



## PRESS RELEASE

- **Open For Business is a Clinton Global Initiative Commitment to Action that brings together a coalition of global companies advocating for global LGB&T inclusion.**
- **Founder members included American Express, AT&T, Brunswick, EY, Google, IBM, LinkedIn, Linklaters, MasterCard, McKinsey & Company, Royal Bank of Scotland, Standard Chartered, Thomson Reuters and Virgin Group. Members joined since September 2015 include: Accenture, Barclays, Burberry, Inditex, Microsoft and Tesco.**

**New York, 19 September, 2016** – PwC, the multinational accounting firm, and The Boston Consulting Group, the global management consulting firm, today joined Open For Business, a Clinton Global Initiative (CGI) Commitment to Action that brings together a coalition of leading global companies supporting LGB&T inclusion around the world.

The announcement was made during the 2016 CGI Annual Meeting in New York, 12 months after the coalition was first formed.

The purpose of Open For Business is to make and promote a positive business and economic case for global LGB&T rights. As businesses with customers, employees, suppliers and operations around the world, the coalition believes successful, enterprising businesses thrive in diverse, inclusive societies, and the spread of anti-LGB&T policies runs counter to the interests of business and economic development.

PwC is one of the largest professional services firms in the world with 208,109 people in over 150 countries. The Boston Consulting Group is one of the world's preeminent management consulting firms with 85 offices in 48 countries.

**Agnès Husserr, Global Human Capital Leader, PwC International said:**

"PwC's intention is to systematically increase the engagement and participation of LGBT people in the global workforce. There is strength and value in diversity of thought and experience. Diversity of perspectives is critical to innovation and pulling together our ideas and collective knowledge is fundamental to our ability to innovate and ultimately to our success. That's why I am delighted PwC is supporting Open for Business".

**Rich Lesser, President and Chief Executive Officer, The Boston Consulting Group said:**

"Diversity is a core value for BCG and we work hard to help our people feel included and valued as individuals – everywhere around the world. We also strive in our work to have a positive impact on society. We are therefore proud to join Open for Business. We see this as an exciting opportunity to demonstrate our values and have a positive impact, and we look forward to being involved".

**Elsa Palanza, Director of Commitments at the Clinton Global Initiative, said:**

“We are delighted that CGI member Brunswick is announcing exciting progress in this Commitment to Action, which brings together global companies advocating for global LGB&T inclusion. This commitment exemplifies the innovative CGI model and legacy at work -- bringing together partners from across sectors who are committed to doing well by doing good and improving lives around the world.”

The Open for Business Annual Report Card, describing the coalition’s activities in the last 12 months can be found here: [https://www.open-for-business.org/wp-content/uploads/2016/09/Open-For-Business\\_2016-Report.pdf](https://www.open-for-business.org/wp-content/uploads/2016/09/Open-For-Business_2016-Report.pdf)

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### **Open For Business: the Report**

The Open For Business coalition published a comprehensive report, written by authors Jon Miller and Lucy Parker, which shows that successful businesses thrive in open, diverse and inclusive societies. The report, ‘Open For Business: the Economic and Business Case for LGB&T Inclusion,’ presents the most substantial evidence base to date on this subject, on three levels:

- Economic performance:
  - LGB&T inclusion signals a diverse and creative environment, and is associated with higher levels of innovation and entrepreneurship.
  - LGB&T discrimination often goes hand-in-hand with a culture of corrupt practices, a lack of openness and a weak civil society with poorly developed institutions.
- Business performance:
  - Companies that support inclusion and diversity are better able to compete for talented employees, and show higher rates of retention.
  - LGB&T inclusion is associated with higher levels of innovation and more effective collaboration and teamwork.
- Individual performance:
  - Individuals working in open, diverse, inclusive environments have higher levels of engagement and satisfaction, leading to greater productivity.
  - They are more likely to speak up with suggestions to improve performance, and to “go the extra mile” and contribute to the culture of the company.

The full report and details of the coalition can be found at: [www.open-for-business.org](http://www.open-for-business.org)

### **Background**

Open For Business was launched at the Annual Meeting of the Clinton Global Initiative in New York, September 2015.

*Despite progress in some countries, the global situation for LGB&T persons is urgent:* In at least 77 countries around the world today, same sex relationships are illegal, at times involving lifetime imprisonment. In seven countries, same sex acts are even punishable by death. Even in more progressive countries, violence and discrimination against LGB&T people still exists in the form of discriminatory laws, unfair treatment by employers and negative social attitudes.

*A broad base of civil society organizations support Open For Business: Open For Business is a*

coalition of global businesses. It has been developed in dialogue with a number of civil society organizations, which will continue to provide advice and guidance. These organizations include: the UK Department of International Development, the Bill & Melinda Gates Foundation, the Global HIV/AIDs Alliance, the Kaleidoscope Trust, the Human Rights Campaign, Stonewall, Out Leadership and OUTstanding.

*By joining Open For Business, members commit to:* respecting the diversity of their customers, employees, suppliers and partners wherever they are in the world; showing progress in implementing strong and robust policies to provide a working environment that respects and protects *all* individuals and tackling all forms of discrimination against LGB&T employees.

*About Open For Business:* This is an informal coalition of businesses working together on this issue; it has no legal incorporation of any kind. At this stage it is a small coalition and decision-making is by discussion and consensus.

### **About the Clinton Global Initiative**

Established in 2005 by President Bill Clinton, the Clinton Global Initiative (CGI), an initiative of the Clinton Foundation, convenes global leaders to create and implement solutions to the world's most pressing challenges. CGI Annual Meetings have brought together 190 sitting and former heads of state, more than 20 Nobel Prize laureates, and hundreds of leading CEOs, heads of foundations and NGOs, major philanthropists, and members of the media. To date, members of the CGI community have made more than 3,500 Commitments to Action, which have improved the lives of over 430 million people in more than 180 countries. For more information, visit [clintonglobalinitiative.org](http://clintonglobalinitiative.org) and follow us on Twitter [@ClintonGlobal](https://twitter.com/ClintonGlobal) and Facebook at [facebook.com/clintonglobalinitiative](https://facebook.com/clintonglobalinitiative).

### **Media Contacts:**

Alex Finnegan (US): +1 202 264 9544  
[openforbusiness@brunswickgroup.com](mailto:openforbusiness@brunswickgroup.com)

Open For Business is on Twitter: @OFB\_LGBT



