



LGBTQI Inclusion and the Effect of COVID-19

Bubphawadee Owararinth
Chief People Officer

Krungthai-AXA Life Thailand

COVID-19 Recovery Plan

Physical



Welcome Bag
To Welcome Back



Fit & Firm Fest



Vaccination



Telehealth

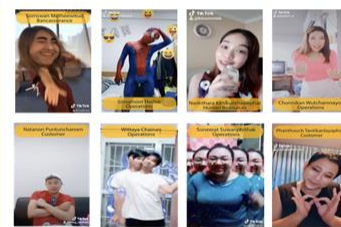
Mental



EAP
Psychological Consultation



Mindfulness
Program



Mental Health
Activities



Mental Health
Online Learning

HEALTH & WELL-BEING

COVID-19 New Way of Working

Smart Working



HWOW
Hybrid Way of Working



Home Office
Equipment Support



e-Solutions



Remote Selling

Digitalization



Virtual Open House



Virtual Learning



Virtual Event



Virtual Feedback

SIMPLIFICATION

Inclusive Culture

4Rs

Inclusive Recruitment



Inclusive Benefits

Inclusive Benefits for LGBTQI



Spousal Benefits for LGBT+



Transgender Leave



Parental Leave



Adopted Child Benefits

Mental Well-being

EAP – Employee Assistant Program



Work



Personal



Family

Mental Health for LGBT+ Study



K. Doy
Director of Sisters Foundation, Thailand

Some traditional companies or even the government require staff to wear a uniform to work. There are strict guidelines for males and females, respectively. This is a hard time for transgender people. We are women, so why do you require me to dress like a man!

K. Thissadee
Director of Health and Opportunity Network (HON), Thailand

Sadly, for people in some sectors such as the police or the military, when their LGBT+ identity is disclosed, they are at risk of being bullied or even attacked by their fellow colleagues.

K. Tor
Director, M Plus Foundation, Thailand

Many people think that gay men are fun, they should be good looking, and good at make-up. But in reality, there are so many different lifestyles a gay man can adopt.



LGBTQ+ Inclusion: Gauging Progress in the Workplace
Study by AXA Asia - June 2021

COVID-19 has not eroded LGBTQ+ Progress in the Workplace

The overwhelming feedback from our respondents is that while COVID-19 has brought many challenges globally, the majority believe that it has not impacted the acceptance level of LGBTQ+ in the workplace.

WFH has made it easier to be my true self

In fact, respondents from the Philippines believe Covid-19 has actually been of benefit to the LGBTQ+ cause. For example, one respondent said, "Working from home with virtual meetings and communications makes it easier for me to be my true self at work."



Inclusive Engagement

I&D Committee



Sally O'Hara
Chief Executive Officer



Bupphawadee Owararinh
Chief People Officer



Thanapat Raktabutr
Head of Talent Management And Culture Change Management



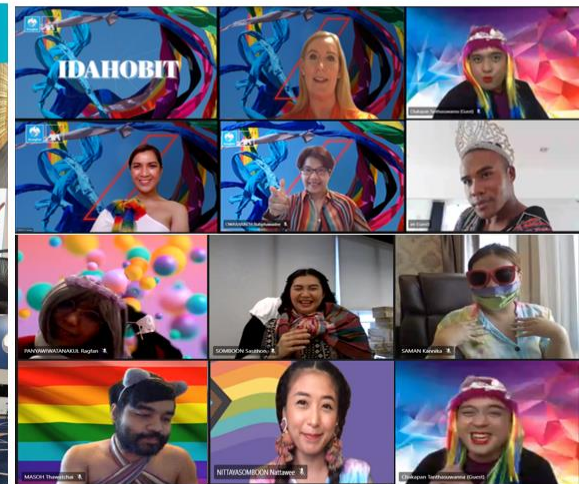
Natthawee Phongsuriyachai
Culture Change Management

Rainbow Day

Krungthai-AXA Rainbow Day



IDAHOBIT



Anti-Harassment Policy



Anti-Harassment

ต่อต้านการล่วงละเมิด



Physical Harassment
การล่วงละเมิดทางกายภาพ



Sexual Harassment
การล่วงละเมิดทางเพศ



Psychological Harassment
การล่วงละเมิดทางจิตใจ



Social Harassment
การล่วงละเมิดทางสังคม



Cyberbullying
การล่วงละเมิดทางออนไลน์

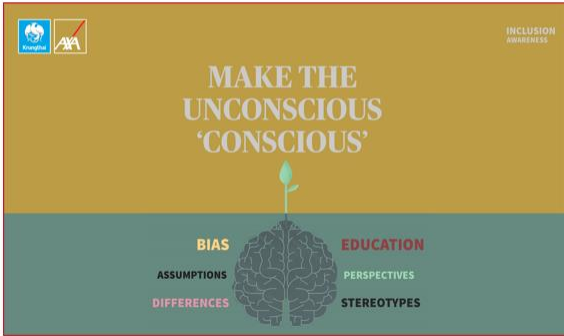


Third Party Harassment
การล่วงละเมิดจากบุคคลภายนอก

Pattaya Pride



Unconscious Bias





Know You Can



Thank you