



OECD GLOBE

Annual General Meeting 2021

28 January, Zoom

GLOBE works for an inclusive OECD community where all sexual orientations and gender identities are welcome. Founded in 2001, it is a registered association in French law. In accordance with its statutes, the association held an annual general meeting to review its 2020 activities and set direction for 2021.

Agenda

12:00 Opening	12:40 GLOBE board election
12:05 Keynote speech: Ingrid Barnsley	12:45 Ideas for 2021
12:15 Keynote speech: Fabrice Houdart	13:00 Q&A
12:30 Administrative matters	

Membership

GLOBE is funded almost entirely by membership fees and donations. All memberships expire every January, so we invite all supporters to renew their membership.

The easiest way to do so is through our website <http://www.globoecd.org> or by scanning the QR code on a smartphone:



Keynote Speeches

Ingrid Barnsley, Head of Human Resource Management of the OECD, emphasised whole-hearted support for the OECD LGBTI community and deep appreciation for GLOBE's work to make the OECD more inclusive.

Ingrid began her remarks by recalling the key work undertaken to encourage initiatives within this area, including a review of policies, OECD participation in a global Pride in the Workplace benchmarking exercise, and development of awareness and communication strategies. She then confirmed that this work will continue in particular with:

- Supporting a review of our policies concerning parenthood,
- Developing an LGBTI section on the intranet,
- Exploring options for better data on and understanding of LGBT-related issues,
- Encouraging more gender neutral language within the OECD,
- Ensuring further support for the health and safety of LGBTI staff,
- Upholding a zero tolerance policy towards harassment, including on the grounds of gender or sexual orientation and raising the awareness of the anonymous feedback mechanism.

Fabrice Houdart, Out Leadership's Managing Director of Global Equality Initiatives, former United Nations Human Rights Office and a past President of the World Bank's GLOBE, gave a highly motivational presentation about the role of groups like GLOBE in 2021. He presented this in terms of GLOBE's contributions to a) fighting remaining discrimination; b) responsibility to those who come after us, and c) leveraging GLOBE's and its members' position of influence. He summarised his presentation [here](#)

Find also some of his work:

[**Are gay men at risk of becoming the corporate “honorary whites” of hegemonic masculinity?**](#)

[**Harnessing the power of the private sector is crucial to maintaining the LGBT+ Equality momentum we have known for the past 50 years.**](#)

Board members

The executive board of GLOBE is responsible for the day-to-day running of the association, its financial health, organising its activities, and hosting meetings. The board as of end 2020 consisted of:

- Joshua Polchar, president
- Gallia Daor, vice president
- Magali Sochay, treasurer
- Ashley Acker, executive secretary
- Max Bulakovskiy
- Taylor Raffa
- Tim Bullman
- Natalie Foster
- Guillaume Haquin
- Douglas Herrick

Following interest from enthusiastic volunteers, the 2021-2022 board was elected by tacit agreement and the members voted to create a Liaison Committee.

GLOBE Board

- Maria Salvetti, president (CFE)
- Josh Polchar, vice president (GOV)
- Guillaume Haquin, executive secretary (ELS)
- Martin Borowiecki, treasurer (ECO)
- Max Bulakovskiy (CFE)
- Gallia Daor (STI)
- Natalie Foster (EDU)
- Oscar Huerta Melchor (CFE)
- Chloe Michaud (EDU)
- Mag Sochay (SDD)

Liaison Committee

- Tim Bullman (ECO)
- Mo Turner (UK Delegation)
- Mark Scott (CTP)
- Florence Maher (NEA)
- Joshua Paternina Blanco (ITF)

Treasurer's report

GLOBE's bank balance at end December 2020 was €3735.85. Revenue in 2020 came exclusively from membership fees and donations. Main costs were web expenses and the expenses for the annual meeting.

Item	+	-	Net
Membership fees	810		810
Donations	320		320
Annual Meeting		-114.60	-114.60
Web expenses		-262.74	-262.74
Bank Fees		-80	-80
+/-			+672.66

Membership

Membership fee was kept at €10 in 2021. Membership figures:

- Full members (including paid members, associate membership for three national delegations, partner memberships, and members paying the full fee):
 - **81** in 2020, of which 51% men, 38% women, 2% other, 9% unspecified
 - **114** in 2019, of which 48% men, 40% women, 4% other, 8% unspecified
 - **75** in 2018, of which 66% men
 - **68** in 2017, of which 66% men
 - **45** in 2016, of which 88% men
- Mailing list subscribers:
 - **228** email addresses receive GLOBE communications as of January 2021.
- Facebook:
 - **368** likes by January 2021
 - **332** likes by January 2020
 - **265** likes by January 2019
 - **183** likes by January 2018
 - **76** likes by January 2017

Activities 2020

GLOBE's main 2020 achievements:

Awareness

- IDAHOT: Supported the Secretary General in his annual message to staff for the International Day Against Homophobia and Transphobia on 17 May
- Virtual pride on OECD intranet
- Provided some support to ELS for the launch of "Over The Rainbow? The road to LGBTI Inclusion"

Events (online)

- Book club with the Women's Network
- Online quiz
- Drinks roulette

- Movie discovery night with the Parisian festival Chéri Chérie
- Organised a GLOBE movie night

Promoting an inclusive working environment

- Added references to GLOBE in the OECD Diversity Report to Council
- Input to HRM action plan
- Responded to HRM's consultation on updating the OECD's anti-harassment policy
- Represented LGBTI staff at an EXD consultation on well-being at work

- Encouraged GLOBE members to run for election as Staff Association representatives
- Recognition of the role of Patrice Billau-Durant in the establishment of the OECD GLOBE and his obituary on the webpage

GLOBE in 2021

Participants were invited to share some ideas to define GLOBE's main objectives for 2021.

- What should GLOBE do in 2021 to promote inclusive corporate policies and work life?
- What should GLOBE do in 2021 to organise fun and inclusive social activities?
- What should GLOBE do in 2021 to engage with important issues in the world/France/Paris?
- What should GLOBE do in 2021 to provide support to colleagues in need?
- Any other ideas?

You can still share your ideas using this link below:

<https://padlet.com/joshuapolchar/GLOBE2021>