



European Pride Business Network

**Building Europe's Most Inclusive Workplaces –
Together!**



European Pride Business Network

EPBN

European Pride Business Network (EPBN) is a consortium of European organizations working to promote diversity and inclusion of LGBTQIA+ professionals in the workplace.

Its current 27 members, from 23 different European countries, work together to promote workplace inclusion and the best practices across Europe. **Its goal is to ensure that diversity is celebrated in every workplace across Europe.**

For more information, visit: www.epbn.eu



Meet the EPBN Board and member organizations



Our Board brings the right mix of corporate and NGO experience:



MATTHIAS WEBER
Chairman

Financial sector veteran with 25+ years of experience, including Deutsche Bank.



ALEJANDRO BETANCOR
Vice-Chair

Life-science executive with 20 years of leadership at firms like Novartis and TEVA.



LUCIA URCIUOLI
Vice-Chair

Expert in institutional relations and public policy.



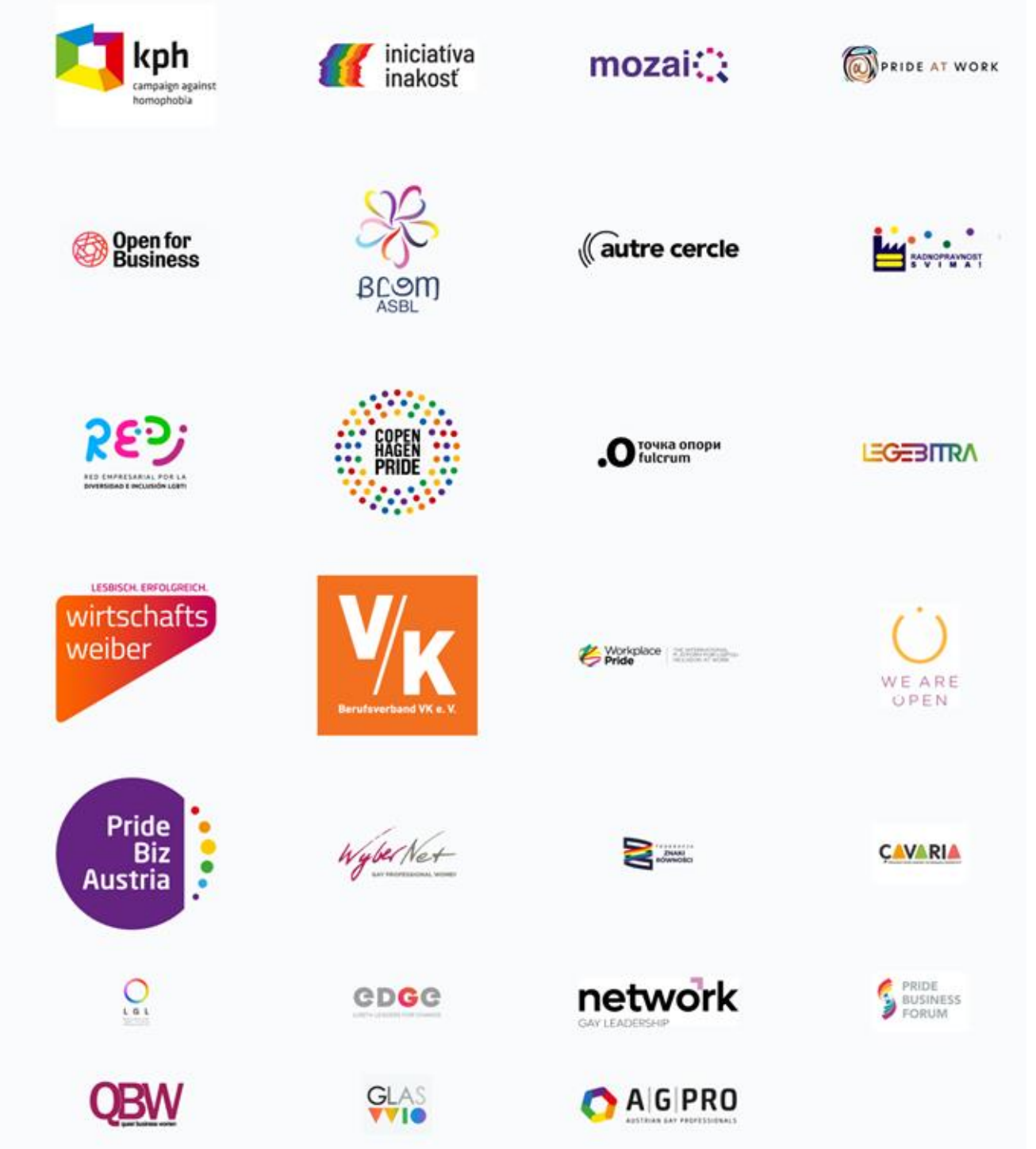
CHRISTOPHE MARGAINE
Vice-Chair

Finance and controlling expert with 30 years of global industry experience. Current CFO of AIDES (NGO)



PETRA POLANIČ
Vice-Chair

Researcher and head of education at LEGEBITRA (NGO)



**LEARN MORE
ABOUT OUR
PROJECTS**



The EPBN - WISE project

2024-2026

The [EPBN - WISE: Workplace Inclusion for a Sustainable Europe](#) project is a European initiative carried out by a consortium of **five European countries: France, Italy, Germany, Czechia and Austria.**

This project is mainly funded by the EU CERV-EQUAL program, and thanks to our sponsors **Orange, Legrand, Société Générale, Sephora, and Label Paris Europe.** The total 26-month project budget is 600k€.

The project and its 5 actions was conceived as a way to address inequalities faced by LGBTQIA+ individuals in employment and within the workplace across Europe. **Its goal is to promote LGBTQIA+ workplace equality, as well as to establish a strong network of civil society organizations (CSOs), employers and firms, and LGBTQIA+ professionals in Europe.**

Over its two years of implementation, the project has managed to have: **53 European Role Models, 14 firms working on LGBTQIA+ inclusive actions and 25 mentees.**

EUROPEAN PRIDE BUSINESS NETWORK

WISE: Workplace Inclusion for a Sustainable Europe

Consortium members: **L' Autre Cercle** (France), **EDGE** (Italy), **Pride Biz Austria** (Austria), **Pride Business Forum** (Czechia) and **Völklinger Kreis** (Germany).



This project wouldn't be possible without the support and funding from **Orange, Legrand, Société Générale, Sephora, and Label Paris Europe** (France).



Funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Commission-EU. Neither the European Union nor the granting authority can be held responsible for them.

1) Role Models Program



SUMMARY OF OUR CEREMONY IN WARSAW



2) Mentoring program



“

I wanted to find like-minded, motivated individuals that come from a disadvantaged background or share a sense for community.

QUANG LUONG
Business Innovation Project Manager
Asahi Europe & International



“

As a trans woman the workplace has often been a source of anxiety, as I feared rejection. However, seeing positive developments at the European level gives me hope and encouragement for the future.

MANON OLCHOWICZ
Project Manager Equality & Diversity
Ministry of Justice, France



3) Training for trainers



4) Toolkits

Access the toolkit here.

HOW TO START WITH FAIRNESS AT WORK

A practical guide for everyone who wants people in a company or organization to feel well and be treated as equals.

5) Survey on LGBTQIA+ microaggressions



The EPBN – WISE Survey is the first European-wide research initiative dedicated to understanding the lived workplace experiences of LGBTIQ+ professionals. The survey took place in **Austria, Czech Republic, France, Germany and Italy** throughout 2025 and collected over **3,000 responses**.

Through a comprehensive **50-question questionnaire**, the survey explores key aspects of professional life for LGBTQIA+ individuals, including inclusive language, family recognition, access to opportunity, personal and professional fulfillment, and the **impact of microaggressions and the perception of one's own state of well-being** or, conversely, anxiety and work-related stress. This research will provide vital data to address workplace inequalities and help shape better policies for inclusive work environments across Europe.



Conference and Awards Ceremony

On May 29th, 2026, the **EPBN - WISE Final Conference and Awards Ceremony: Protecting Workplace Inclusion**, will take place in **Prague, Czechia, at the Hilton Prague hotel**. We are expecting, at least, **300 guests** from 21 European countries.

We expect to have speakers from a diverse range of backgrounds: from EU high-level representatives, DE&I experts. This includes, **Irena Moozová** (European Commission), **Jean-Marc Berthon** (French Ambassador for the rights of LGBT+ people), and more. The event has also received the **patronage from the European Parliament**.

Several initiatives will be presented and carried out, including:

1. A presentation of the results of the **survey on microaggressions**.
2. Workshops targeted at different audiences.
3. The EPBN - WISE Role Models 2026 edition ceremony.
4. The LGBTQIA+ Inclusion Award Ceremony for firms.



Under the patronage
of the European Parliament

May 29 – Prague – in facts

- EU Commissioner **Hadja Lahbib** will do a video message for the opening remarks.
- We obtained the patronage of the **European Parliament** for the full event.
- Both French embassy in the Czech Republic and Irish embassy in the Czech Republic granted us with their patronage.
- Expecting 300 participants, including **140 European participants** coming from **22 countries**
- **28 role models from 10 countries** will be awarded as European role models
- **14 companies from 6 countries** will be awarded as inclusive European companies
- **44 companies** will be represented in Prague on May 29



Under the patronage
of the European Parliament

Main Events 2026

As part of its efforts, EPBN has established a calendar of **high-level activities** and events aimed at providing opportunities for discussion between European and international institutions, companies, and activists.

- **Leaders For Change Conference** in Milan (May 12th)
- Break out session during the **EPBN WISE Final Conference** in Prague (May, 29th)
- **Leaders For Change Conference** in Rome (June, 6th)
- Break out session during the **World Pride Conference** in Amsterdam (August, 7th).

During 2026, EPBN will also host **two webinars** for its members and partners, to discuss key topics related to advancing equality in the workplace with qualified representatives of European institutions. The first is scheduled for **April 29th**, and another will take place in the fall.





FOR MORE INFORMATION PLEASE CONTACT:

Christophe Margaine - Project Manager – christophe@epbn.eu