EDGE

LGBTQIA+ LEADERS FOR CHANGE

Diversity is democracy.

SEPTEMBER 2026

WHO WE ARE

EDGE is Italy's first network of LGBTQIA+ managers, professionals, entrepreneurs and their allies.

It turns shared experience into personal and professional growth, and into a force for a fairer, more inclusive Italian society.



What we believe: No social organization can flourish without human rights. This is why the valuing of individual differences is proving so effective in promoting progress and well-being in the workplace, and is a foundation for sustainable economic and cultural development.

Founded in 2012, EDGE is a non-profit association bringing together Italy's LGBTQIA+ business community and allies, entrepreneurs, managers and professionals.

EDGE treats human, professional and experiential exchange among its members as a core purpose.

To this end, EDGE organizes social moments alongside advocacy, lobbying, training, education and research initiatives with concrete, shared goals.



Personal growth

EDGE gives its members space to meet, exchange and grow, professionally and personally.



Group action

EDGE channels the group's strength into advocacy: pushing companies and institutions to value LGBTQIA+ talents by promoting their participation, while protecting LGBTQIA+ civil and human rights.



Community

EDGE puts a wide range of professional skills at the service of Italy's and Europe's LGBTQIA+ community, powering initiatives at every level: local, national and international.

BOARD OF DIRECTORS

People at the heart of idea



PRESIDENT
Lucia Urciuoli



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BOARD MEMBER
Fulvio Marcello Zendrini



FOUNDER &
PAST PRESIDENT
Angelo Caltagirone



PAST PRESIDENT
Mario Di Carlo

The European Dimension: EPBN

Since 2021, EDGE is part of EPBN - European Pride Business Network working across borders to tackle discrimination and build a more equitable workplace.
EPBN brings together 28 members in 24 European countries.
EDGE sits on both EPBN's Board and Staff, turning national best practices into European-scale research, networking, training and advocacy for workplace inclusion.

FOR MORE INFORMATION, VISIT LINK

EUROPEAN PRIDE BUSINESS NETWORK



EDGE's projects and programs

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EDGE's projects and programs

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2021/2026

A+I (Algoritmi+Inclusivi) PROJECT

ALGORITMI + INCLUSIVI

CAFFÈ ARTIFICIALI

Un progetto A+I Algoritmi+Inclusivi

ALGORITMI + INCLUSIVI

Artificial intelligence and discrimination

AI discrimination is everyone's problem, because can potentially affects every human being.

EDGE launched A+I to keep Italy active in this international debate and to explore the **specific risks and opportunities for LGBTQIA+** people.

Our design approach must result in highlighting the risks and opportunities, problems and solutions of Artificial Intelligence while keeping a **positive focus on the concept of inclusion.**

Through its project work and members, EDGE takes on that responsibility on everyone's behalf with a **systemic yet innovative approach that sets it apart.**

MISSION
The A+I – Algoritmi+Inclusivi project **engages businesses, institutions and universities to build more inclusive algorithms**, so individuals are no longer judged or portrayed based on outdated, tech-encoded stereotypes, for the benefit of society as a whole.



PROJECT LEADER
Mario Di Carlo

Artificial intelligence and discrimination

OBJECTIVES

EDGE's objectives in the **A+I project** are:

- Accelerating the Italian debate on AI and helping citizens, researchers and decision-makers to navigate AI's risks and opportunities, especially for LGBTQIA+ people.
- Supporting research and sharing solutions to emerging risks.
- Encouraging the production and adoption of more inclusive AI products and services.

TWO COMPLEMENTARY WORKSTREAMS

1. Research and development

Identification of :

- Tech solutions to detect and correct discrimination in training, testing or with ex-post intervention mechanisms.
- Guidelines and best practices for institutional and business processes.

2. Awareness raising

- Raising awareness among the public, business, tech and policymakers of AI's risks and biases, and its opportunities.
- A communications campaign, press and media relations, and dissemination of the project's research.

A+I TEAM



Damiano Terziotti



Luca Trevisan
In Memoriam



Alessandra Galli

Timeline

2021

DEVELOPMENT, STUDY, AND DRAFTING OF THE AI AND DISCRIMINATION PROJECT

2022

PRELIMINARY RESEARCH INTERVIEWS

Experts across fields and disciplines interviewed by a third party, on behalf of EDGE's A+I team.

PROJECT NAMING ARTIFICIAL INTELLIGENCE AND DISCRIMINATION

CALL FOR IDEAS LOGO A+I

CREATIVE CROSS-POLLINATION



WORKSHOP "FAIRNESS IN ARTIFICIAL INTELLIGENCE"

The "Fairness in Artificial Intelligence" workshop took place on **June 27, 2022**, organized at **Bocconi University.**

2023

A+I REPORT

Development of the Report begins, based on the research interviews.

CAFFÈ ARTIFICIALI WEBINARS

First year of the Artificial Coffees training webinars.

Timeline

2024

CAFFÈ ARTIFICIALI WEBINARS
Second year of the "Artificial Coffees" webinars.
LINK

A+I WEBSITE ONLINE
The project's dedicated website goes live.
LINK

2025

LUCA TREVISAN PRIZE
In memoriam of Luca, Director of Bocconi's Master in AI and a member of the A+I Team, EDGE, Bocconi and his husband Junce Zhang launched two scholarships for student theses or papers on the topic of “AI for Good”.

The scholarships were awarded in January 2026
LINK

2026

A+I RESEARCH REPORT PUBLICATION presented May 2025 at a Bocconi University workshop.
LINK

COMMUNICATION AND DISSEMINATION CAMPAIGN TO SUPPORT THE RESEARCH REPORT
Starting June 2026, a year-long campaign puts the Report's findings at the center of discussion with academia, business and institutions, building a stakeholder network for more ethical, equitable AI.

ALGORITMI + INCLUSIVI

The report

The Report was presented at the 'Algorithms + Inclusive' **workshop with Bocconi University** on May 11, 2026.

Alongside first-hand testimonies, it maps where AI most affects LGBTQIA+ people's private lives, relationships and work and vulnerable groups more broadly.

The Report shows how **bias**, often unconscious, embedded in AI data, models and the people who build them **can replicate and amplify stereotypes.**

The Report documents concrete cases in content moderation, image recognition, recruiting algorithms and generative language models that potentially can produce - and in same cases already do - **discriminatory outcomes or make minorities invisible.**

This work also anchored the two **2026 'Leaders for Change: The Future is Inclusive' conferences**, held with EPBN and the Municipalities of Milan and Rome on May 12 and June 5.



SCAN THE QR CODE

Artificial Coffees is A+I's training program by EDGE, connecting legal professionals with AI and algorithmic discrimination through concrete cases.

THE PROGRAMME IN A NUTSHELL:

- 1 hour webinars: participation is free, subject to online registration.
- 2023 | 14 online meetings. LINK
- Video playlist on youtube: LINK
- 2024 | 3 online meetings

The third and final edition runs autumn 2026 to spring 2027, part of the Report's dissemination campaign.











2024/2026

WISE
(Workplace Inclusion for a Sustainable Europe)
EUROPEAN PROJECT

EUROPEAN PRIDE BUSINESS NETWORK

EUROPEAN PRIDE BUSINESS NETWORK

WISE: Workplace Inclusion for a Sustainable Europe

Consortium members: **L' Autre Cercle** (France), **EDGE** (Italy), **Pride Biz Austria** (Austria), and **Pride Business Forum** (Czechia) and **Völklinger Kreis** (Germany).

autre cercle · EDGE · Pride Biz Austria · PRIDE BUSINESS FORUM · V/K Völklinger Kreis

This project wouldn't be possible without the support and funding from **Orange** and **Label Paris Europe** (France).

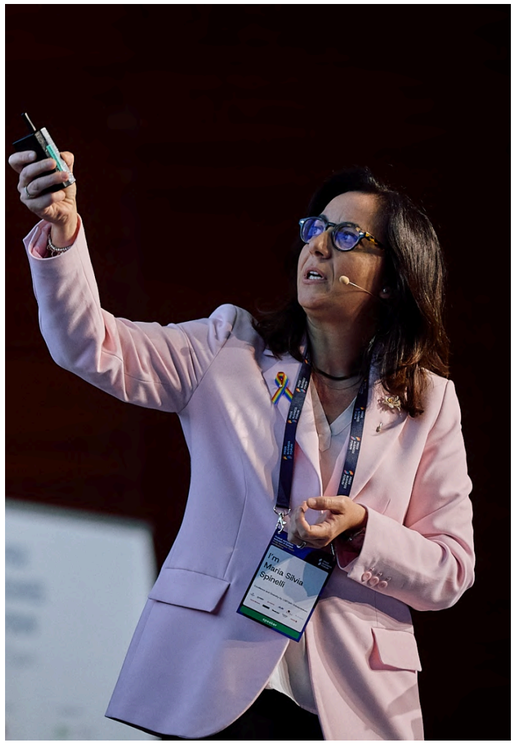
orange · Label Paris Europe

Funded by the European Union

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EUROPEAN PRIDE BUSINESS NETWORK

SCAN THE QR CODE OF THE WISE EDGE WEB PAGE





WISE | Workplace inclusion for a sustainable europe

HOW THE INITIATIVE WAS BORN

In 2024, EDGE and five EU partner associations - Pride Biz Austria, L'Autre Cercle (France), Völklinger Kreis (Germany) and Pride Business Forum (Czech Republic) - won a major EU call for proposals under the aegis of EPBN to create projects with the aim to improve conditions for LGBTQIA+ people across Europe.

THE OBJECTIVE

WISE unites EDGE and European partner organizations to advance LGBTQIA+ workplace equality across EPBN's 19 members and beyond.

THE MISSION

Making inclusion and equality part of everyday working life, not a once-a-year conversation.

THE APPROACH

In-depth research, strategic partnerships and innovative solutions, combined to improve LGBTQIA+ professionals' daily working lives.



SCIENTIFIC LEADER
M. Silvia Spinelli



Lucia Urciuoli



Tommaso Scalzi

WISE | Workplace inclusion for a sustainable europe

5 ACTIONS FOR EU EQUALITY AT WORK

1. **Role models:** 53 LGBTQIA+ workplace role models across 8 EU countries, inspiring others and mobilizing employers.
2. **Mentoring:** 25 young LGBTQIA+ professionals mentored across 5 EU countries.
3. **Businesses:** Empowering 13 businesses with the European LGBTQIA+ diversity awards
4. **Research:** a European survey on workplace microaggressions against LGBTQIA+ people, to inform real action against discrimination.
5. **Knowledge-sharing:** a dedicated Toolkit to help multinational companies adopt LGBTQIA+ equality standards.

THE ROLE OF EDGE

EDGE designed the questionnaire and methodology for an online survey of LGBTQIA+ employees, comparing workplace quality of life across 5 European countries.
Launched in June 2025 on an open-source system, the survey reached 3,100 LGBTQIA+ respondents across Austria, France, Germany, Italy and the Czech Republic.

DURATION OF THE INITIATIVE

24 months, from June 2024

SUPPORTED BY : Orange, Sephora, Legrand, Label Paris Europe and funded by European Union.



Alessandra Galli



Enrico Buongrazio



Luca Svaluto



Alessandra Menon



The European Survey Research on Microaggressions, Language and Overall Wellbeing in the Workplace for LGBTQIA+ People

THE STARTING POINT

Behaviors, attitudes and language can - intentionally or unintentionally - undermine a person's sense of wellbeing and sense of belonging to a company or institution.
This is why we decided to create a study analyzing the impact of microaggressions on the wellbeing of people in the community.

WHAT'S MICROAGGRESSION

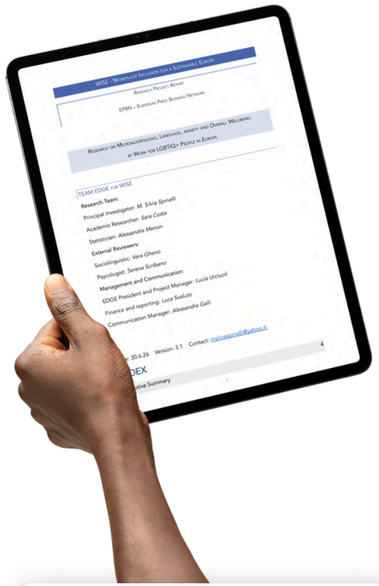
Microaggressions are everyday slights - exclusion, stereotypes, non-inclusive language - that build into "minority stress": chronic hypervigilance and emotional exhaustion with a real cumulative toll on LGBTQIA+ people at work. Findings were unveiled at the EPBN–WISE Final Conference & Awards Ceremony in Prague on May 29, 2026.

THE METHODOLOGY

3,100 filled online questionnaire in 5 countries (CAWI).

THE KEY OUTCOME

A first-of-its-kind European survey finds that 3 in 5 LGBTQIA+ workers (63%) feel their workplace is not inclusive because of microaggressions they've experienced.
The study identifies microaggressions as everyday slights - including social exclusion, stereotypes, and non-inclusive language - that cumulatively trigger "minority stress".
Unlike overt discrimination, these subtle interactions create a state of chronic hypervigilance and emotional exhaustion and can have a significant cumulative impact on LGBTQIA+ people in the workplace



SCAN THE QR CODE OF THE REPORT

PHOTO GALLERY | EPBN – WISE ROLE MODELS AWARD CEREMONY, Warsaw - May 2025













PHOTO GALLERY | EPBN – WISE ROLE MODELS AWARD CEREMONY, Warsaw - May 2025







Edge for good

For years, EDGE has supported organizations and projects guiding LGBTQIA+ people through their hardest journeys: self-determination, employment, housing, safety, wellbeing.
Giving back to those most exposed to violence and discrimination is core to our mission of real change.

Since 2021, approximately 12 projects and/or associations providing shelter or services to LGBTQIA individuals - predominantly young people who have suffered violence or discrimination within their families or in society - have been supported in Rome, Milan, and Padua through funds raised by EDGE. Since 2025, EDGE has also supported some of these structures through its members, offering professional medical services or coaching on a voluntary basis.



Vedere l'Arcobaleno is a photo reportage by EDGE supporting Casa Arcobaleno — a Spazio Aperto Servizi shelter, with the City of Milan, for young LGBTQIA+ people rejected or discriminated against by their families of origin.

It has two goals: raising funds for Casa Arcobaleno and spreading a culture of respect and acceptance.

The photo essay is the result of a year spent listening alongside Casa Arcobaleno's guests and team — conveying, through images, the strength and complexity of their stories.

The project was born from an idea by **Claudio Accardi**, translated into images by **Enzo Ranieri,**

In 2025, the project closed with a charity auction at the Bagatti Valsecchi Museum — 25 of 80 photographs sold in support of Casa Arcobaleno — and an exhibition at La Fabbrica del Vapore in Milan, entirely pro bono thanks to a wide network of professionals and partners.





Claudio Accardi



Lucia Urciuoli



Enrico Buongrazio

With the support of Alessandra Carrozzo, Ottavia Mantovani, Maria Silvia Spinelli

2025
The project's two final moments in 2025:

The **Charity auction** held on May 27, 2025, in the exceptional setting of the Bagatti Valsecchi Museum. Twenty-five of the 80 photographs were auctioned, each image contributing concretely to supporting Casa Arcobaleno.

The **Exhibition** held at La Fabbrica del Vapore in Milan in June 2025 with artistic direction by TEMA and installations by **Garibaldi Architects**. All 80 works were displayed in a rainbow of perspectives, colors, and meanings that speak of dignity and beauty. It was also an opportunity to discuss hospitality, art, culture, and inclusion.



Vedere l'arcobaleno is a collective effort, carried out entirely pro bono, thanks to the contributions of professionals, companies, cultural partners, and local organizations who have chosen to actively support this project.

Among the project partners, sponsored by the City of Milan, we would like to thank: Casa d'Aste Pandolfini, Clifford Chance, Common, Eurogroup S.p.A., Fabbrica del Vapore, Litogì, MBA Costruzioni, Möt Studios, Museo Bagatti Valsecchi, The Leaf, Five Seasons s.r.l., Francesca Cocco, Diana De Marchi, Elisabetta Roncati @artnomademilan, Mauro Cappelletti, Roberta Guaschino, Agnese Collabolletta, and Daniele Desperati.

PHOTO GALLERY











2026
In 2026, the project presented itself through specific actions:

an **Exhibition** held at the Casa Dei Diritti from June 23rd to July 10th. The new exhibition builds on the legacy of the previous edition, opening a dialogue between past and present thanks to the participation of Shareradio, which collected the stories of the guests of Casa Arcobaleno through their voices during a series of meetings held in the Casa Arcobaleno spaces and the radio studios.

The seven audio tracks that accompanied the photographs on display were linked by the seven colors of the rainbow, symbolizing the multiple nuances that characterize every path in life, but also an invitation to look beyond appearances and listen to what often remains invisible.



MORE INFORMATION

A special fundraising campaign in collaboration with Pizza Ok, a historic Milanese restaurant brand. Starting June 18th and lasting three weeks, patrons of the restaurant, which featured a selection of photos from the Vedere l'Arcobaleno project, were able to donate to support Casa Arcobaleno.

2026
Il Posto Sicuro - Un Viaggio dentro Casa Arcobaleno

Il Posto Sicuro - Un Viaggio dentro Casa Arcobaleno is an original podcast from Chora Media, written and narrated by Sara Poma, in collaboration with EDGE, and presented on the occasion of the International Day Against Homophobia, Lesbian, and Transphobia on May 17, 2026.

The podcast explores the reality of Casa Arcobaleno, which offers protection to young LGBTQIA+ people forced to leave their families of origin due to discrimination and prejudice. The podcast recounts daily life inside this shelter, highlighting the importance of Casa Arcobaleno as a place of refuge and a springboard for the autonomy and personal dignity of these young people.



GO TO THE PODCAST

2021/2024

Report on the relationship between inclusion and economic development



TORTUGA

With the support of SACE

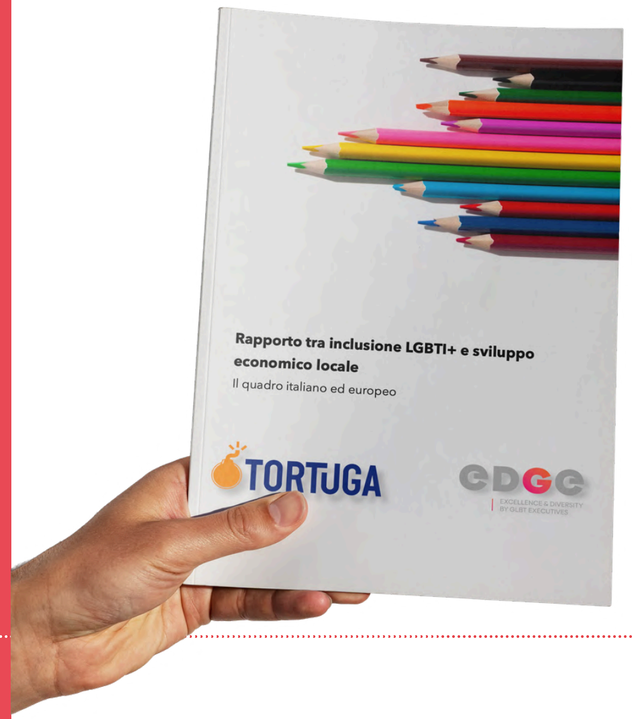
SCAN THE QR CODE
TO DOWNLOAD
THE TORTUGA-EDGE REPORT

Edge and Tortuga's research

In April 2024, EDGE - with Tortuga (www.tortuga-econ.it) and SACE Group (www.sace.it) - presented the second edition of its report on LGBTQIA+ inclusion and local economic development, mapping the picture across Italy's territories in granular detail.

The analysis combines civil-union data with sentiment analysis of public discourse on X (formerly Twitter), including the incidence of hate speech against LGBTQIA+ people nationwide. LINK

The first report, published on October 26, 2020, can be consulted on the web page: LINK





Damiano Terziotti



Lucia Urciuoli

Actionable insights

1. Positive correlation between LGBTQIA+ inclusion and socio-economic development, confirmed over time since 2017
2. Higher levels of inclusion translate into greater wealth and attractiveness of the inclusive territories
3. At the same time, however, there is an inclusion divide, which has persisted over the years, between Northern, Central and Southern Italy as well as between neighbouring areas, revealing a strong heterogeneity of Italian territories

Our findings highlight the importance of active local development policies that take this heterogeneity into account and promote actions geared towards greater inclusiveness



Dissemination activities

The Tortuga-EDGE report anchored a two-year dissemination campaign (2024-2025).

HIGHLIGHTS:

Workshops at Bloomberg Milan and Rome, and a conversation with Dr. MV Lee Badgett at the US Embassy Rome (April–July 2024)

Report presentations at the Luiss Rights, Community & Diversity Hub and at EY Rome (June–October 2025)
Institutional hearings before the Equal Opportunities Commissions of Milan and Rome, and the Municipality of Genoa's Hate Speech Commission







Dissemination activities 2025

- **HEARING** Equal Opportunities Commission, Municipality of Milan, August 27
- **HEARING** Equal Opportunities Commission, Municipality of Rome, September 2
- **HEARING** of the Commission for the Fight against Hate Speech of the Municipality of Genoa, March 17
- **Talk** at the Croisette during Rome Pride Week, May 30
- **Presentation of the Report** at the Luiss Rights, Community & Diversity Hub, June 12
- **Presentation of the Report** at the Ordine dei Commercialisti di Milano, June 19
- **Talk** "Beyond Rights: LGBTQIA+ Inclusion as a Driver of Economic and Sustainable Growth" in Rimini, July 4
- **Presentation of the Report** at EY Rome, October 22





PHOTO GALLERY | Workshop. Bloomberg, Milan and Rome





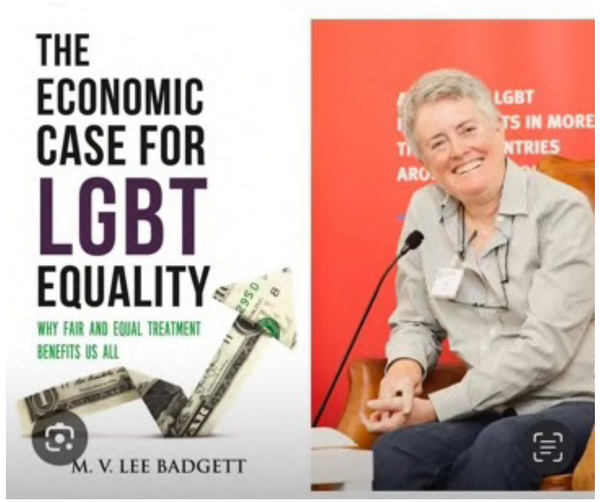








PHOTO GALLERY | Workshop US Embassy, Rome









The relationships that make advocacy stick.

Networking

Monthly aperitivi in Milan and Rome, plus regular online meetings run by a dedicated team in both cities.

Relationships are the backbone of advocacy.



EDGE keeps its community close through monthly aperitivi in Milan and Rome and regular online meetings - informal, welcoming moments to meet new members and toast new projects.



VICE PRESIDENT
M. Silvia Spinelli



BOARD MEMBER
Benedetta Caridi



BOARD MEMBER
Elena Carpani



BOARD MEMBER
Andreas Linderer

INSTANT COFFEE

EDGE Instant Coffees: Ideas over Espresso

Our Instant Coffees are interactive, 1-hour webinars designed to turn a standard break into a meaningful discussion. These sessions explore the most timely issues affecting the LGBTQIA+ community across legal, economic, social, and cultural perspectives.

Each event features a moderated panel with two to three guest experts sharing insights and engaging in dialogue. Launched in May 2023, the series is completely free and open to everyone, offering an accessible space for learning and community discussion.

4 Instant Coffees

Instant Coffee webinars held 2023–2026, on everything from rainbow-family rights to the 2024 EU elections.

Speakers have included Vincenzo Miri (Rete Lenford), Chiara Albanese (Bloomberg), and Fulvio Zendrini (Senior Advisor Marketing and Communication)



Caffeine-Infused online meetings to stimulate the mind

Online meetings during coffee breaks, tackling timely topics for the LGBTQIA+ community.

- Legal, economic, social and cultural — always in depth.

PROGRAMME IN A NUTSHELL:

- Webinars from May 2023 to September 2026
- Format: dialogue among two/three individuals with a moderator
- Participation is open to everyone and free
- Time: from 2:30 PM to 3:30 PM, coffee break.

- May 2023 — Legal: parenthood, filiation and rainbow families' rights, with Vincenzo Miri (Rete Lenford)
- July 2023 — Politics: surrogacy as a 'universal crime', with Chiara Albanese
- Dec 2023 — Ipsos: presenting the LGBT+ Pride Report 2023, with Francesca Petrella and Damiano Terziotti
- Dec 2023 — Lobbying: methods and organization of lobbying activity, with Gianluca Comin and Fulvio M. Zendrini
- Jan 2024 — Wellbeing: the psychological wellbeing of LGBTQIA+ people, with Antonella Palmitesta
- May 2024 — Politics: the 2024 European Parliament elections, with Barbara Vecchietti
- June 2025 — Legal: Constitutional Court ruling no. 68 on birth recognition for same-sex parents, with Vincenzo Miri
- September 2026 - Research: presentation of the results of the 2 research projects WISE and A+I, with Maria Silvia Spinelli and Mario Di Carlo

INSTANT COFFEE



Lucia Urciuoli

POLITICS INSTANT COFFEE

LEGAL INSTANT COFFEE

IPSOS INSTANT COFFEE

LOBBY INSTANT COFFEE

WELLBEING INSTANT COFFEE

Pride Month

Overview years 2023, 2024, 2025 and 2026

The future is inclusive.





Four Pride Months (2023–2026)
Under the banner “Own Your Talent, Share Your Pride,” every year we participate in Pride events in Italy, across Europe, and wherever it’s still necessary to march for rights"





Same duties same rights

PRIDE
STESSI DOVERI STESSI DIRITTI

UNISCITI A NOI

LINK NEWSLETTER













PRIDE MONTH

Own your talent. Share your pride.













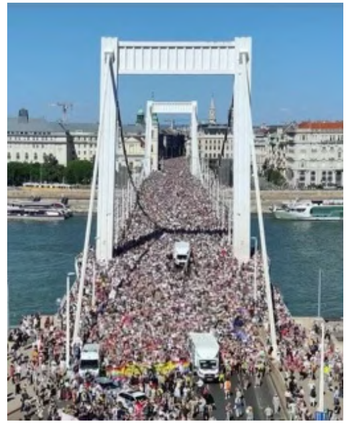


Own your talent. Share your pride.











Special events and initiatives

Edge tenth anniversary celebration

Celebrative logo, digital campaign “Diceci anni da 10!” and celebration event













2024 - **EVENT**

Sky inclusion days

The happines of inclusion

MUSEO NAZIONALE SCIENZA E TECNOLOGIA LEONARDO DA VINCI

SKY INCLUSION DAYS | 20 maggio 2024

Sky Inclusion Days
20 maggio 2024
h 9:00/18:30
Museo Nazionale Scienza e Tecnologia Leonardo da Vinci
Via San Vittore 21
Milano

La diversità ci rende unici.
Felici di annunciare la **presenza della nostra Associazione EDGE a questo grande evento di SKY dedicato ai temi dell'inclusione e della diversità**, seconda edizione.
Dalla parità di genere ai diritti delle persone LGBTQIA+, dalla disabilità all'inclusione digitale, dalle sfide dell'Intelligenza Artificiale all'accessibilità.
Un viaggio alla scoperta dell'**inclusione** come forza che genera senso di appartenenza, valorizzazione di ogni diversità e crea nelle persone i presupposti per ricercare la propria **felicità**.
Una **giornata di incontri, testimonianze e performance** che si terrà **lunedì 20 maggio a Milano, al MUST e, in diretta, sui canali TV e digital di Sky.**

LA FELICITÀ DELL'INCLUSIONE

- **Interviene alle ore 14.20 Lucia Urciuoli, Presidente EDGE.** Modera Alessio Viola, Giornalista Sky TG24.
- Coordinamento contenuti e relazioni con team Sky a cura di **Alessandra Galli**, Consigliera direttivo EDGE.

La partecipazione è gratuita!
Per iscriversi: LINK
Per consultare il programma completo: **LINK**





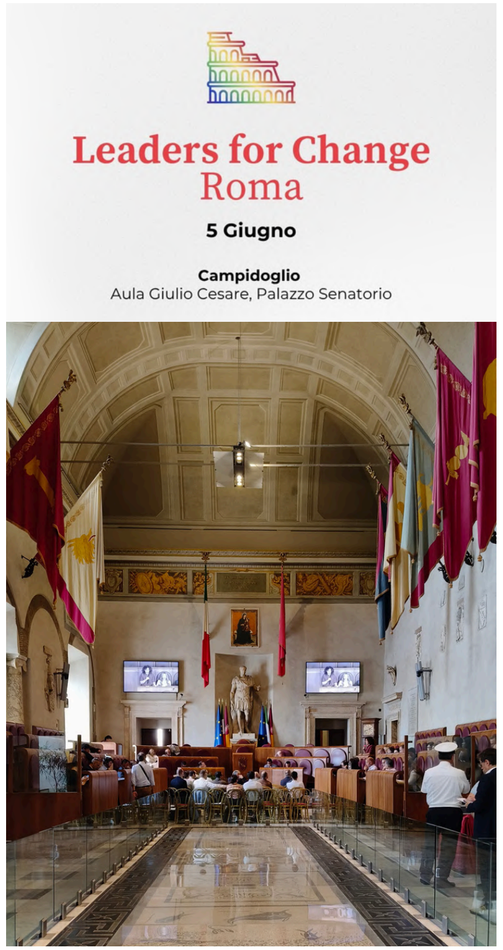




Leaders for Change 2026: inclusion enters the Institutions

In 2026, EDGE's and EPBN's flagship event stepped into the historic seats of national institution's life: Palazzo Marino in Milan on May 12, and the Campidoglio in Rome on June 5.

These two extraordinary milestones were designed to reinforce a fundamental message to companies and government alike: diversity and inclusion form the very core of democracy. The network's presence in these institutional venues marked a crucial step in the dialogue between the public and private sectors, consolidating the role of cities as hubs of social innovation and pluralistic economic growth.





Communication activities

Overview 2025 - 2026

2025/2026-
COMMUNICATION ACTIVITIES

Communication (and events) actvities are essential for Edge



Head of Communication
Enrico Buongrazio

*With the support of **Artdisk | Agency** for the EDGE website and **Mug Agency** for the creativity of Communication tools (Newsletters, POST, etc.)*

2020-2025
Over the last five years (2020-2025), together with a **renewed Brand Identity** (with a new Logo, a new Pay-off and a new Website), **EDGE's way of communicating** has transformed decisively: **Communication** has gone from being to "spot" interventions **to continuous and constant.**
The first **institutional commercial** of EDGE has been launched.

LISTEN THE COMMERCIAL

End of 2020
At the end of 2020, the various **EDGE initiatives** carried out in previous years and the **upcoming projects were collected and systematized**, with the aim, on one hand of not dispersing its **Heritage** and **being able to tell it** and, on the other, studying it in advance more effective **Communication**, **CREATING NEW TOOLS** and strengthening the most suitable **Media channels** to **launch new EDGE initiatives and projects.**

2021
Since January 2021 the contents that have generated and continue to generate the web pages of the **Projects, News and other sections** are constantly being fed, thanks to the drafting of an **EDITORIAL PLAN**.

The **editorial plan** is useful, in addition to feeding the EDGE website, also for **the creation of the contents of the NEWSLETTERS** (texts and graphics, with ad hoc templates) **which inform and tell the members and supporters of the Association, continuously, projects and initiatives.**

Another step taken to enrich EDGE's communication was **to combine information in the strict sense on EDGE's activities with LGBTQIA+ celebrations and anniversaries** to spread its values and the importance of constantly supporting them.

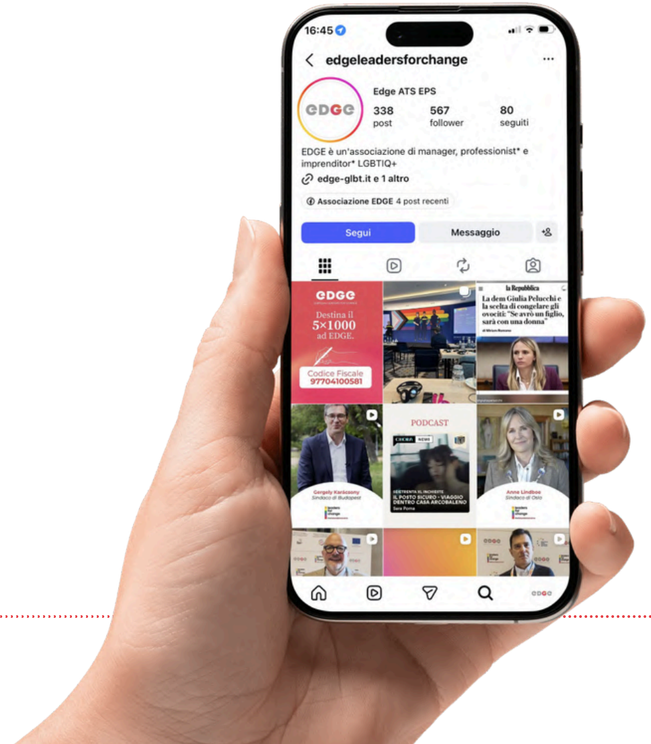
Multi-channel strategy: driving impact & engagement

EDGE leverages a targeted digital ecosystem to advance its mission, build strategic partnerships, and advocate for LGBTQIA+ workplace inclusion.
Each channel fulfills a specific strategic role within our communication architecture.

Instagram

Drives community engagement, humanizes the network, and amplifies cultural advocacy through visual storytelling, event coverage, and real-time updates.

Visualizations:
30,000 (ago 25 - ago 26)
Followers: 571



LinkedIn

Serves as the primary B2B and institutional bridge, fostering dialogue with corporate partners, sharing industry insights, and positioning EDGE as a thought leader in D&I.

Visualizations:
631,000 (ago 25 - ago 26)
Followers: 1726

Official Website:

Functions as the centralized hub for research reports, policy documents, media resources, and official membership pathways.

Visits:
170.906 (ago 25 - ago 26)

Partnerships

Virtuos collaborations

NGLCC
National LGBTQ+ & Allied Chamber of Commerce

ILGA EUROPE

Polis

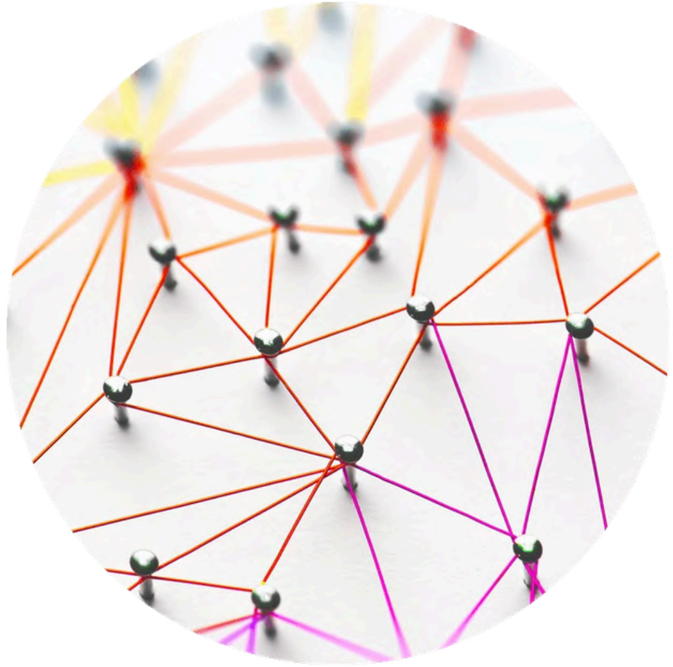
IGLTA
ADVANCING LGBTQ+ TRAVEL

Rete Lenford
AVVOCATURA PER I DIRITTI LGBTI

How companies can support Edge

Together we'll continue to support equity and inclusion for all

- **Sponsor** the research, training or communication programme closest to your company
- **Sponsor EDGE** overall, to help it grow and strengthen its structure
- **Co-organize** a Diversity & Inclusion event or leadership training in your company
- With a **donation** | **LINK**



Contact us: info@edge-glbt.it

Everyone can support EDGE too: donate directly, or list our tax code — 97704100581 — as your 5x1000 recipient. It costs you nothing, and it funds our fight against workplace discrimination directly.

Follow us on

Let’s keep in touch



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LGBTQIA+ LEADERS FOR CHANGE

Thank you

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