



60 SECONDS WITH CAROLINE PAIGE ON WHY INCLUSION IS EVERYONE'S BUSINESS

Caroline Paige led the way for diversity and inclusion as the first transgender officer to serve openly in the British Armed Forces, serving for 16 years post transition. We're pleased to share valuable insight garnered from Caroline's distinguished career, looking specifically at how we can enable all employees to travel safely on business.

MANY BUSINESSES ARE ACTIVELY LOOKING AT HOW THEY CAN ENSURE THEIR TRAVEL POLICY IS INCLUSIVE. WHERE DO YOU BEGIN?

"Diversity is simply difference, and with 8 billion people on the planet difference is everywhere. Building an inclusive workplace culture is about respect, which ultimately comes from understanding, so education is key. Naturally travel takes people out of their comfort zone and can pose additional risks based on gender, gender identity, and sexuality. Your travel policy shouldn't single people out, but it should educate and mitigate risks for everyone"

SHOULD SPECIFIC TRAINING BE PROVIDED FOR OUR LGBTQ+ BUSINESS TRAVEL COMMUNITY?

"Training aimed exclusively at your LGBTQ+ community isn't advised for three main reasons. Firstly, by doing this you sign post the community as different. Secondly, you are assuming you know of the whole community which is unlikely. Thirdly, only educating one group of people does not solve the challenges of incidental risk. For instance, you may have a traveller that is not LGBTQ+ travelling on business either with a colleague, or even to visit a client who is part of the LGBTQ+ community in a hostile host nation. In this situation, the risks of accidentally 'outing' someone are severe - from life imprisonment to the death sentence. Everyone should be aware of those risks."

WHAT RESOURCES ARE AVAILABLE THAT SHOW WHERE IT'S SAFE TO TRAVEL?

"There are many good resources available online. For example, a good overview of sexual orientation laws across the world for 2019 is provided by Ilga [here](#). Be mindful that just because an area is blue (offers protection against discrimination), doesn't mean it's completely safe; regions will differ."

WHAT SHOULD SOMEBODY DO IF THEY EXPERIENCE HOSTILITY BASED ON GENDER OR SEXUAL ORIENTATION WHILE TRAVELLING ABROAD?

"This will depend where you are going so the key to this is to understand who you can turn to before you go. If you're not confident in going to the local police or medical services, then you should look to your own embassy or consulate for support or advice."

If you missed Reed & Mackay's Diversity and Inclusion webinar you can watch it [here](#), or access the full report [here](#).