend our sincere gratitude to the member companies who participated so far in the survey*



Jacobs Project Philippines Inc.  
Froneri Philippines, Inc.  
Quisumbing Torres  
UST Global  
Alight Solutions  
DTCC  
Northern Trust Manila  
Shell Shared Services Asia BV  
Colgate Palmolive Philippines  
Sun Life Global Solutions  
SunPower Philippines Limited ROHQ  
Department of Tourism  
Home Credit Philippines  
Fujitsu Philippines Global Delivery Center  
S&P Global Phil Inc  
IBM  
Teleperformance  
Sun Life of Canada (Philippines), Inc.  
ING Hubs Philippines  
Telstra  
Macquarie  
Telus  
Bayer

PwC Acceleration Center Manila  
TotalEnergies Global Services Philippines, Inc.  
Foundever  
Department of Tourism- Central Office  
Accenture, Inc. (Philippines)  
Chevron Holdings Inc.  
White & Case  
Lexmark Research and Development Corporation  
Capital One Philippines  
Diageo  
JTI  
TDCX  
PSO  
Transcom  
Ingram Micro  
PJS Law  
PayPal Philippines Inc.  
Philip Morris International: PMFTC and PMIBS  
Viventis  
CGI  
Alight  
Ibex

Citi  
Castro PR  
Western Union  
Cebu Pacific  
Nestle  
EY  
Johnson and Johnson  
Synchrony  
Optum  
Kerry Manufacturing (Philippines), Inc.  
Manulife Philippines  
CBRE Business Support Services  
Coca-Cola Beverages Philippines, Inc.  
CGI in the Philippines (CGI Philippines, Inc.)  
MDI  
HGS  
OP360  
Unionbank  
IHG  
ANZ  
AIA Philippines





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BATCH 2

# **RAINBOW YOUTH ACADEMY**

**OCTOBER 2023 - APRIL 2024**



**S&P Global**



**IAN FEGALAN**

Board Trustee, PFIP  
(he/him)



**MICHAEL SANTOS**

Treasurer, PFIP  
(he/him)

**RAINBOW YOUTH ACADEMY**



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**AboitizPower**

**RYA SPONSOR**





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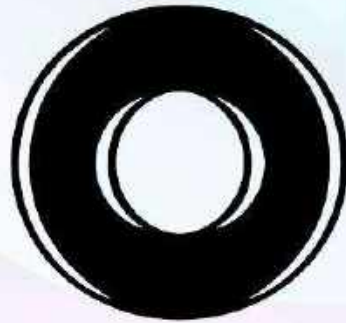
**ANZ**

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**S&P Global**



**MACQUARIE**

**RYA SPONSOR**



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# Manulife

**RYA SPONSOR**





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# Sun Life

**RYA SPONSOR**



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**VISA**

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RAINBOW YOUTH ACADEMY

# REACH YOUR AMBITION STUDENT BOOT CAMP

**23 FEBRUARY 2024, 9:00 AM - 5:00 PM**

**ACCENTURE OFFICE, UPTOWN**





**S&P Global**



**KUREI MONARES**

Advocacy Pillar Lead, PFIP  
(he/him)



**TERE CLAUDIO**

Advocacy Pillar Lead, PFIP  
(she/her)

**RAINBOW YOUTH ACADEMY**



PHILIPPINE FINANCIAL &  
INTER-INDUSTRY PRIDE

# **Reach Your Ambition: Rainbow Youth Academy Boot Camp**

**23 February 2024  
9:00AM – 5:00PM  
Accenture Office at Uptown Bonifacio**





# PROGRAM PURPOSE

## **Near-Hire Training Program**

focused on essential and hot skills to ensure employability of graduating scholars

## **Coaching and Mentoring Platform**

with senior LGBTQ+ leaders from PFIP and partner organizations for practical direction and guidance

## **LGBTQ+ Youth Leadership Network**

to support grassroots and community initiatives in support of our equality and inclusion agenda





# ACTIVITY PROPOSAL

- Getting to know you activity for the scholars
- Speaker, workplace experience outline, include fields and industry background for a well-rounded idea on the intersectionality of their career options, in demand careers, pre employment checklist
- Introduce PFIP members and career opportunities
- Communications workshop with People Ignite, tips and tricks when you are new to the workforce.
- Recruitment representative
- Mentor Mentee match-making, speed networking



# PROGRAM FLOW

START	END	DURATION	ACTIVITY	TARGET SPEAKERS
9:00:00 AM	9:30:00 AM	0:30	Registration/Networking	PFIP Video Loop
9:30:00 AM	9:40:00 AM	0:10	Philippine National Anthem>Welcome Remarks	Host: Pending
9:40:00 AM	10:40:00 AM	1:00	<b>Lego Serious Play: Getting to Know Each Other</b>	Chris Eugenio, Board of Trustee, PFIP
10:40:00 AM	11:40:00 AM	1:00	<b>Industry Deep Dive: Unveiling the Opportunities, Dynamics and Possibilities</b>	Accenture (Ana) or IBPAP ( Frankie Antolin)
11:40:00 AM	12:40:00 PM	1:00	<b>Workplace Readiness</b>	Pending with Emer
12:40:00 PM	1:40:00 PM	1:00	Lunch	
1:40:00 PM	3:10:00 PM	1:30	<b>Communications Workshop by PeopleIgnite</b>	Wowie Wong (he/him), Executive Producer, Underwater Cinematographer, & CFODirector & Documentary Host, Certified facilitator of LEGO® SERIOUS PLAY® method & materials Certified CELEMI® InstructorPeopleIgnite
3:10:00 PM	3:25:00 PM	0:15	Break	
3:25:00 PM	3:35:00 PM	0:10	<b>Know your Leader: LGBTQ+ Role Model</b>	Randy Estrellado (he/him), Chief Operating Officer, Maynilad
3:35:00 PM	4:05:00 PM	0:30	<b>RYA Mentoring</b>	
3:35:00 PM	4:35:00 PM	1:00	<b>Speed Networking</b>	Christopher Iresare, Senior Manager Talent and Development , Sunlife
4:35:00 PM	4:40:00 PM	0:05	Closing Remarks	





PHILIPPINE FINANCIAL &  
INTER-INDUSTRY PRIDE

# Mentor-Mentee Program

23 February 2024  
9:00AM - 5:00PM  
Face-to-Face Event, Accenture Office, Uptown







# OUR MENTORS...

- share practical knowledge and provide coaching where necessary to ensure employability of our scholars
- help our scholars plan post-college activities to kickstart their professional career
- provide opportunities to our scholars including internships, job placements and introductions/sponsorships
- meet with our scholars (virtually) on a monthly basis to provide general guidance and direction





# WE NEED MENTORS WHO ARE...

- self-identifying LGBTQ+ professionals or proven LGBTQ+ allies
- managers or senior experts with demonstrated leadership experience
- visible advocates for diversity and inclusion in their organization/community
- passionate about guiding young LGBTQ+ professionals
- open and eager to share and learn from others
- able to commit at least 2 hours/month for the next 3 months



# MENTOR SIGN UP



SCAN TO SIGN UP





**S&P Global**

PHILIPPINE FINANCIAL & INTER-INDUSTRY PRIDE

# Q1 FELLOWSHIP

AND NETWORKING NIGHT

*January 24, 2024*  
4:00PM – 7:00 PM

*Hosted by*  
**S&P Global**

MEMBERSHIP UPDATES

# 2024 PROGRAMMING AND MEMBERS SHARING

**Jai Leonard Carinan**  
Executive Director, PFIP  
(he/him)





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**S&P Global**

# **2024 MEMBERSHIP & PROGRAMMING**





# 3 – Year Roadmap

PFIP's commitment to set the industry baseline for LGBTQ+ Workplace Inclusion and delivery strategy

## INNOVATION

Resource Library  
Awareness: SOGIE 101 & 102, ABLE  
Trans 101, Unconscious Bias, Allyship 101  
Corporate LGBTQ+ Workplace Index  
Certification of LGBTQ+ Workplaces  
Playbook Caravan

## IMPACT

Rainbow Youth Academy  
PFIP Pride Summit  
Philippines DEI Forum  
Asia Collaboration  
Partnership with Government Sector

## SCALE

Bahaghari Awards  
CEO Roundtable  
Leader Lab  
Sportsfest  
Host Global Collaboration  
Pride March  
Strengthening Network Relations  
Future of Work – Academe

# OUR MEMBERS



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# Inclusion & Benefits

## Organizational Effectiveness

- **Access to PFIP General Membership Meetings & Fellowship**
  - 4 times a year, 1 slot per company (*valued @ PHP 8,000*)
- **Volunteer access to PFIP Pillars**
- **Awareness Session – 2 per yr:** Request any 2 of the following sessions, max of 40 participants per session (*valued @ PHP 45,000*)
  - Sexual Orientation, Gender Identity & Expression (SOGIE)101 & Business of Inclusion Training
  - *New:* SOGIE 102
  - *New:* Trans 101
  - *New:* Allyship 101
- **Train the Trainer Group Session :** 1 slot per company and discounted tariff for additional headcount (*valued @ PHP 7,000*)
  - SOGIE 101 and Business of Inclusion
  - SOGIE 102: Trans Education
- **Access to PFIP Membership Events – 2 slots** per activity and discounted tariff for additional headcount (*valued @ PHP 15,000*)
  - Advocacy By Leadership Enablement (ABLE) Program
  - Leader Lab Webinar
  - Regional Fora
- **Pride March Orientation & Coordination** (*valued @ PHP 5,000*)
- **Access to (1) one CEO/senior leader at the CEO Roundtable event** (*valued @ PHP 5,000*)
- **Preferential Rates and Sponsorship Opportunity for PFIP Flagship Events**
  - Leadership Forum
  - Pride Summit
  - Anniversary Gala and Philippine BAHAGHARI Awards Night
- **FREE Philippine BAHAGHARI Awards Nominations**

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# Inclusion & Benefits

## Resources & Consultation

- **Policy assessment, review and feedback**
  - Benefits
  - Dress code
  - Code of Conduct
  - Self identification
- **2 Hrs Exclusive** – consultation with Board of Trustee, HR lead or DEI consultant (*valued @ PHP 20,000*)
- **1 Hr Relationship Manager connect** – have a sit-down discussion with Relationship Manager on membership related topics
- **Access to PFIP library** – policy, guidelines and presentations references
- **One (1) copy of PFIP Publication** (*value varies based on content*)



**Over-all Membership  
Benefits Worth:  
Php 100,000+**



# Annual Membership Fee 2024

**Membership Benefits**

**Worth: PHP 100,000+**

**Annual Membership Fee**

**PHP 50,000 or USD 900**

**\*subject to price increase without prior notice**

# 2024 Calendar

## PFIP Programming for 2024. Dates may change without prior notice

**E** - Ticketed events and sponsorship opportunity  
**P** - programming that is part of membership

January	February	March	April	May	June
<p><b>24</b> Q1 Fellowship &amp; Networking Night (P)</p> <p><b>29</b> Gender Spectrum: Forum and Leadership Symposium</p>	<p><b>22</b> Leader Lab Live (E)</p> <p><b>23</b> RYA Student Forum (P)</p>	<p><b>27</b> DEI Forum: PFIP LGBTQ+ Workplace Inclusion Survey Enablement Session (E)</p>	<p><b>17</b> SOGIE 102: Focus on Trans Education Train the Trainer (P)</p> <p><b>24</b> Leader Lab Webinar (E)</p>	<p><b>17</b> Visayas LGBTQ+ Workplace Inclusion Forum (E)</p> <p><b>31</b> PFIP Advocacy Pageant (E)</p>	<p><b>04</b> CEO Roundtable (E)</p> <p><b>19</b> Q2 Fellowship &amp; Networking Night: June Pride Month (P)</p> <p><b>29</b> Pride March (NCR, Cebu and Baguio)</p>
July	August	September	October	November	December
<p><b>30</b> PFIP Pride Summit 1 (E)</p> <p><b>31</b> PFIP Pride Summit 2</p> <p>Philippine Workplace Equality Index Media Launch (E)</p>	<p><b>17</b> PFIP Sportsfest- Cebu (E)</p> <p><b>28</b> Q3 Fellowship &amp; Networking Night (P)</p>	<p><b>13</b> SOGIE 101 and Business of Inclusion: Train the Trainer (P)</p> <p><b>25</b> Leader Lab Webinar (E)</p>	<p><b>25</b> Anniversary Gala and Philippine Bahaghari Awards (E)</p>	<p><b>14</b> ABLE Program Webinar (P)</p> <p><b>27</b> Q4 Fellowship &amp; Networking Night (P)</p>	<p><b>07</b> PFIP HELPS (P)</p>

### January- July

Philippine Workplace Inclusion Index Research Project (P) Philippine Regional Forum (E)

### April - September

Rainbow Youth Academy Batch 3 and Training Sessions (P)

### April - September

Asia Pacific Engagement (P)

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# 2024 LOCK-IN SPONSORSHIP\*

## Flagship Programs

Level	Leader Lab Live	2-Day Pride Summit	Anniversary Gala & Philippine Bahaghari Awards	Net Price Event	Event Discount	Annual Fee Waived	Total Savings (Event discount + Waived membership fee)	One Year Lock-In Sponsorship	Exclusive Package
	Feb 22 Shangri-la The Fort	July 30-31 Shangri-la The Fort	Oct 25 Shangri-la The Fort						
Partner	₱250,000	₱600,000	₱350,000	₱1,200,000	<b>₱120,000</b>	₱50,000	₱170,000	<b>₱1,080,000</b>	10% Discount + Free Annual Membership Fee
Platinum	₱150,000	₱400,000	₱200,000	₱750,000	<b>₱37,500</b>	₱50,000	₱87,500	<b>₱712,500</b>	5% Discount + Free Annual Membership Fee
Gold	₱100,000	₱300,000	₱150,000	₱550,000	<b>₱16,500</b>	₱50,000	₱66,500	<b>₱533,500</b>	3% Discount + Free Annual Membership Fee
Silver	₱50,000	₱200,000	₱100,000	₱350,000	<b>NA</b>	₱50,000	₱50,000	<b>₱350,000</b>	Free Annual Membership Fee

\*Individual tickets and Non-sponsor rates will be shared 3 months before the target event date

**! One year Lock-in Sponsorship must be confirmed by January 15, 2024 , January 16 onwards will be per event package**



# 2024 LOCK-IN SPONSORSHIP\*

## Add-on Programs

Level	DEI Forum: PFIP LGBTQ+ Workplace Inclusion Survey Enablement Session March 27, NCR	Exclusive Package Discounted Rates (10% discount)
Partner	₱300,000.00	<b>₱270,000.00</b>

Level	CEO Rountable June 4 Shangril-La The Fort	Exclusive Package Discounted Rates (10% discount)
Partner	₱300,000.00	<b>₱270,000.00</b>

Level	PFIP Advocacy Pageant May 31, NCR	Exclusive Package Discounted Rates (10% discount)
Partner	₱100,000	<b>₱90,000</b>
Platinum	₱80,000	<b>₱72,000</b>
Gold	₱50,000	<b>₱45,000</b>
Silver	₱30,000	<b>₱27,000</b>

\*Individual tickets and Non-sponsor rates will be shared 3 months before the target event date



# 2024 LOCK-IN SPONSORSHIP\*

## Add-on Programs South Chapter

Level	Visayas LGBTQ+ Workplace Inclusion Forum May 17, Cebu	Exclusive Package Discounted Rates (10% discount)
Platinum	₱150,000	<b>₱135,000</b>
Gold	₱100,000	<b>₱90,000</b>
Silver	₱50,000	<b>₱45,000</b>

Level	PFIP Sportsfest - Cebu August 17, Cebu	Exclusive Package Discounted Rates (10% discount)
Partner	₱100,000	<b>₱90,000</b>
Platinum	₱80,000	<b>₱72,000</b>
Gold	₱50,000	<b>₱45,000</b>
Silver	₱30,000	<b>₱27,000</b>

\*Individual tickets and Non-sponsor rates will be shared 3 months before the target event date





- 
- **Please complete the confirmation form and send it to [secretariat@pfip.com.ph](mailto:secretariat@pfip.com.ph)**
  - **Deadline to confirm for lock-in sponsorship is until **January 31, 2024****

\*Individual tickets and Non-sponsor rates will be shared 3 months before the target event date

# Upcoming Program

Hosted by

OUT & EQUAL JPMORGAN CHASE & CO.

In Partnership with



## GENDER SPECTRUM Forum and Leadership Symposium

Manila, Philippines | January 29, 2024



# Upcoming Program



**New: Trans 101 Train the Train**

**When: April 2024**

*\*Open for venue sponsor*

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**GOLDEN RAINBOW:**

# **REALITIES OF LGBTQ+ ELDERLY IN THE PHILIPPINES**

**PRIDE CONNECT**



**S&P Global**



**ATTY. CLARA RITA PADILLA**

Executive Director of EnGenderRights  
(she/her)



**GING CRISTOBAL**

Project Coordinator Asia, Outright International  
(she/her)

**PRIDE CONNECT**



# Golden Rainbow : Realities of LGBTQ+ Elderly in the Philippines

**Atty. Clara Rita Padilla**

EnGendeRights, Inc.

**Ging Cristobal**

OutRight International

## **LGBTI Elders Advancing Project (LEAP)**

- **Empower LGBTIQ elders to lead advocacy efforts for responsive policies for LGBTIQ older persons.**

(Patatagin ang kakayahan ng mga older LGBTIQ persons para manguna sa adbokasiya para sa mga polisiyang tumutugon para sa kanilang mga pangangailangan, at)

- **Increase access of LGBTIQ older persons to services.**

(Palawakin at palakihin ang access ng mga older LGBTIQ persons sa mga serbisyong meron ang mga older persons.)



## LGBTI Elders Advancing Project (LEAP)

- **Identify concerns and needs** of older LGBTIQ people.
- **Identify the impact** of lifelong discrimination and abuse on the lives of older LGBTIQ people.
- **Identify laws and policies** that need to be LGBTIQ-inclusive.
- **Identify and disseminate** best practices.
- **Come up and implement recommendations** to address and alleviate the lives of older LGBTIQ persons.

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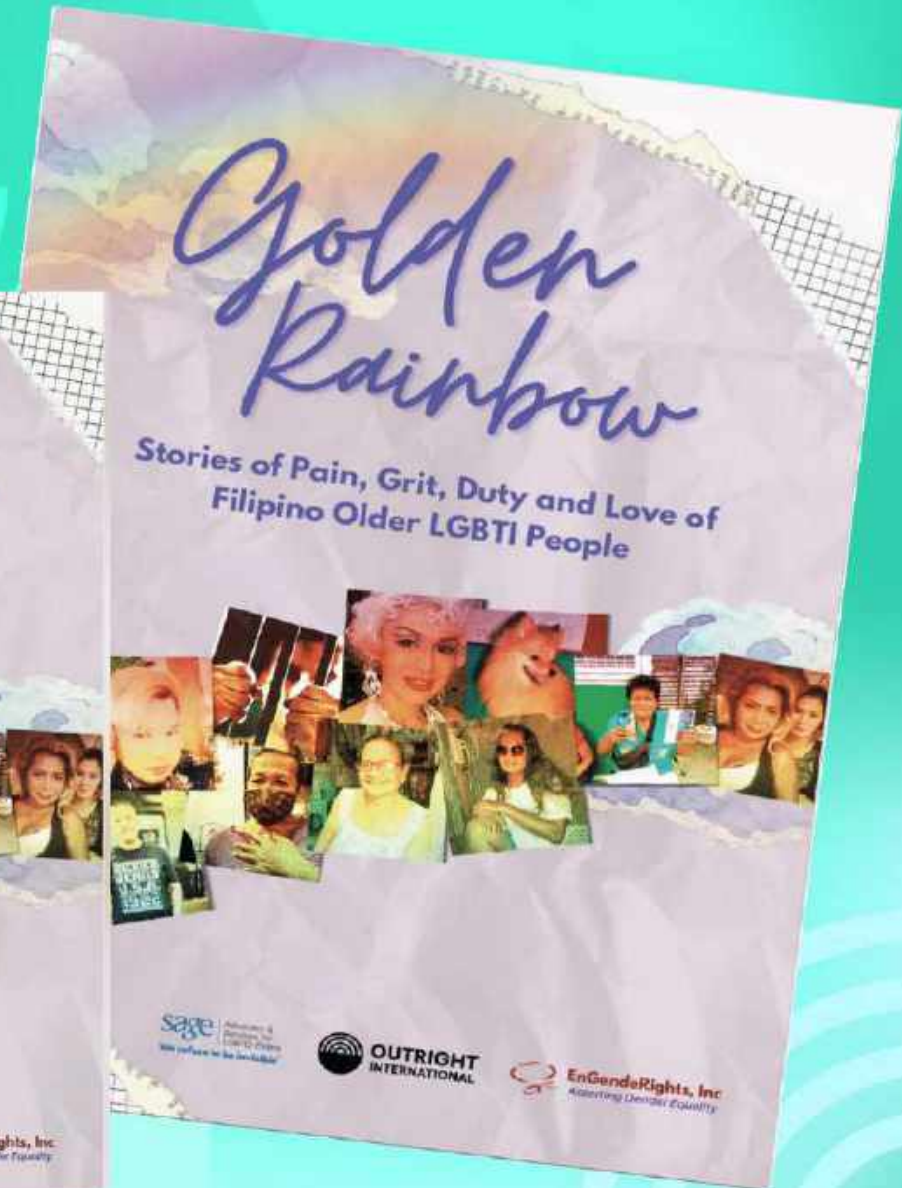


# Project Inclusion

- **Survey & in-depth interviews**
  - Implement the recommendations from the survey & in-depth interviews
  - Produce the **Fact Sheet**
  - Produce the **Storybook**
- Provide training to older LGBTIQ persons
- Creation of the **Older LGBTIQ Persons Activist Circle (OLPAC)**



- 13 stories of older LGBTIQ persons
- English & Filipino version
- Free to download
- Free printed copies









## Effect of Lifetime Discrimination

- **Poverty and Economic Insecurity**
- **Social isolation**
- **Poorer physical and mental health**

FACT SHEET 2023

## PHILIPPINES:

### Impacts of Ageism and Lifelong Discrimination on Older LGBTI People

Many older lesbian, gay, bisexual, transgender, and intersex (LGBTI)<sup>1</sup> people in the Philippines are disproportionately affected by lifelong and intersectional discrimination, resulting in joblessness, poverty, lack of savings, hunger, physical and mental health decline, lack of access to health care, lack of access to stable housing, social isolation, and violence and abuse without redress and relief mechanisms. These harmful impacts are linked to loss of school education, job discrimination, discriminatory health services, lack of community support systems, and little or no support from government public benefits programs.

These findings presented below are based on a 2022 landscape survey<sup>2</sup> of 103 LGBTI people and 21 individual interviews with LGBTI people ages 50 to 74 years, living in five regions<sup>3</sup> in the Philippines. The survey was conducted online and in-person. The interviews were conducted on Zoom and in-person. The information in this fact sheet<sup>4</sup> presents a landscape view of the lives of older LGBTI people in the Philippines. Percentages are rounded up or down to the nearest percent.

Organized by



# Impact of lifelong discrimination

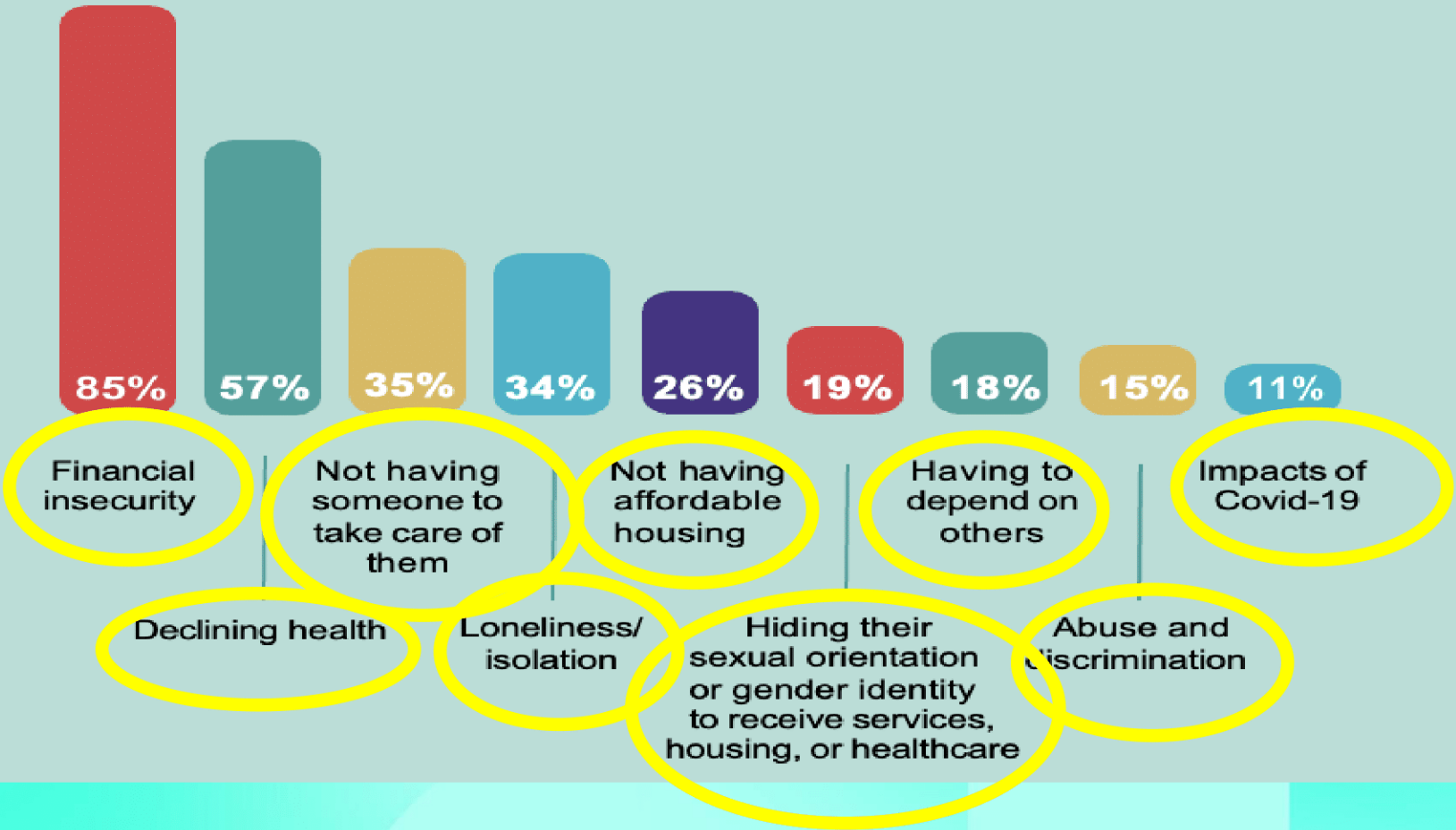
- Limited skills/career options
- not accepted for being an LGBTIQ person



- ✓ joblessness
- ✓ poverty
- ✓ lack of savings
- ✓ hunger
- ✓ physical and mental health decline
- ✓ lack of access to health care
- ✓ no access to stable housing
- ✓ Social isolation
- ✓ violence and abuse



# Summary of most pressing issues for older LGBTI people







# Recommendations

## LEGISLATIVE

### ✓ Amend the Senior Citizen Law

1. Expansion of benefits to 50-59
2. Increase in pension
3. Expansion of access to benefits not just for indigents

### ✓ Pass a SOGIESC-inclusive Elder Abuse bill

### ✓ Pass SOGIESC-inclusive laws and policies:

- ✓ SOGIE anti-discrimination law
- ✓ Comprehensive anti-discrimination law
- ✓ Gender Recognition law
- ✓ Marriage Equality / Civil Union law
- ✓ Other SOGIESC-inclusive laws and policies

## FACT SHEET 2023

### PHILIPPINES:

#### Impacts of Ageism and Lifelong Discrimination on Older LGBTI People

Many older lesbian, gay, bisexual, transgender, and intersex (LGBTI)<sup>1</sup> people in the Philippines are disproportionately affected by lifelong and intersectional discrimination, resulting in joblessness, poverty, lack of savings, hunger, physical and mental health decline, lack of access to health care, lack of access to stable housing, social isolation, and violence and abuse without redress and relief mechanisms. These harmful impacts are linked to loss of school education, job discrimination, discriminatory health services, lack of community support systems, and little or no support from government public benefits programs.

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#### SUMMARY OVERVIEW



60% older LGBTI people in the study were single and 30% had a domestic partner.



70% older LGBTI people in the study lived away from their biological families. Of these, 35% lived with their domestic partner, 22% lived alone, and 12% lived with a friend or roommate who was not a relative or domestic partner.



22% older LGBTI people in the study were caregivers for family members and other LGBTI close friends.





# Recommendations

FACT SHEET 2023

## PHILIPPINES:

Impacts of Ageism and Lifelong  
Discrimination on Older LGBTI People



### SOCIAL SERVICES

- ✓ Improve housing, health services, access to state benefits, life skills, and income generation.
- ✓ Organize older LGBTIQ groups and/or LGBTI-inclusive senior groups,
- ✓ Ensure political participation of LGBTIQ seniors
- ✓ Prioritize and raise awareness about older LGBTI people's issues, needs, rights and contributions to society.



# Recommendations

## Rainbow Retirement & Shelter

- ✓ A home for older LGBTIQ persons where they can be free to be who they are
- ✓ A place for LGBTIQ persons with no where else to go to.
- ✓ A home that provides medical, social, mental, spiritual & physical wellbeing.
- ✓ Aims to be a self-sustaining facility in the future
  - ✓ Training venue with accommodation for companies, NGOs, students, and government agencies





# LGBTIQ rights are human rights!

GENDER  
RECOGNITION LAW

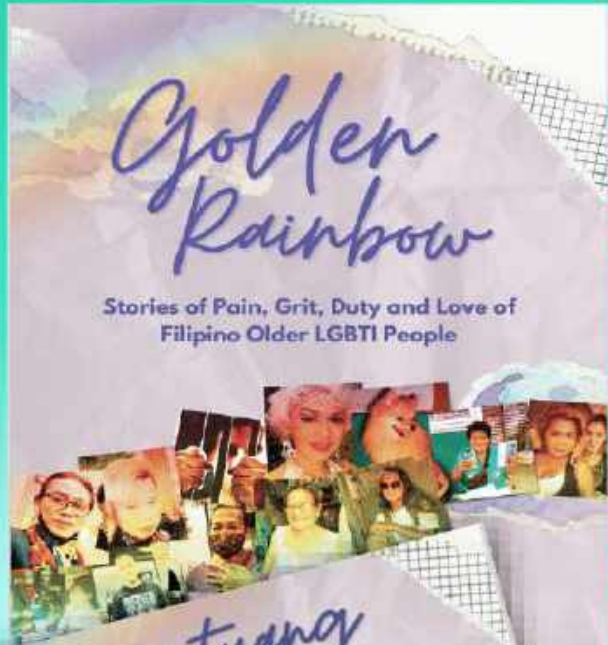
INCLUSION OF LGBTIQ ISSUES  
INTO LAWS, PROGRAMS,  
POLICIES

MARRIAGE  
EQUALITY LAW

ANTI-  
DISCRIMINATION LAW



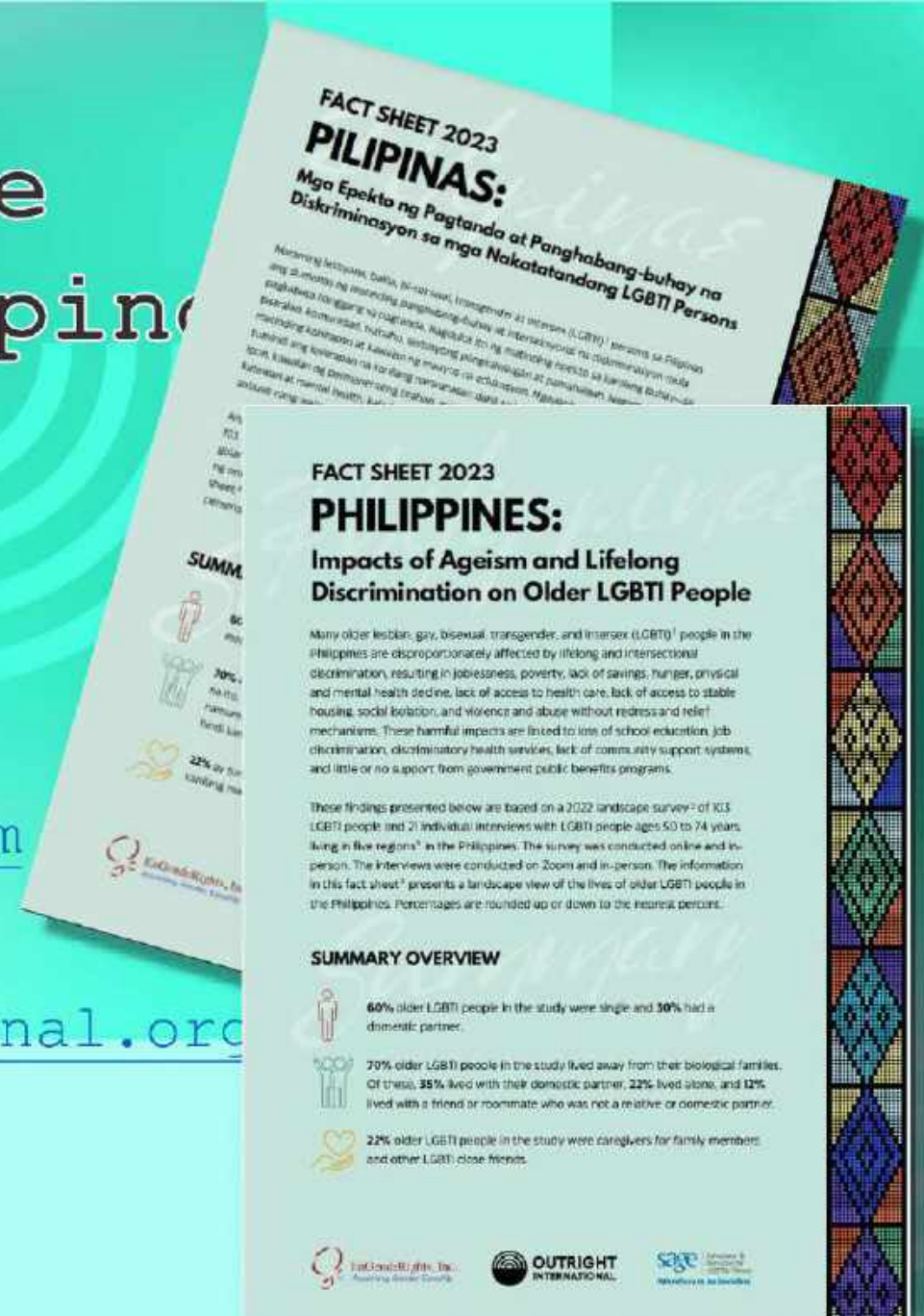




# Download the English / Filipino Fact Sheet & Storybook

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

[www.outrightinternational.org](http://www.outrightinternational.org)







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In partnership



# Thank you.





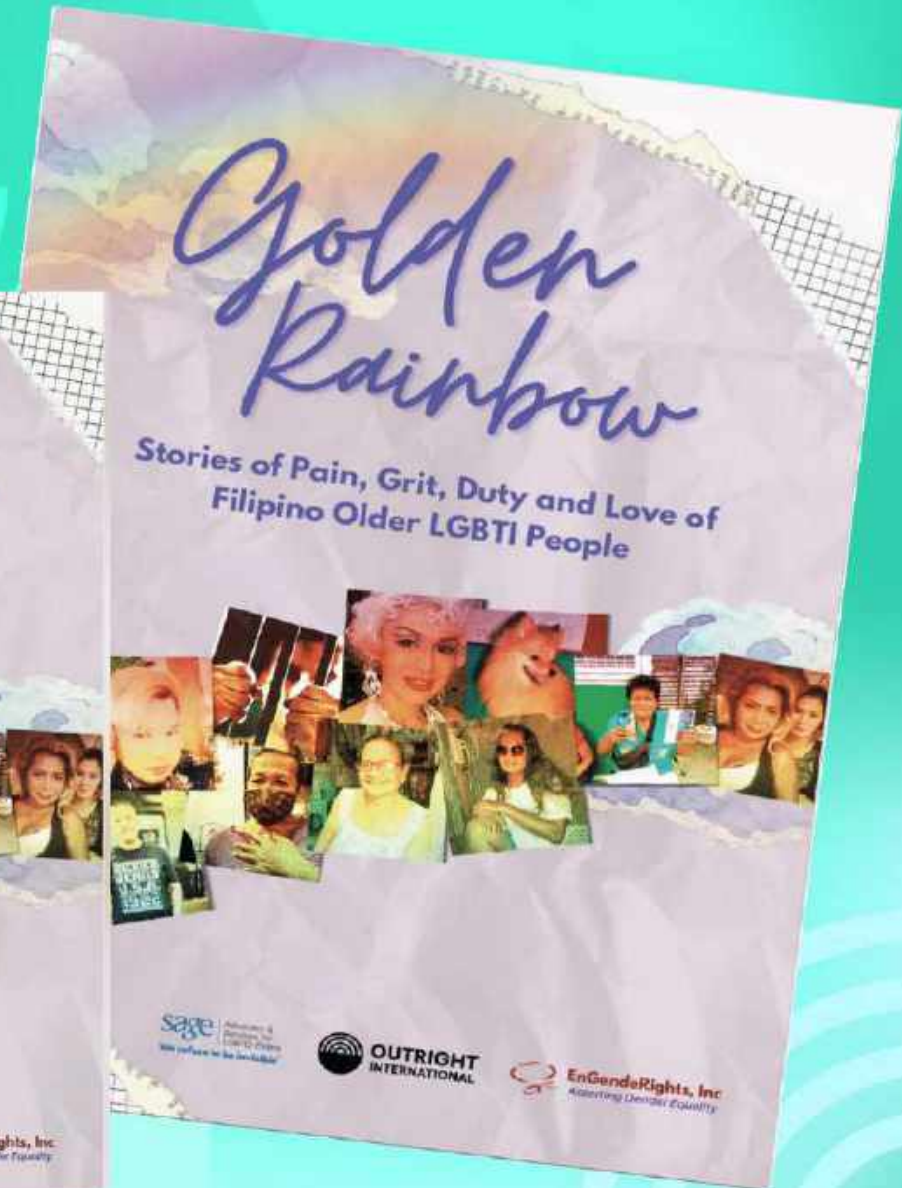


**Thank you!**

and please

**SUPPORT  
EQUALITY**

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# CLOSING REMARKS

**Chris Eugenio**

Board Trustee, PFIP

(he/him)





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