

倡导十年 A Decade of Advocacy

初创于2009年的上海骄傲节，是一年一度倡导多元化的庆典。上海骄傲节完全由志愿者运营，并获得来自媒体、企业和外国领事馆的支持。我们旨在通过丰富多彩的企业、文化、教育、体育、社交活动为LGBTQ群体提升自我认同，社会能见度与包容度。

ShanghaiPRIDE's foundation began in 2009 as a festival celebrating diversity in Shanghai. With this foundation starting over 10 years ago, it is still led entirely by volunteers with the support of businesses, numerous consulates, and media. Our mission is to raise awareness and visibility, promote self-acceptance and overall acceptance of the LGBTQ community in society, academia, and workplace through corporate, cultural, educational, sports, and social activities.



我们也与其他LGBTQ团体和机构合作，始终跟进中国及全球LGBTQ的最新议题。上海骄傲节讨论了诸多社会议题，如家庭接受度、同性婚姻、职场多元共融、心理健康与关怀等。

Our work collaborates with various LGBTQ and ally groups addressing issues related to the LGBTQ community in China and globally. We look at family acceptance, marriage equality, well-being, and workplace diversity and inclusion (D&I).



支持企业多元共融文化

Supporting Corporate D&I Culture

在LGBTQ多元共融倡导中，给予企业支持、与企业合作也是我们的工作重点之一。

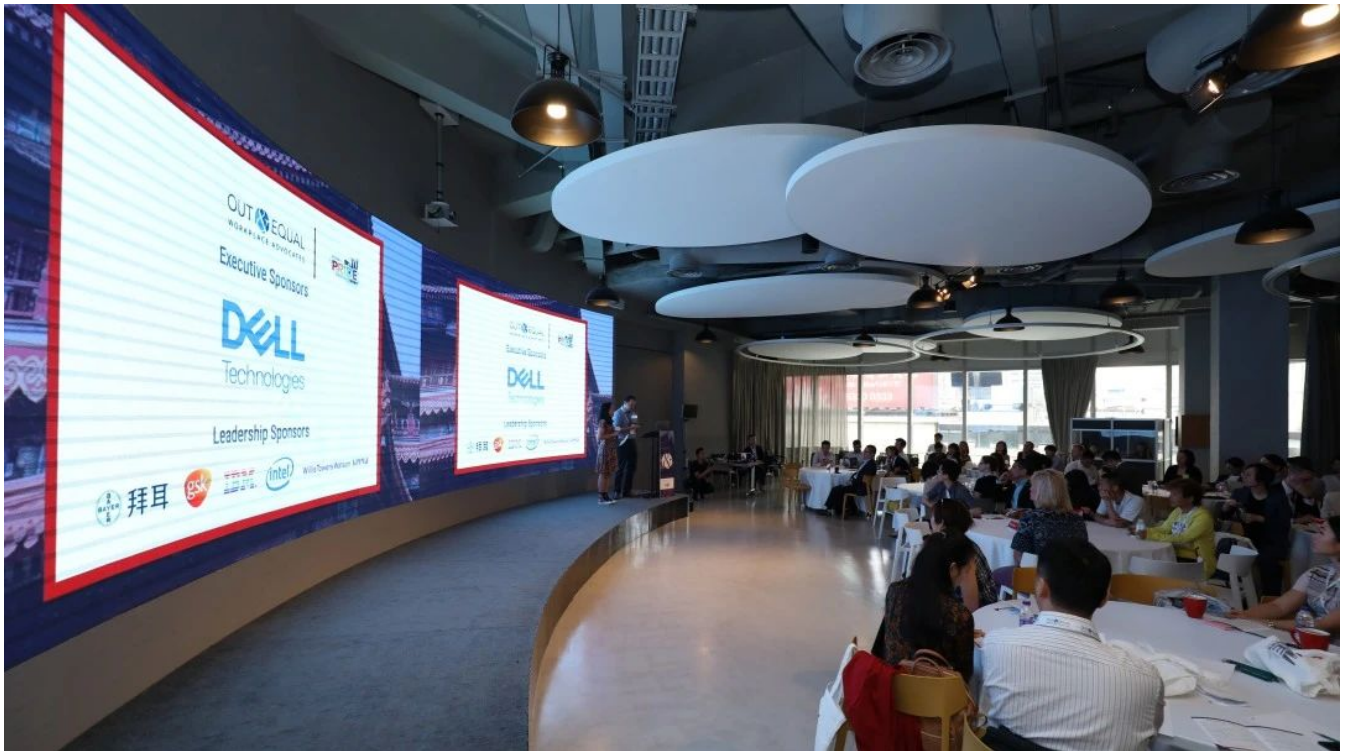
自2013年以来，上海骄傲节一直在推动职场LGBTQ多元化，并与包括陶氏化学、高盛和摩根士丹利在内的多家世界500强企业合作。我们通过多元化的培训、教育和最佳实践分享来实现这一目标。

One key pillar of ShanghaiPRIDE is supporting and collaborating with local companies and corporations in their D&I initiatives within the LGBTQ scope.

Since 2013, ShanghaiPRIDE has been promoting LGBTQ inclusion in workplaces and has partnered with several Fortune 500 companies including Dow, Goldman Sachs, and Morgan Stanley. We drive this through inclusive training, educational sessions, and best practice sharing.



自2018年起，上海骄傲节与Out & Equal合作举办企业多元与共融论坛。去年，该论坛由拜耳，戴尔，GSK，IBM，英特尔和WTW等企业支持。重点讨论了企业对LGBTQ人群的多元共融政策，在国际和本地实施这些政策的成就和挑战以及LGBTQ员工及盟友相互支持方案。并为LGBTQ员工及盟友在工作场所内创造了一个安全包容的空间网络。2019年，来自90多家企业的200多名与会者参加了论坛，其中包括跨国企业、中国企业以及学者和非政府组织。参会者从亚太地区和中国大陆的其他城市前来参加。2019年的参会人数比上一年增加一倍，正表明了国内企业对LGBTQ职场多元共融的兴趣与日俱增。



Since 2018 we have worked with Out & Equal Workplace Advocates for the Out & Equal China Forum. Last year, the forum was sponsored by Bayer, Dell, GSK, IBM, Intel, and Willis Towers Watson. We hosted workshops focused on corporate D&I policies, employee resource groups (ERGs), challenges and successes implementing these policies internationally as well as locally. It has also created a safe and inclusive space for networking for LGBTQ employees and allies within the workplace. The 2019 forum was attended by more than 200 senior leaders and D&I policymakers representing over 90 companies, including multi-national and Chinese corporations, academics and NGOs. Attendees traveled from the APAC region and other cities in mainland China to participate in the event. With the attendance in 2019 doubling from the

previous year, we see this as an indication that there is a growing interest for LGBTQ inclusion in the workplace in China.



多元对企业有益

Diversity is Good for Business

平等的机会和奖励能鼓励员工发挥自己的才能、以最好的状态去工作，而数据已经证明越多元共融性的企业会越成功。我们希望在企业展示其多元共融举措和政策的同时，将具有本地和国际背景及不同行业的专业人才与企业联系起来。

Companies with higher diversity and inclusivity have been proven statistically to be more successful. ShanghaiPRIDE believes that equal opportunities and rewards encourage LGBTQ employees to bring their authentic and best selves to work. We want to connect companies with talents from local and international backgrounds, various career experiences, and from different industries within China. We want to help our corporate partners showcase their inclusion efforts, initiatives, and policies to potential talents.

与北京同志中心建立战略合作

推动LGBTQ企业多元包容

Partnership with Beijing LGBT Center to Drive Corporate LGBTQ Inclusion

上海骄傲节将与北京同志中心合作，为企业创造多元共融文化提供服务。我们将共同打造一系列企业多元论坛、主题演讲及工作坊等活动。

ShanghaiPRIDE is proud to partner with Beijing LGBT Center to provide services to corporations to create a more diverse and inclusive culture within the workplace. We will collaborate through D&I forums, keynotes, workshops, etc.



我们的工作包括 **Our work will include:**

针对企业的LGBT多元培训与指南：我们将开发针对企业LGBT多元化培训和企业实施多元化政策指南。

Training and guidelines on LGBTQ for corporations: We will develop training workshops within the dimension of LGBTQ and guidelines for corporations to implement inclusive corporate policies.

同志社群职场支持体系：我们将在上海、北京等地开展各类线上线下活动，包含企业多元大会、职场嘉宾分享会、同志商务酒会、同志友好招聘会及导师项目等，以支持LGBT社群的职业发展。

Supporting LGBTQ in workplaces: We plan to organize various online and offline activities including corporate D&I webinars and conferences, business networking sessions, recruitment and mentorship programs in Beijing, Shanghai, and other cities to support the career development of LGBTQ employees.

企业LGBT友善标准：我们将在未来几年建立中国企业LGBT友善度的认证标准，从而鼓励更多企业提高对同志的友善度，让职场更加多元友善。

Corporate LGBTQ D&I index: We plan to establish LGBTQ D&I certification standards for Chinese-based companies in the next few years to encourage more companies to adopt inclusive policies.



今夏预告

Coming Up this Summer

今年夏天，上海骄傲节将与UNDP亚洲同志项目及北京同志中心合作，举办企业多元共融论坛及上海骄傲节多元招聘会。我们将提供一个连接LGBTQ人才与多元共融雇主的平台，给雇主一个展示多元共融文化的机会。参会者将有机会与其它在中国促进多元共融的雇主结识并建立联系。将会有一系列的主题论坛，重点在如何提高企业多元文化。

One exciting opportunity we are embarking on this summer is the ShanghaiPRIDE Job Fair and Workplace D&I Forums supported by UNDP Being LGBTI in Asia and Beijing LGBT Center. We will provide a safe space connecting LGBTQ talents with inclusive employers, offering a unique opportunity for employers to showcase their diverse and inclusive cultures. Attendees will also meet and connect with other Human Resources and D&I professionals who are advancing diversity and inclusion in China. There will be a series of forums focused on creating a more inclusive corporate culture.



系列论坛主题 Topics include:

支持LGBTQ如何使公司整体受益

How Supporting LGBTQ Benefits Companies Overall

如何制作员工多元共融手册/最佳实践

How to Create an Inclusive Employee Handbook / Best Practices

中国企业同志友善度及其商业影响研究介绍

Introduction - Research on Workplace Inclusion in China

如何建立和管理员工资源小组（ERG）

How to Set Up and Manage an Employee Resource Group (ERG)

如何建立企业同志盟友计划

Ally Programs for Corporations

行动起来

Call for Action

你可以做什么 What you can do:

关注职场多元共融议题，了解更多相关信息；

Learn more about LGBTQ workplace D&I and understand why and how LGBTQ inclusion matters to businesses in China;

向你身边可以信赖的人宣传职场多元共融重要性，并鼓励他们影响更多人；

Educate those around you the importance of LGBTQ D&I in the workplace and encourage them to be involved;

迈出第一步，参加我们的活动，与其他同志社群的小伙伴互相支持；

Take the first step, form a LGBTQ support group in the workplace, and reach out to the local LGBTQ community;

立刻成为职场多元共融的盟友及倡导者！

Be an Ally and an Advocate for inclusion!

想象在这样一个工作场所，不管什么身份，每个人都将得到尊重；想象在这样一个工作场所，没有恐惧、没有指责、没有歧视，以最好的状态全身心投入工作。

Imagine a workplace where everyone is celebrated and respected for who they are. Imagine a workplace that welcomes their employees to bring their whole selves to work without fear or judgment or discrimination.

加入我们，一起创造改变！

Together we can make a difference.



合作联系方式

For inquiries about partnerships, contact

上海 Shanghai:

上海骄傲节联合创始人

Co-founder, ShanghaiPRIDE

Charlene Liu:

shanghaipride@gmail.com

北京 Beijing:

北京同志中心企业多元项目经理

Business and Diversity Manager

Beijing LGBT Center

任娜瑛 Naying Ren:

naying.ren@bjlgbt.cn

战略合作伙伴

Strategic Partner



北京同志中心
BEIJING LGBT CENTER



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上海骄傲节 ShanghaiPRIDE

微信 Wechat: 上海骄傲节

微博 Weibo: 上海骄傲节

邮箱 Email: shanghaipride@gmail.com

网站 Website: shpride.com

Facebook/Twitter/Instagram: ShanghaiPRIDE

以上内容来自于上海骄傲节，酷儿论坛为上海骄傲节提供媒体支持。

The above information is from ShanghaiPRIDE, for whom MOTSS Hangzhou is now providing media support.



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酷儿论坛

<https://motss.info>

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