



Leadership Through Networks

Official Program



June 20, 2013 | Bratislava



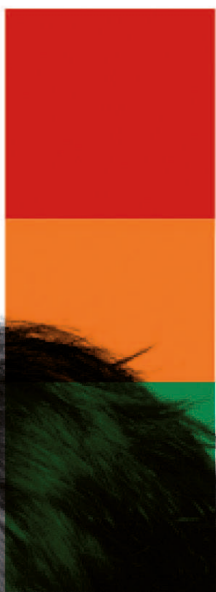
diversitypro.eu





Diversity Inspires. IBM has always sought a dynamic, free-exchange of ideas, convictions and opinions when it comes to solving problems. It's where the most innovative solutions are found. And why we believe strongly in supporting a GLBT-friendly workplace—to foster innovation, to seek inspiration. We're proud of our diversity—and the thinking it inspires. Let's build a smarter planet.

For over 25 years, we've been proud supporters of the GLBT community.

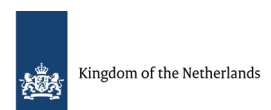
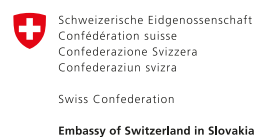


IBM, the IBM logo, ibm.com, Smarter Planet and the planet icon are trademarks of International Business Machines Corporation, registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the Web at www.ibm.com/legal/copytrade.shtml. © International Business Machines Corporation 2010



ibm.com/glb

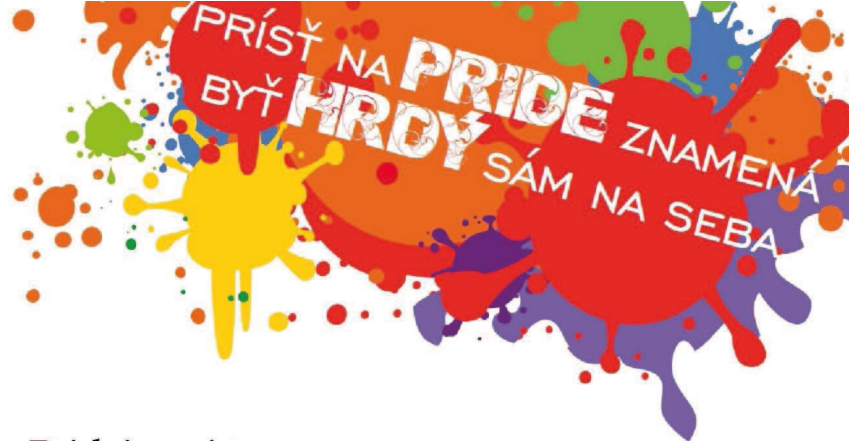
Partners & Sponsors



Thank you for your support

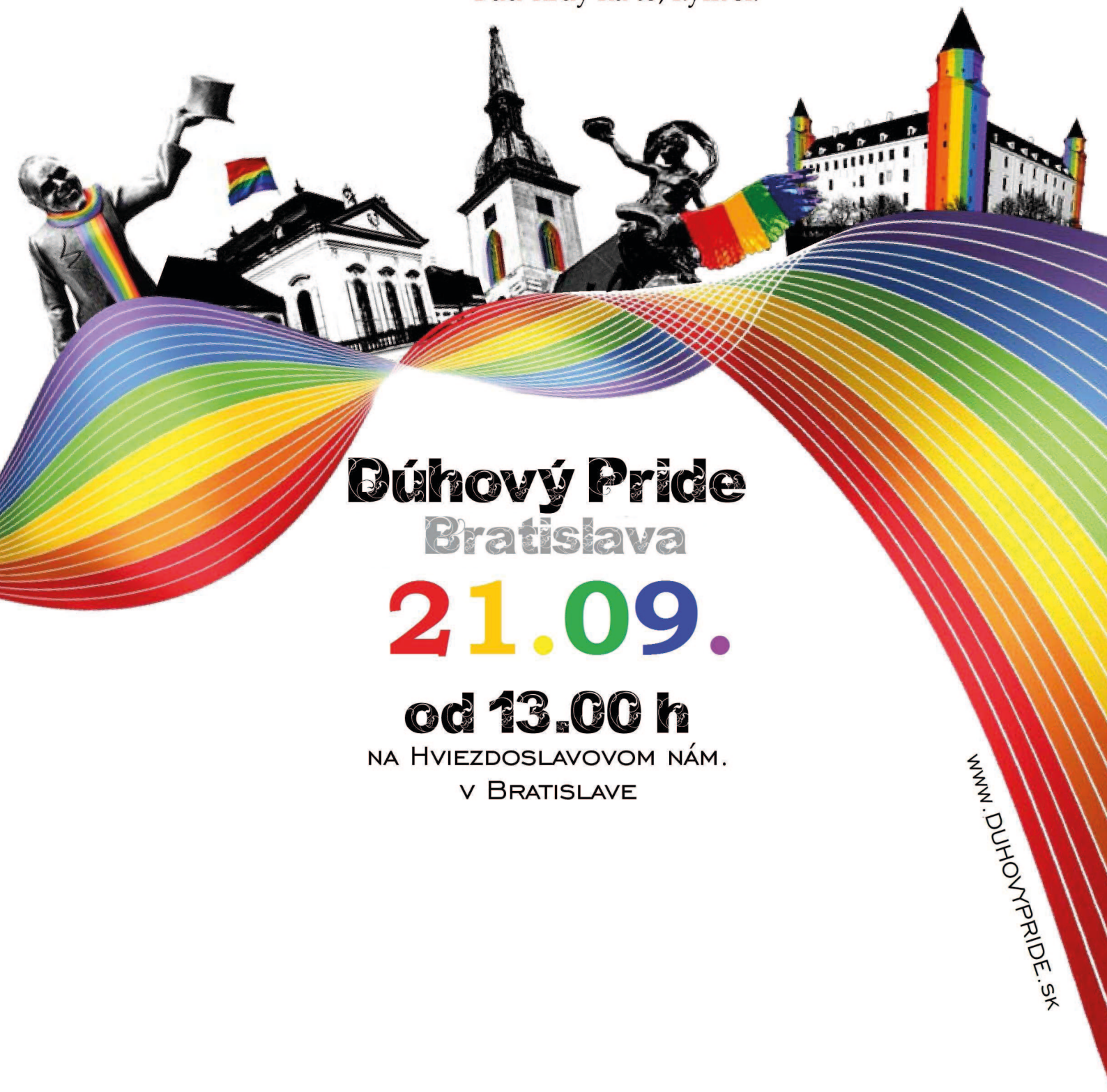


Dúhový PRIDE Bratislava 2013



Pridaj sa aj ty
k slovenskému pochodu
za zrovnoprávnenie gayov, lesbič, bi,
transgender a intersex ľuďi.

Buď hrdý na to, kým si.



Dúhový Pride
Bratislava

21.09.

od 13.00 h

NA HVIEZDOSLAVOVOM NÁM.
V BRATISLAVE

WWW.DUHOVYPRIDE.SK

Words of Support



Theodore Sedgwick

U.S. Ambassador to Slovakia



LGBTI acceptance in the workplace is an integral part of our efforts to ensure that everyone, no matter their sexual orientation or gender identity, gets an equal and fair shot at success. In the State Department, we have already extended a full range of legally-available benefits and allowances to same-sex domestic partners of Foreign Service staff serving abroad. The United States in 2010 also incorporated gender identity into federal equal employment opportunity policies. U.S. businesses in a wide variety of fields are following suit -- not only because it's the law, but because they, too, have recognized that the costs of exclusion are too high.

In the U.S. Government, we continue to protect federal LGBTI employees from workplace discrimination, which is why President Obama adopted an equal-opportunity employment policy that includes both sexual orientation and gender identity. The President also ordered the federal government to extend key benefits to same-sex partners of federal employees. His administration also clarified the Family and Medical Leave Act to ensure family leave for LGBTI employees who need to care for their children.

„Worldwide social acceptance of LGBTI people is still a goal I know all of us want to reach. And we will. It really is just a matter of time.“

Much has already been achieved. But there is still more to be attained. LGBTI people remain discriminated against in many parts of the world, including in the United States. Worldwide social acceptance of LGBTI people is still a goal I know all of us want to reach. And we will. It really is just a matter of time. As former Secretary Hillary Clinton said thoughtfully, “gay rights are human rights, and human rights are gay rights.” Recognizing this, we should all be on the “right side of history,” as we say in the U.S., when it comes to promoting and protecting such universal and inalienable rights.



Jean-Marie Bruno

French Ambassador to Slovakia



I am very pleased to participate again in the LGBT Business Forum this year. I would like to praise this promising initiative launched by Diversity Pro and to express my appreciation for the efforts LGBT organisations are making to raise recognition and acceptance of the LGBT community and draw the public's attention to the issue of diversity and inclusion at the workplace. Your initiative echoes some led in France, where a Corporate Diversity Charter was adopted in more than 3,000 companies in order to break with discriminatory practices against minorities.

France is actively committed to promoting the universal decriminalization of homosexuality and to combat stigmatization and human rights violations that lesbian, gay, bisexual, transgender and intersex people are subjected to all over the world. France and the Netherlands jointly presented the text of a Declaration

on Sexual Orientation and Gender Identity to the United Nations General Assembly in 2008, as we celebrated the 60th anniversary of the Universal Declaration of Human Rights. Since then, France has been continuously active in keeping this issue at the core of the Human rights agenda in all the UN family.

„France is actively committed to promoting the universal decriminalization of homosexuality and to combat stigmatization and human rights violations that lesbian, gay, bisexual, transgender and intersex people are subjected to.“

France also acts against discriminations alongside the other EU members. The European Union has a key role in this field through the Charter of Fundamental Rights. France played its part in the preparation of the toolkit adopted in 2010 to promote and concretely protect the fundamental human rights of LGBT people in the world such as monitoring the situation of LGBT rights, encouraging political dialogues and offering support to initiatives emanating from the civil societies.

I am also proud that my country recently adopted a law opening marriage and adoption to same sex couples.

I am thus pleased to present the support of the French Embassy to this event and I am convinced that this initiative will build on its success in the years ahead, will continue to develop and will become an example for many other countries in Europe.



Daphne Bergsma
Ambassador of the Kingdom
of the Netherlands



Kingdom of the Netherlands

Dear guest of the Business Forum “Leadership through networks”!

Before we all attend the upcoming business forum, let me share a few words with you on the topic of the LGBT community’s rights in their workplace. We are all equal. It is an old truth, but sometimes some people - or groups of people - are forgotten to be taken as equal. One of the examples is the community of LGBT people. Thankfully, there are many of us who do not forget them and who think of them and fight for their rights for equality. In the Netherlands the LGBT people have equal rights and even the business companies think of them and their status within the company. And I am glad to see that this is happening in Slovakia as well.

Last year I attended a workshop called “From Global to Local” where different well-known companies presented their diversity policies in the workplace.

„Thankfully, there are many of us who do not forget them and who think of them and fight for their rights for equality.“

It was organized by the Rainbow Pride organizers, IBM and embassies of France, USA and Norway. One of the speakers and organizers was Mr. Marijn Pijnenburg, the Dutch Global Business Development Executive from IBM in Amsterdam. Mr. Pijnenburg presented IBM’s policy on diversity at the workplace which is guaranteeing equal treatment of ALL employees, regardless their religion, gender, sexual orientation etc. This year we are happy to welcome him again as the organizers from the Diversity PRO invited him again to speak and present his visions. It is naturally not a coincidence that the Netherlands is co-organizing - or helping to organize - events of this character as we are a liberal and fully supportive country when it comes to equality and rights for every individual. It is our government’s priority, not only in the internal politics but also in our foreign policy. And our embassy has been supporting the local LGBT community here for years.

I would like to cordially welcome you all at this event, which I am glad that I can take part in, on behalf of my country and the Netherlands embassy in Slovakia. I am sure that this forum will provide a space to present brilliant ideas and visions in the LGBT-rights area and that it will also continue in the years to come. Because this, I believe, is only the beginning.

Have a nice day and enjoy the second edition of the LGBT Business Forum!



Branislav Šebo

Country General Manager, IBM Slovakia



A diverse environment is a reflection of the changing world and marketplace. IBM's definition of Diversity includes everyone and excludes no one. It includes all human characteristics that make us unique as individuals. We have a long history of commitment to diversity and have consistently taken the lead on diversity policies long before it was required by law. Race, gender, geographic origin, culture, lifestyle, age, disability, sexual orientation, economic status, marital status, and religion are just some of the characteristics that define us as people.

As we work on building a Smarter Planet each IBMer is faced with the subject of Diversity one way or another. Being aware is key in order for us to be more effective. Because of technology our planet is experiencing new levels of global integration meaning that we are all now connected - economically, technically and socially. But being connected is not sufficient if we do not embrace diversity in our day to day work.

IBMers of all backgrounds bring talent, dedication and focus to their work, and rely on IBM to provide a workplace that fosters opportunity to contribute at the highest possible level.

At IBM in Slovakia, we pride ourselves on delivering a working environment which reflects equality of opportunity and experience for all, where employees are not just valued, but empowered to think freely and to be themselves to fully contribute to the workplace and our clients.

„IBM's definition of Diversity includes everyone and excludes no one. It includes all human characteristics that make us unique as individuals.“

IBM continues to be the leader in LGBT Diversity and Inclusion policies and programs not only globally but also locally - here in Slovakia. The key differentiators for our success are leadership, role models, straight allies and an active EAGLE community. Last year we co-organized the first LGBT Business Forum. This year we are glad to continue our support and share our knowledge and experiences.

I am convinced that if we all strive to respect one another and focus on what we can learn from each other, we will walk away from the experience with an increased knowledge of the world and its people.



Karin Páleniková

Facilities Manager Central & Eastern Europe
Dell Bratislava Pride ERG sponsor



Dell continues to stand up as a top diverse and inclusive company, we are committed to growing our business in a multi-cultural marketplace. EMEA is a very diverse region with 123 countries and more than 2,000 languages, Dell embraces diversity of all types. ERG groups Wise, True Ability, Next Gen, and launching Pride on site in Bratislava.

Pride also intends to serve as a resource for their team members so they can easily find useful information that will help them to have a successful and rewarding career at Dell. 25 years ago, half a million people marched in Washington, D.C. to increase awareness of LGBT (lesbian, gay, bisexual, and transgender) rights. This landmark movement became National Coming Out Day and went on to spur the creation of several organizations devoted to supporting the LGBT community.

Today, as our global Pride ERG recognizes these efforts, I am happy to come out as an ally for our LGBT team members in Bratislava. An ally is someone who advocates for and supports members of a community other than their own.

„We believe that people from all walks of life, background, cultures, and experiences are what make our community rich and strong.“

As a company, we have a lot to be proud of in the area of inclusion:

- Dell has been awarded a perfect score for the 9th year in a row in the 2012 Corporate Equality Index, an annual survey administered by the Human Rights Campaign
- Recently awarded Dell the No. 1 spot for ERGs by Diversity Inc.
- We are among the top 50 companies who display a commitment to diversity and inclusion that goes above and beyond.

Dell has never been silent about our commitment to growing and engaging a diverse workforce. We believe that people from all walks of life, background, cultures, and experiences are what make our community rich and strong. A team member should never feel that their lifestyle choice would hinder them from having a successful career at Dell.

Pride is just one way that we show our serious focus on creating an inclusive workforce.



Ken Batty

Executive Director of HR, Asia Pacific
and executive sponsor Lenovo GLBT network



Developing a network of people inside and outside your own Company is vital. Inside the Company it builds trust and outside the Company it builds perspective and opportunities for

learning. For LGBT employees networking has some additional advantages. Firstly meeting other LGBT professionals provides a network of support that may not be available in your own Company. Secondly they provide a network of people who face the same challenges around openness and authenticity.

„At Lenovo we encourage our employees to learn from others and to network for great ideas. We think it is vital for our business.“

This provides a great forum to discuss and learn. Thirdly because of the immediate shared perspectives and rapid trust building GLBT networks can be more effective than ordinary professional networks. At Lenovo we encourage our employees to learn from others and to network for great ideas. We think it is vital for our businessversal and inalienable rights.



PRIDE in BUSINESS

September 18th, 2013

SAVE THE DATE

diversitypro.eu/PRIDE

Program

13:00 - 13:30 Reception and Registration

13:30 - 14:30 Welcome Notes

Sarah Novak Hennessy, People Manager, Project Based Services at IBM

KEYNOTE: The Journey of Diversity & Inclusion

Marijn Pijnenburg, Business Development Executive Diversity and LGBT, IBM

Mr. Christian Martin Fotsch, Ambassador of Switzerland in Slovakia

Mr. Norman Thatcher Scharpf, Deputy Chief of Mission, American Embassy in Bratislava

Gili Gershonok, Co-founder, Diversity PRO

Mgr. Romana Schlesinger, Executive Director, Queer Leaders Forum

14:30 - 14:50 Break

14:50 - 15:50 Workshop: Managing Patterns of Diverse Influence

Scott Bristol Ed.D., Lecturer in Organizational Behavior, Stanford Graduate School of Business

15:50 - 16:00 Break

16:00 - 17:15 Panel Discussion: Out at Work and LGBT Networks

Introduction:

Alan John Knight, Managing Director at IBM

Panel Moderator:

Veronika Blum, Co-founder, Diversity PRO

Panel Participants:

Christopher Medalis, PhD, Regional Director at EducationUSA

Michal Hrebčík, Channel Operations Manager at Lenovo

Miroslav Šnapko, EMEA Services Project Manager at Dell, Dell Pride ERG Lead (SK)

Rami Jacob, Pricing Manager at IBM I.S.C EAGLE at IBM Co-founder (SK)

Wrap up: Reality Check: - LGBT People's Lives Today

Ian Johnson, Founder and CEO, Out Now™

17:15 - 18:00 Reception & Networking

SLOBODNÉ VINÁRSTVO: Wine Degustation Menu, Sponsored by Lenovo

About the Workshop:

Managing patterns of Diverse Influence

The fundamental dynamic of interpersonal relationships, at work and home, is how we influence each other to achieve our goals. Given the human condition of 'implicit bias' how do dominant and non-dominant team members learn to address implicit patterns of influence that trigger group level emotions and limit team productivity. Dr Bristol will review recent strategies for addressing productive patterns of diverse influence.

About the Panel:

Out at Work & LGBT Networks

There are many approaches to promoting workplace visibility and support of the LGBT community, and various profiles of leadership in this area. We've invited 4 panelist who are gay professionals in different organizations, to share their visions and strategy, while outlining the current situation in LGBT people at work.

Wrap Up:

Reality Check: LGBT People's Lives today

The world's largest ever LGBT research study is the 'Out Now Global LGBT2020 Study'. Ian Johnson, CEO of Out Now, will close our discussion with an overview of the latest findings from this groundbreaking research program which measures current workplace LGBT issues, homophobia and other relevant metrics - on a global basis. There has been much improvement in recent years for LGBT people in many countries, but how much still remains to be done? What is daily life at work really like for the almost 100,000 respondents who have already taken part in the LGBT2020 project? Out Now will also preview the latest round of LGBT2020 research, about to launch, for their 2014 reporting to help focus delegates on what issues are coming up next in the ongoing movement towards true LGBT workplace equality and respect.



INSPIRING GLOBAL LEADERSHIP.

Chart the course
towards true
LGBT equality.

Navigating new waters is never easy – but human nature has always compelled us to discover new horizons.

At Out Now we understand your passion to do more, to strive for better – and to unleash the true power of Diversity & Inclusion.

The **LGBT2020** research study is one way we help you to do this. We measure the real-world impacts of D&I for LGBT people right across the world.

And we empower D&I professionals to benchmark their output – to take command of their future success.

For the first time, **LGBT2020** is now helping thousands worldwide through better global understanding of LGBT people's lives.

Because even the greatest journeys start with an individual. You.

Contact us today to discover how LGBT2020 can help you on your diversity journey.

info@outnowconsulting.com
www.outnowconsulting.com
www.LGBT2020.com

**Out Now**
G L O B A L

Speakers



**Veronika
Blum**

Veronika grew up in Germany and Italy from partly Russian ancestors. A multicultural environment was thus key to her upbringing. This tendency was affirmed through her studies of Eastern European languages, society and law at the Freie Universitaet Berlin and Humboldt Universitaet Berlin.

Settling for several years in Hungary to work for IBM, Veronika became involved with the LGBT community 'EAGLE at IBM', later taking on a leadership role. Through this, she became acquainted with the possibility of working on the LGBT issues that are characteristic to the Central European societies, while keeping a focus on professional life.

The occupation with LGBT diversity projects in CEE had led Veronika to co-founding Diversity PRO in 2012, with a focus on enabling an inclusive workplace environment through communication & educational contents.



**Scott
Bristol Ed.D**

Scott Bristol Ed.D. is known internationally for authoring the Life Journey Map® an online values measurement tool and an educational methodology for influencing meaningful change at the individual, group, and cultural level. His work as an educator at the Stanford Graduate School of Business (GSB) focuses on the intersection of values, emotions, and „languaging“ as they influence interpersonal effectiveness within small self-organizing groups. His corporate and educational work also focuses on teaching facilitators how to use these concepts to mobilize the potential of human diversity.

Scott Bristol is an educator who in the past 35 years has worked in many different organizations and cultures. During his career a common theme in his work as a teacher, leader, counselor, consultant, and author has been influencing meaningful change at the individual, group, and organizational level. In 2004 he joined a team of colleagues at Stanford GSB as a Lecturer in "Interpersonal Dynamics". From 2006 to 2009 he was Coordinator of the GSB Group Facilitation Program.



**Christian
Martin Fotsch**

Born in Zuerich (Switzerland) May 22, 1955

College degree in Switzerland, classical studies orientation (Latin)

Legal studies at the universities of Zurich and Fribourg, Switzerland. Lic.iur. (1982)

Further studies in international relations, management and IT, organized by the ICRC,

HEI (Geneva, today Graduate Institute of International and Development Studies) and the Swiss Confederation

1983 Collaborator of the Zurich law firm Schellenberg & Wittmer;

1984-1988 Delegate of the International Committee of the Red Cross;

1988-1989 Federal Department of Foreign Affairs. Stage in Bern and Mexico;

1990-1992 Federal Department of Foreign Affairs, Political Division II.

1993 Personal collaborator of the President of Switzerland, Federal Councillor A. Ogi;

1994-1998 Assignment at the Embassy of Switzerland in Tokyo; 1999 Return to Berne/Switzerland as deputy chief of the United Nations Office;

2000 Second assignment as personal collaborator and diplomatic advisor of the President of Switzerland, A. Ogi;

2001-2004 Minister-Counsellor and Deputy Head of Mission at the Embassy of Switzerland in Bangkok;

2004-2008 Deputy Head, diplomatic inspectorate, Bern;

2009 Head of monitoring and intervention unite, Ministry of Foreign Affairs of Switzerland.

First lieutenant in the Swiss Army until 2000

Languages: German, English, French, Spanish

Since 2007 in registered partnership with Mr. Paisan Pantubnate, Thai citizen



**Gili
Gershonok**

Gili was born in Ukraine and grew up in Israel. She also spent time living in New York, Austria and Czech Republic. Her studies in Psychology at the Open University of Israel lead up to a people focus in her career already in the early years. She considers herself a self made professional with a strong focus on leadership and people management. At age 23 she managed a team of 30 people in the field of International Services.

In 2010 she joined IBM in Bratislava, a company well known for its emphasis of diversity empowerment. With her taking on a leading role in the LGBT (lesbian, gay, bisexual, transgender) Diversity Network Group, the network grew from 5 to 50 members in one year of activity. In 2012, Gili co-organized the first LGBT Business Forum in Slovakia, titled 'From Global to Local' which took place during Bratislava PRIDE Week events. These activities soon lead to a broader engagement: In September 2012, Gili kicked off a professional LGBT networking community, which had grown quickly and meets regularly in Bratislava. In early 2013, she co-founded Diversity PRO as the home organization for ongoing and future project in LGBT and Diversity space.



**Sarah Novak
Hennessy**

Sarah was born in Berkshire in the United Kingdom. She spent time living and working in New Zealand, Latin America and most recently India.

Sarah joined IBM as a Manager in January this year after relocating to Slovakia. She is an experienced People Manager and focuses a great deal of her time coaching and mentoring other IBMers. Before IBM Sarah managed large events for KMPG's Global HQ including Royal and Governmental visits.

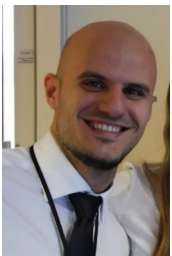
Sarah is new to the LGBT Forum and has already joined the reverse Mentoring program within the company. She considers herself a straight Ally and is excited to support the Diversity Pro Events.



**Michal
Hrebčik**

Michal was born and is living in Slovakia. He studied IT on Comenius university in Bratislava with specialization on Artificial intelligence and Mathematical methods. After finishing studies he started to work for international IT companies like IBM, Dell and since 2008 he works for Lenovo. Michal worked in various positions within EMEA Operations department and today he is leading Channel operations team.

Through his Lenovo Bratislava project Michal is supporting diversity related events like Leadership Business forum and Bratislava pride. He also wants to start LGBT group in Lenovo to officially support LGBT community in the company.



**Rami
Jacob**

Rami is an IBM Finance Manager, currently leading the IBM System x EMEA pricing organization. In his role he is responsible for his brand's pricing strategy in Europe, the middle east and Africa, as well for leading and enabling his team.

Rami started in an entry level job at IBM in 2008 after doing several student jobs around Europe. In 2009 he initiated the idea of an LGBT community in IBM Bratislava, then co-founded EAGLE @ IBM (Employee Alliance for Gay & Lesbian Empowerment) Bratislava chapter, that currently accounts for over 50 people. He took over his first management position in 2011. He is currently a pioneer in EAGLE, focusing on exposing and educating the management community on the LGBT topic.

Rami was born in Beirut. He lived and studied in several countries across Europe. He is well travelled and fluent in English, French and Arabic and speaks good Slovak. Rami is gay and currently lives with his 5 years partner in Vienna and works at IBM in Bratislava.



Ian Johnson

Ian Johnson is the founder of Out Now, and has for two decades been recognized as one of the world's foremost authorities on marketing to lesbian, gay, bisexual and transgender (LGBT) customers. Out Now Global has been relied upon by many of the world's leading brands including Lloyds Banking Group, Barclays, Citibank, Hilton Hotels, IBM, Toyota, TUI, German National Tourist Office, Lufthansa, Merck; and delivers a comprehensive range of tailored solutions focused on research, strategy, communications and training.

With consulting activities across more than 20 countries - including the US, Canada, UK, Netherlands, France, Spain, Italy, Germany, Israel, Mexico, Brazil, Argentina, South Africa and Australia -- Out Now fulfills a unique global agency vision as being the leading local LGBT marketing specialists, worldwide. The 'Out Now Global LGBT2020 Study' sees the agency continuing to break new ground, with the world's most comprehensive research analysis ever of LGBT people's lives - delivering insight about people living in 25 countries, right across the world.



Alan John Knight

Alan is the IBM ISC Managing Director and Slovakia Value Services Location Leader, based in Bratislava. In this role he provides the infrastructure leadership to the various service centres across the location, covering topics such as climate, space management, IT support, education and business continuity. He is also the sponsor for the Diversity Council, which promotes the range of initiatives available in IBM, such as LGBT, People with Disabilities, Cultural Awareness, Health, Parents Club and Women's Group.

He joined IBM in the UK in 1995 and has worked in various roles in Accounting, Systems, Operations and Fulfillment within the Global Financing business, including assignments in Sydney, New York and Budapest, prior to moving to Slovakia in the current role from November 2012.

Alan studied mathematics at Oxford University and represented the second team in tennis, alongside a range of other college sports.



Dr. Christopher Medalis

Dr. Christopher Medalis was appointed in July 2012 as the Regional Director (REAC) for Europe for the EducationUSA network. He oversees this State Department-supported initiative which offers accurate, comprehensive, and current information about educational institutions in the United States; guidance to qualified individuals on how to access study opportunities; and serves as a policy liaison on higher education between U.S. and European governments and non-governmental organizations.

He holds an MA, MPhil, and PhD from Columbia University in the fields of History and Comparative and International Education, and his academic research focuses on cultural diplomacy. He has studied in Austria and Germany and worked in the Czech Republic, Hungary, and Slovakia. He speaks Czech, German, Hungarian, Italian, and Russian, in addition to English.



Marijn Pijnenburg

Marijn Pijnenburg is IBM's Business Development Executive for Diversity and LGBT for Europe, Middle East and Africa. In this role he provides strategic advisement to IBM customers in traditional and growth markets on how to leverage human capital, diversity, inclusion, LGBT and collaboration as critical business drivers to foster innovation and generate business opportunities in the global market place.

Marijn joined IBM in 1996 and has worked in various roles in Supply Chain, Customer Relationship Management, Strategy & Change and Business Transformation. Marijn is an active member of the EAGLE LGBT network group at IBM. He is the initiator of many LGBT Business Forums around EMEA and is board member of WorkPlace Pride a non-profit organization focused on ensuring safe and inclusive workplaces for the lesbian, gay, bisexual and transgender employees.

Marijn studied Business Administration at the University of Nyenrode, Technical University Eindhoven and the Henley University of Reading and is currently based in Amsterdam.



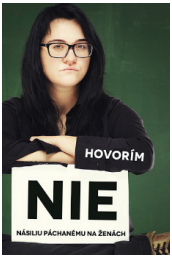
Norman Thatcher Scharpf

Norman Thatcher Scharpf is Deputy Chief of Mission of the American Embassy in Bratislava, Slovakia, since July 2012. Prior to that, he was Deputy Director of the Office of Global Systems in the State Department's Bureau of International Organization Affairs, where he led a 15-person team responsible for the implementation of U.S. policy in the multilateral technical and specialized agencies of the United Nations, working through U.S. missions to the UN in Geneva, Vienna, Montreal, and Nairobi.

Mr. Scharpf has extensive working and linguistic experience in the new and emerging democracies and market economies of Central and Southeastern Europe. His assignments in the region include Belgrade (2006-2009), Tallinn (2003-2006), Zagreb (1999-2002), and Warsaw (1996-1998). His first assignment after joining the Foreign Service in March 1993 was at American Consulate General, Sao Paulo, Brazil (1993-1995). During 2009-2010, he earned a Master's of Science degree in National Security Resource Strategy from the National Defense University. He has received two Superior Honor Awards, three Meritorious Honor Awards, and several group honor awards from the Department of State.

After graduating from the University of Pennsylvania in 1984 with a Bachelor's degree in Economics, Mr. Scharpf served as a Surface Warfare Officer in the U.S. Navy. His assignments included shipboard tours on the guided-missile destroyer USS Robison (DDG-12) and the aircraft carrier USS Ranger (CV-61) and staff assignments in Panama and Washington, DC. He is the recipient of the Defense Meritorious Service Medal, the Navy Commendation Medal, and the Navy Achievement Medal.

Mr. Scharpf was born in Pittsburgh, Pennsylvania, but grew up in Chevy Chase, Maryland, and graduated from St. Albans School in Washington, DC. His foreign languages are Slovak, Serbo-Croatian, Portuguese, Spanish, French, Polish, and Estonian. He is married to the former Donna Marie LaPorte of New Orleans, Louisiana. They have a daughter and two sons.



Romana Schlesinger

Romana Schlesinger was born in Trencin, Slovakia and graduated MA from journalism in Bratislava, where she now lives. She was a project manager of The First Lesbian Association Museion, through the project of public celebration of IDAHO (International Day Against Homophobia), and with HerStory, which uncovered the lives of non-heterosexual women from other minorities (Roma, handicapped, activist, bisexual, religious, 45plus).

Romana has been at the beginning of creation of the Rainbow PRIDE team in 2009 and accompanied by other 9 people organized the first ever Slovak PRIDE. Since 2009 she is also the spokesperson and PR representative of the organization.

Romana is the co-founder of the LGBT community center 'Q-centrum' in Bratislava, which offers free of charge counseling services to the LGBT community. She's been active in lobbying for the Committee for LGBT peoples rights under the Council for Human Rights of Slovak republic, which was established in 2012.

Romana is co-organizing the 2013 Rainbow PRIDE in Bratislava, as part of a collaborative effort of several LGBT focused organizations.



Miroslav Šnapko

Miroslav Šnapko was born in Bratislava, Slovakia. He is with Dell for 10 years now, has been working at diverse roles in Dell Services organization.

His career started in a Civil Engineering company as independent contributor. In 2001 he joined the Slovak Border Guard Army for 1 year. After the mandatory army service, he started at Dell as frontline Technical Support agent. His career continues with different senior support & analyst roles and finally moved to the services project management office to manage multiple projects influencing the whole Europe, Middle East & Africa region.

He participated on multiple volunteering events inside or outside of the company to help & support the local community. He became active in LGBT more than 1 year ago and together with 4 enthusiastic colleagues prepared the ground to launch the LGBT ORG called Pride at Dell Bratislava. Miro became the official leader of Dell Pride ORG and successfully launched in early June 2013.



FILMOVÝ
FESTIVAL
iNAKOSTI

WWW.FFI.SK

23. - 27. 10. 2013

23. - 27. 10. 2013
KINO
LUMIÈRE
Filmový
festival
iNAKOSTI
BRATISLAVA

SLOBODNÉ VINÁRSTVO MAJER ZEMIANSKÉ SADY

Sme vinohradníci a vinári zo Zemianskych Sadov. Vína robíme iba z vlastného hrozna.

Sme presvedčení, že všetky chute a arómy, ktoré v našom víne chceme nájsť, sú obsiahnuté už v strapcoch hrozna cestou z vinohradu! Našu úlohu v pivnici preto vnímame ako usmerňovanie prírodných procesov.

Minimum technologických zásahov a „krášlenia“ vína.

Myslíme si, že iba tak sa vo víne dokáže prejavit' osobitosť našej vinice, nášho vína a zároveň jedinečnosť každého ročníka. Naše víno nazývame "handmade" vínom, pretože každá fľaša prechádza našimi rukami mnohokrát a venujeme jej osobitnú starostlivosť. Našími zákazníkmi sú ľudia s podobným prístupom k životu a k jedlu. Ten smeruje od anonymných regálových kusov k produktom, ktorých pôvod je vystopovateľný až ku konkrétnemu farmárovi, k prostrediu kde sa urodili, k pôde. A také je naše víno!

www.slobodnevinarstvo.sk

