

The background is a grayscale photograph of a woman with short dark hair, smiling and holding a black phone to her ear with both hands. She is wearing a patterned jacket. In the background, a tall, modern glass skyscraper is visible. On the right side, there is a faint, larger image of a man's face.

PEPP PROUT EMPLOYER PARTNER PROGRAMM COMPANIES SHAPE SOCIETY

November 2025

**ANDERS.
ZUSAMMEN.
ARBEITEN.**

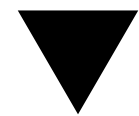
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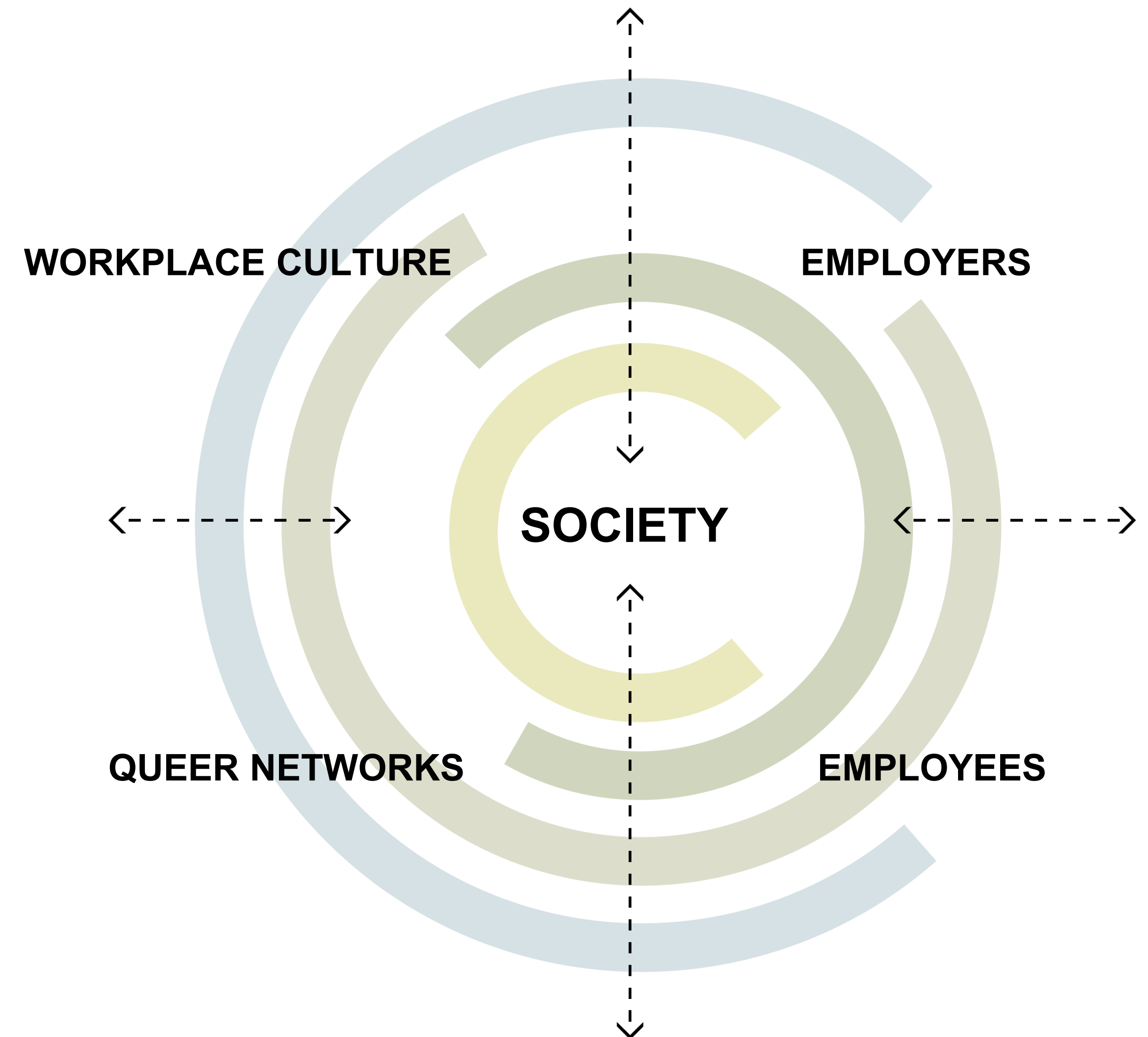
OUR AREAS OF ACTIVITY

WORK. DIFFERENT. TOGETHER.

At **PROUT AT WORK-Foundation**, we are committed to creating equal opportunities in the workforce for people regardless of their sexual orientation, gender identity, gender expression, or gender characteristics and traits.



- Experts for queer equal opportunities in the workplace
- Support of companies and organisations by providing strategic guidance on workplace culture as well as educational services and sensitivity training for employees and executives



PROUT AT WORK IN NUMBERS

Since the foundation was established on December 04, 2013, we

have organized and held 600+ events, including awareness and networking workshops, one-day seminars, conferences, panel discussions, networking meetings, including 100+ events in 2024 alone

have **trained around 10,000+ people** with our awareness sessions

have presented **26 Queer Network Awards** to committed corporate networks

Congratulated over **1000 PROUT PERFORMERS**

were able to invest **2.2 million euros** in **our mission** for more queer equal opportunities

IN GREAT COMPANY – PROUT EMPLOYER 2025



IN A NUTSHELL - OUR USP

PROUT AT WORK is

- Pioneer and think tank for queer people in business.
- Mediator between society, companies, politics and the queer community.
- the specialist for work culture today and tomorrow.
- non-profit idealist: we are dedicated to the issue, not to profit.

PROUT AT WORK offers

- individual, independent counselling and support.
- a personal contact person.
- scope for social participation.
- a wide range of trainings, workshops and events with an immediate impact on their visitors.
- freely accessible educational material, always up-to-date, always to the highest standard.
- top-class networks nationally and internationally.
- added value for your corporate responsibility.

STATEMENTS FROM OUR CORPORATE PARTNERS

Without you, a loud voice advocating for Queer Diversity would be missing.

Without you, Queer Diversity would be lacking visibility.

Without you, there would be a lack of seriousness in dealing with Queer Diversity.

Without you, there would be less knowledge about the different facets of Queer Diversity (e.g., HOW TO Guides, DEEP DIVES, etc.).

Without you, the Queer Diversity dimension would not be implemented in companies to such a degree.

Without you, people would be quieter, have less confidence, and may keep their story to themselves forever.

You are not just changing organizations; you are **changing people and life stories!**

Thank you for being there.

Commerzbank AG

Sofia Strabis,
Head of Diversity & Inclusion Management,

SOCIAL ENGAGEMENT

Allow blood donations from gay, bisexual men and trans* people

- After years of joint work by numerous stakeholders - including a position paper by the PROUT AT WORK Foundation and well-known companies in the German economy - steps were taken to combat discrimination in blood donations from gay and bisexual men and trans* people, resulting in an end to the ban on blood donations.

Position paper on self-determination law

- Together with associations and companies in the German economy, a position paper was drawn up under the leadership of PROUT AT WORK, which calls for self-determined and streamlined processes for trans*, intersex and non-binary people

“Queer leben” action plan

- In November 2022, the Federal Cabinet adopted a nationwide action plan to strengthen the acceptance and protection of sexual and gender diversity and counteract queer hostility. PROUT AT WORK is one of 78 civil society organizations selected to contribute as many different perspectives as possible to the working groups.

Hessian Action Plan for Acceptance and Diversity

- Advice on the preparation of the Hessian Action Plan, which was drawn up by other queer self-representation organizations in Hesse together with the Hessian state government under the leadership of the Anti-Discrimination Office.

Bavarian Queer Action Plan

- Head of the “Working World” working group as part of the development of the Bavarian Queer Action Plan, which is funded by the Bavarian State Ministry for Family, Labor and Social Affairs. The Bayerischer Jugendring and the JFF - Institute for Media Education are also involved in the implementation of the participation process.

A background image showing several hands of different skin tones stacked together in a supportive gesture. A semi-transparent white box with a pink border is overlaid on the image, containing the title text.

PEPP – THE PROUT EMPLOYER PARTNER PROGRAMM

PEPP MAKES COMPANIES MORE COLOURFUL - DIVERSITY WORKS

We build bridges between individuals and society, companies and politics.

Every year we accompany 70+ employers on their way to becoming Queer Diversity Partners.

Education | Awareness | Empowerment

We educate, ask questions, find answers. We pick up managers and employees where they are. We strengthen the reputation, the brand and the attractiveness of our PROUT EMPLOYER.

Diverse range

Via social media, newsletters and mailings we reach over 60,000 people and multipliers in a very short time. Our member companies gain new coverage and talent, new knowledge and a new standing - within and outside the queer community.

PEPP MACHT UNTERNEHMEN STARK – UNTERNEHMEN GESTALTEN GESELLSCHAFT

PROUT EMPLOYERS are

- Queer Diversity partners,
 - Business partners
 - Input providers
 - Sparring partners
-

PROUT EMPLOYERS are

- Employers of Choice,
 - Role Models
 - Shapers of change
-

EDUCATION | AWARENESS | EMPOWERMENT

Our program prepares PROUT EMPLOYERS for Queer Diversity:

Those who understand diversity can translate it into goals and measures and give them life.

On their way to becoming Queer Diversity partners, we support our member companies individually with consulting and training, comprehensive know-how and best practices:

- Workshops for HR/Diversity and/or the employee resource group
- Creating awareness for staff and managers
- Analysis of business processes
- Promotion of queer talents
- Networking meetings to discuss and deepen knowledge
- Connection to our national and international network
- In addition, earlier than in the free content area of our website: fast access to extensive figures, data, facts and figures on the topic as well as best practice

PEPP FOR COMPANIES: DIVERSITY PAYS OFF!

- | **Stronger team spirit**
- | **Increased work ethic**
- | **Higher productivity**
- | **Greater attractiveness**

- HR/Diversity: Professional support for queer-related work
- Establishing or expanding the queer employee resource group
- Diversity training for employees and managers
- No pinkwashing! Check and certification of Queer Diversity
- Employer branding and CSR: focusing, optimizing, expanding
- Appearance in interviews and social media campaigns: authentic, transparent, convincing
- Visibility in the queer community: New customers, new talents
- Seat on our Advisory Board of experts and other PROUT EMPLOYERS: Together we shape the society of today and tomorrow!

THE MEMBERSHIP

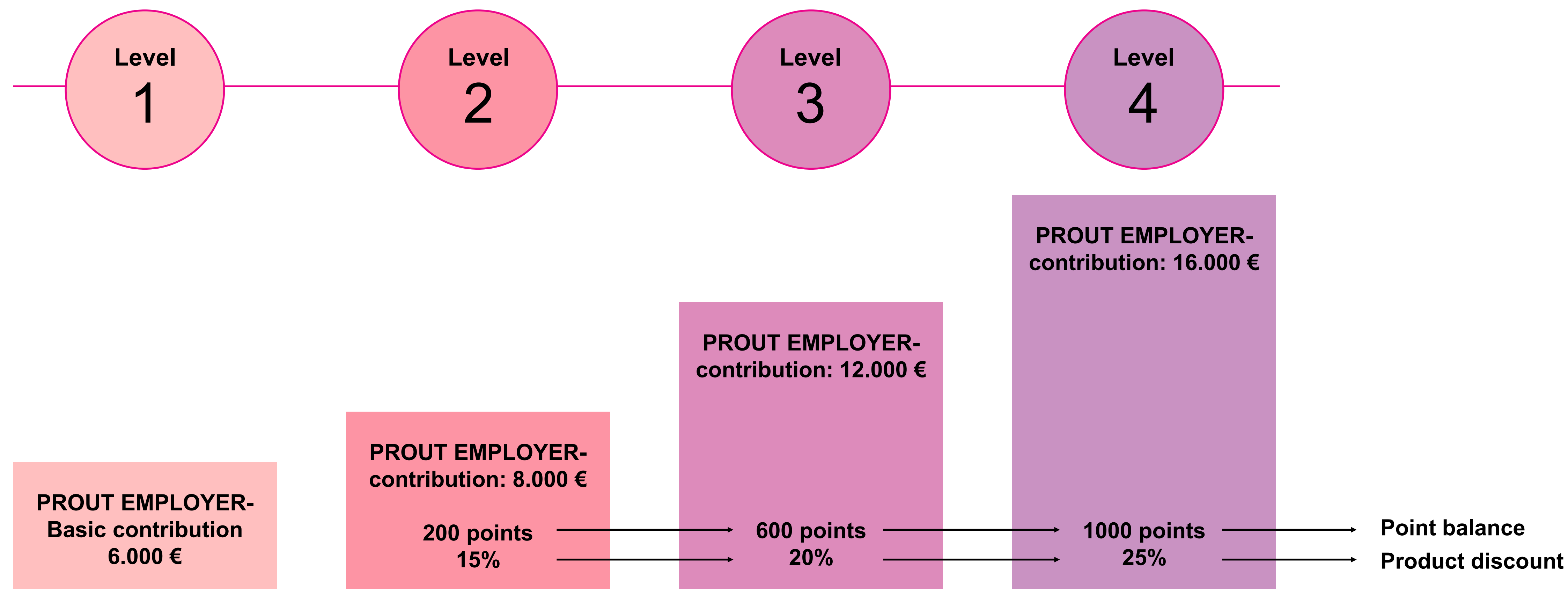
PROUT EMPLOYERS support PROUT AT WORK financially and morally. They communicate the goal of equal opportunities internally and externally:



*»We create an open work environment for all people,
in which sexual orientation, gender identity, qualities and characteristics
and gender expression play a positive role.«*



FOUR LEVELS OF COOPERATION – ONE GOAL



THE PEPP-BENEFIT



FOR ALL LEVELS OF COOPERATION

- Mentioning as PROUT EMPLOYER on the PROUT AT WORK website with your logo.
- Use of the PROUT EMPLOYER logo to show your support for the queer community.
- Tailored advice and close support on the journey towards more queer inclusion in the workplace
- Participation in exclusive free events and working groups

LEVEL 2 TO 4

- From level 2 on, PROUT EMPLOYERs automatically receive a point balance that can be flexibly redeemed for events, consulting or communication
- PROUT EMPLOYERs receive a discount on all other PROUT AT WORK products ("LGBT*IQ out of the box"-box, posters, etc.) - Level 2: 15%, Level 3: 20%, Level 4: 25%

A semi-transparent white rectangular box is positioned over the image. Inside the box, a hand is shown making a 'V' or peace sign gesture. Above the box, a solid pink horizontal line is visible.

PEPP FOR POINTS

PEPP FOR POINTS PRODUCTS: EDUCATION, AWARENESS*

	Prices
▪ Expert lecture in the company management board (virtual/on site)	→ 180 / 340 points
▪ Expert lecture in the company (virtual/on site)	→ 140 / 280 points
▪ Workshop for HR/Diversity	→ 280 points/day
▪ Workshop for networks:	→ 280 points/day
– Network founding	
– Network professionalization	

PEPP FOR POINTS PRODUCTS: EDUCATION, AWARENESS*

Prices

- Queer Awareness-Session (virtual/on site):
 - Queer @ Work
 - Trans and non-binarity
 - Intersectionality and allyship
 - Speak-up
 - Rainbow families→ 140 / 280 points
- Workshop for managers → 190 / 280 points
- COMING OUT Support Session internally (virtual/on site) → 190 / 280 points
- Panel discussion (virtual/on site) → 140 / 280 points

PEPP FOR POINTS PRODUCTS: EDUCATION, AWARENESS*

Prices

- Participation:
 - PROUT AT WORK-Conference → 15 points/PA
 - DEEP DIVE Workshop → 15 points/PA
 - TOGATHERING network meeting → 0 points/PA
 - COMING OUT seminar → 140 points/PA
 - Cross company COMING OUT Support Session → 26 points/PA



PEPP FOR POINTS

PRODUCTS: COMMUNICATION, EXTERNAL POSITIONING & CONSULTING*

		Prices
■ Participation in DINNER BEYOND BUSINESS (per PA)	→	35 points
■ PROUT AT WORK-Interview** with your companys		
Head of Diversity	→	130 points
Board Member	→	180 points
■ Company profile on our website (per year, without/with link)	→	100 / 150 points
■ Participation in social media campaign	→	50 points
■ Best Practice presentation (per year)	→	50 points
■ Editorial contribution on our website including social media promotion	→	80 points

* No VAT

** On PROUT AT WORK website, Social Media, Activity Report etc.



PEPP FOR POINTS PRODUCTS: COMMUNICATION, EXTERNAL POSITIONING & CONSULTING*

			Prices
■	Hosting:		
	■ TOGATHERING	→	140 points
	■ PROUT DIVERSITY LEADERS virtual	→	150 points
	■ QUEER DEEP DIVE	→	420 points
■	Queer Inclusion Audit (Maturity Level)	→	from 1200 points

GOOD TO KNOW: THE SMALL PRINT

- The four cooperation levels are not communicated to the outside world.
- Level upgrades are possible at the turn of the year, downgrades after three years.
- The point balance can only be redeemed in the respective membership year.
- Until November 30th of the current year, you can choose how you would like to divide the points between the product categories Education, Awareness, Consulting and Communication & Fundraising in the following year. For reasons of foundation and tax law, bookings cannot be moved between product categories during the year.
- If in one year more than 50% of the points balance is used for the Communication & Fundraising category, the number of available points is reduced by 25% in the Communication & Fundraising category. At least 25% of the points must be used for the category Education, Awareness, Consulting.
- The basic contribution as well as the part Education, Awareness, Consulting are not subject to VAT. The Communication & Fundraising part is subject to 19% VAT.
- Our PEPP products are calculated to cover costs with a value of 10 Euro/point, additionally required points can be purchased via PROUT AT WORK at 15 Euro/point.
- For non-PROUT EMPLOYERS or third parties for reasons of foundation law, however, only at the official price of 15 Euro/point.

A solid pink horizontal bar.

PEPP – ALL OFFERINGS IN DETAIL


**CONSULTING AND SUPPORT, WORKSHOPS,
COACHING AND TRAININGS**

PEPP FOR HR/DIVERSITY

QUEER? NEW!

Workshop for building a Queer Diversity strategy

Becoming a queer-friendly company is actually quite easy. Not all measures can and must be tackled at the same time. It is more important to start at something and then to continue on step by step. In this workshop we will work together, to develop the Queer Diversity strategy that is right for you. Individual, authentic and close..

 1 Day / 280 POINTS

QUEER DIVERSITY: FROM STRATEGY TO REALITY Consulting and support

You have participated in the workshop "QUEER? NEW!" and now you have a strategy in the making?

With this offer we turn possibilities into realities: We accompany you step by step in the implementation of your concepts and goals, as a sparring partner from implementation to evaluation.

 1 Day / 280 POINTS

PEPP FOR HR/DIVERSITY

PROUT DIVERSITY LEADERS

We have developed a special format that is aimed at diversity & inclusion experts. The event series offers a platform for exchange around Queer Diversity's best practices. In this format, diversity managers and HR managers receive new impulses and tips on their daily challenges and have the opportunity to share insights and experiences in a circle of other experts.

 per PA of PROUTEMPLOYERS: 0 PUNKTE

 HOSTING VIRTUAL: 150 points

PEPP FOR HR/DIVERSITY

TRANS* AT WORK Consulting to accompany transitions COACHING, MENTORING, MODERATION*

Accompanying trans* people in their further development and transition brings its own unique challenges with it. We support and accompany employers and employees during the transition: by coaching top management, mentoring HR partners and moderating team meetings. In order to enable you to act independently in this respect in the future, we develop transition guidelines together.

 Price depending on the time required. We would be pleased to make you an individual offer

M/F/D/X: The right of gender at work Advice on the implementation of the third option*

We support you in the implementation of the Third Gender Option in your company and are at your side during the entire process. We will advise you on language and communication, HR processes and the effects, for example, on construction measures.

 Price depending on the time required. We would be pleased to make you an individual offer

PEPP FOR HR/DIVERSITY

QUEER GOES GLOBAL Consulting for worldwide Queer Diversity concepts*

As a global player, do you also want to promote equal opportunities for queer people beyond your national borders and develop the corresponding markets? With our consulting offer "Queer goes global" we tackle this challenge together with you. What is the situation for queer people in the individual countries? What needs to be considered individually and which strategies are generally valid? Which organizations are the best local contact persons? Together we will find future-oriented answers tailored to your needs.

■ Price depending on the time required. We would be pleased to make you an individual offer

QUEER DOWN THE CHAIN Advice on Queer Diversity along your supply chain*

Do you have Queer Diversity under control internally? You want to put the icing on the cake and take diversity into account in your purchasing process? Do you also want to demand queer equality from your suppliers and purchase from queer-owned businesses? With our consulting services on supplier diversity, we support and accompany you during implementation.

■ Price depending on the time required. We would be pleased to make you an individual offer

PEPP FOR COMPANIES: DIVERSITY-TRAINING

QUEER – WHAT? WORKSHOP to introduce newcomers to the topic

Why should heterosexual employers and colleagues be interested in lesbians, gays and other "others"? Why is the world suddenly talking about diversity, a third option and a gender inclusive and fair language? Don't we have more important topics? And isn't this all private anyway? Our Queer Awareness Workshop provides answers. In a short group experiment and with plenty of time and space for exchange, newcomers to the topic become real Queer Diversity experts.

■ 90 Min. / 140 POINTS, VIRTUAL
1 Day / 280 POINTS, ON SITE

QUEER – GET OUT ON TOP WORKSHOP to sensibilise managers

They create the direct working environment in which many people find themselves every day - managers. In our awareness workshop for managers, we work out why Queer Diversity is good for business and how you can create a working environment where everyone can be themselves.

■ 120 Min. / 190 POINTS, VIRTUAL
1 Day / 280 POINTS, ON SITE

PEPP FOR COMPANIES: DIVERSITY-TRAINING

TRANS* AND NON-BINARY SESSION Awareness of Gender diversity

When it comes to gender and gender identity, society thinks almost exclusively in two categories. But that doesn't correspond to the diversity that is the nature of human beings. Be curious about new insights around the trans*, inter and non-binary topic. How many trans* people live in Germany? What are their experiences? Why is gender-sensitive language important? What is the pronouns topic all about? And what can we all do to make our environment more inclusive? These are some of the questions that will be answered in this interactive session.

■ 90 Min. / 140 POINTS, VIRTUAL
1 Day / 280 POINTS, ON SITE

SPEAK UP AWARENESS SESSION or WORKSHOP on the topics of speak up culture, dealing with resistance and hate speech

Many people want to speak up in situations of discrimination, but don't dare because they don't know how to deal with it. In this format, we talk about what queer hostility means and answer questions such as: What actually are microaggressions? What prevents us from reacting appropriately in such situations? The awareness session focuses on recognising discrimination and queer hostility in everyday (working) life, getting to know intervention options and communication strategies and developing ways of dealing with resistance.

■ 90 Min. / 140 POINTS, VIRTUAL (Awareness Session)
2-3h / 280 POINTS, VIRTUAL (Workshop)
1 Day / 280 POINTS, ON SITE

PEPP FOR COMPANIES: DIVERSITY-TRAINING

RAINBOW FAMILY AWARENESS SESSION

Reconciling family and career is a balancing act for everyone. This is no easier for rainbow families - in fact, they often experience additional discrimination in various areas and are exposed to special circumstances. But what exactly are rainbow families? And how can employers and colleagues support them? We will provide an initial insight into the topic, take a look at the challenges faced by rainbow families - but also highlight best practices and opportunities for allyship. We also offer space for questions and a look at the current legal situation.

■ 90 Min. / 140 POINTS, VIRTUAL
1 Day / 280 POINTS, ON SITE

CROSSCOMPANY COMING OUT SUPPORT WORKSHOP

Do you pay more than just lip service to queer inclusion and an open corporate culture? Are you part of the community yourself or would you like to support your queer colleagues to be themselves in the workplace, but don't know how best to go about it? From gender-sensitive language to tips for confidential conversations: in this workshop, you will work out what it takes and what you can do to enable your colleagues who are not out yet to take the steps for coming out.

■ 2,5 h / 26 POINTS/ per PA, VIRTUAL

PEPP FOR COMPANIES: DIVERSITY-TRAINING

ALLYSHIP AND INTERSECTIONALITY AWARENESS SESSION

In order to do justice to the complexity of our (working) world, diversity & inclusion measures are increasingly adopting an intersectional approach. But how many diversity dimensions are there anyway? What does intersectionality actually mean and what does privilege have to do with it? Using concrete examples, participants will learn about the interactions between the topics. Together, we will also develop suggestions on what good allyship can look like at both a personal and company level.

 **90 Min. / 140 POINTS, VIRTUAL**
1 Day / 280 POINTS, ON SITE

PEPP FOR EMPLOYEE RESOURCE GROUPS

TOGATHERING

Getting together, sharing ideas, improving each other and learning from each other - we offer all this and much more at the PROUT AT WORK ToGathering - our format for committed queer networkers and all who want to become one.

Let's think. talk. change – together!

■ per PA: 0 POINTS
■ HOSTING: 140 Points

NETWORK-CALLS

Once a quarter year, we invite queer employee resource groups for a cross-regional exchange in a joint ZOOM meeting: On current topics, upcoming events and acute questions about employee networks.

■ per PA: 0 POINTS

QUEER NETWORK AWARDS

Since 2018, we have been presenting our Queer Network Awards to particularly committed and influential corporate employee resource groups. With these awards, we are sending out further signals of appreciation and respect - for people who give the concerns of the queer community a voice, a face and value in the workplace.

■ Only for Conference-PA: 0 POINTS

PEPP FOR EMPLOYEE RESOURCE GROUPS

ESTABLISHING QUEER DIVERSITY ERG

Workshop


Networks have many functions in companies: They offer employees a place for honest exchange - professionally and privately. They are a contact point for career-related questions and a think tank for Queer Diversity in the company. Highly motivated experts are at work here: for themselves, for the needs of their community, for their company. You want to establish a queer employee resource group in your company? We can help you with this. In this strategy workshop we will work out the first steps together.

 1 Day / 280 POINTS

NEXT LEVEL

Workshop to further develop your queer-centric employee resource group

Queer networks pass through several development stages and gradually gain more creative freedom in the company. In this workshop we will jointly take your queer employee resource group to the next level. Evolution works!

 1 Day / 280 POINTS

PEPP FOR ALL

Queer Inclusion Audit

The Queer Inclusion Audit is the way for companies and institutions to make the organization more queer-friendly.

Rooted in our self-assessment tool, it is a qualitative process for organizations to deeply examine the state of Queer Inclusion in the workplace and provide tailored recommendations on how to move forward.

The audit provides advice and guidance based on in-depth analysis, continuous improvement, and sharing of good/best practices.

The process is company-specific and is concluded with an audit certificate that includes a target agreement with individual and concrete self-commitment for the company-specific improvement process.

LGBT*IQ CORPORATE MATURITY LEVELS	LGBT*IQ CORPORATE MATURITY LEVELS				
	1 LEVEL LGBT*IQ BEGINNER At the beginning of the LGBT*IQ journey	2 LEVEL LGBT*IQ PROMOTER Positioning of the topic among employees and in society	3 LEVEL LGBT*IQ ADVANCED USER LGBT*IQ as part of the company's diversity strategy	4 LEVEL LGBT*IQ EXPERT Driving social change around LGBT*IQ	5 LEVEL LGBT*IQ PIONEER LGBT*IQ inclusion pioneer
ANTI-DISCRIMINATION	Addressing LGBT*IQ and anti-discrimination in overarching company regulations				
LGBT*IQ EMPLOYEE RESOURCE GROUP (ERG)	Existence of an LGBT*IQ ERG or employee initiative	Proactive support of ERG's activities	Existence of an Ally program	ERG as a business resource and advisory body	Systematic recognition of ERG engagement, e.g., as working hours or in development goals
SUPPORT FOR LGBT*IQ EMPLOYEES		Internal events and activities on LGBT*IQ inclusion	Counseling and support for coming out in the workplace	Guideline for the transition process of trans* employees	Gender-neutral restrooms in all locations
COMMUNICATION		Communication on LGBT*IQ awareness days such as IDAHOBIT, Coming Out Day, Trans Visibility Day ...	Encouraging the use of preferred pronouns, e.g., in the signature or on the intranet	Guideline on gender-inclusive language for employees	Gender-inclusive language in external communication
TOP MANAGEMENT SUPPORT		LGBT*IQ as part of the diversity strategy	Executive sponsorship for the LGBT*IQ dimension	Out leaders showing active engagement for LGBT*IQ inclusion	Explicit LGBT*IQ diversity strategy
"OUT IN THE WORLD" MODEL		LGBT*IQ implementation in Germany within the framework of local norms and laws	Internal pro-LGBT*IQ commitment at German location(s) and implementation of local standards and laws at sites outside of Germany	Internal and external pro-LGBT*IQ commitment at the German location(s) as well as internal commitment at the locations abroad	Internal and external pro-LGBT*IQ engagement at all company's locations
EXTERNAL POSITIONING		Showing support for LGBT*IQ community Signing LGBT*IQ specific commitments such as „UN Free & Equal“	Participation in Pride events Targeted recruiting measures aimed at the LGBT*IQ community	Active sponsorship or pro bono support of LGBT*IQ non-profit organizations Corporate Advocacy: supporting political lobbying of NGOs on the topic of LGBT*IQ	Review of LGBT*IQ inclusion measures at suppliers' and business partners' side In-depth auditing of LGBT*IQ measures in the company incl. goals formulation
TRAININGS			Addressing LGBT*IQ issues in workforce and leadership training	Reverse Mentoring Program for Executives on LGBT*IQ	LGBT*IQ Leadership Development Program
LGBT*IQ DIVERSITY KPIs			Benchmarking your LGBT*IQ support through applying for LGBT*IQ-relevant awards	Set up own LGBT*IQ KPIs to measure success	LGBT*IQ self-identification as an option in the company's database

WE LOOK FORWARD TO WORKING WITH YOU – DEVELOPING WORKPLACE DIVERSITY

Let's start talking:



+49 89 1434 780-0



pepp@proutatwork.de

**ANDERS.
ZUSAMMEN.
ARBEITEN.**