

Communities



THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Workplace Pride Communities: Grassroots Connection to the LGBTIQ+ Topics at Work

Member Exchange
12/03/24



Communities



Member Exchange - Session 202402

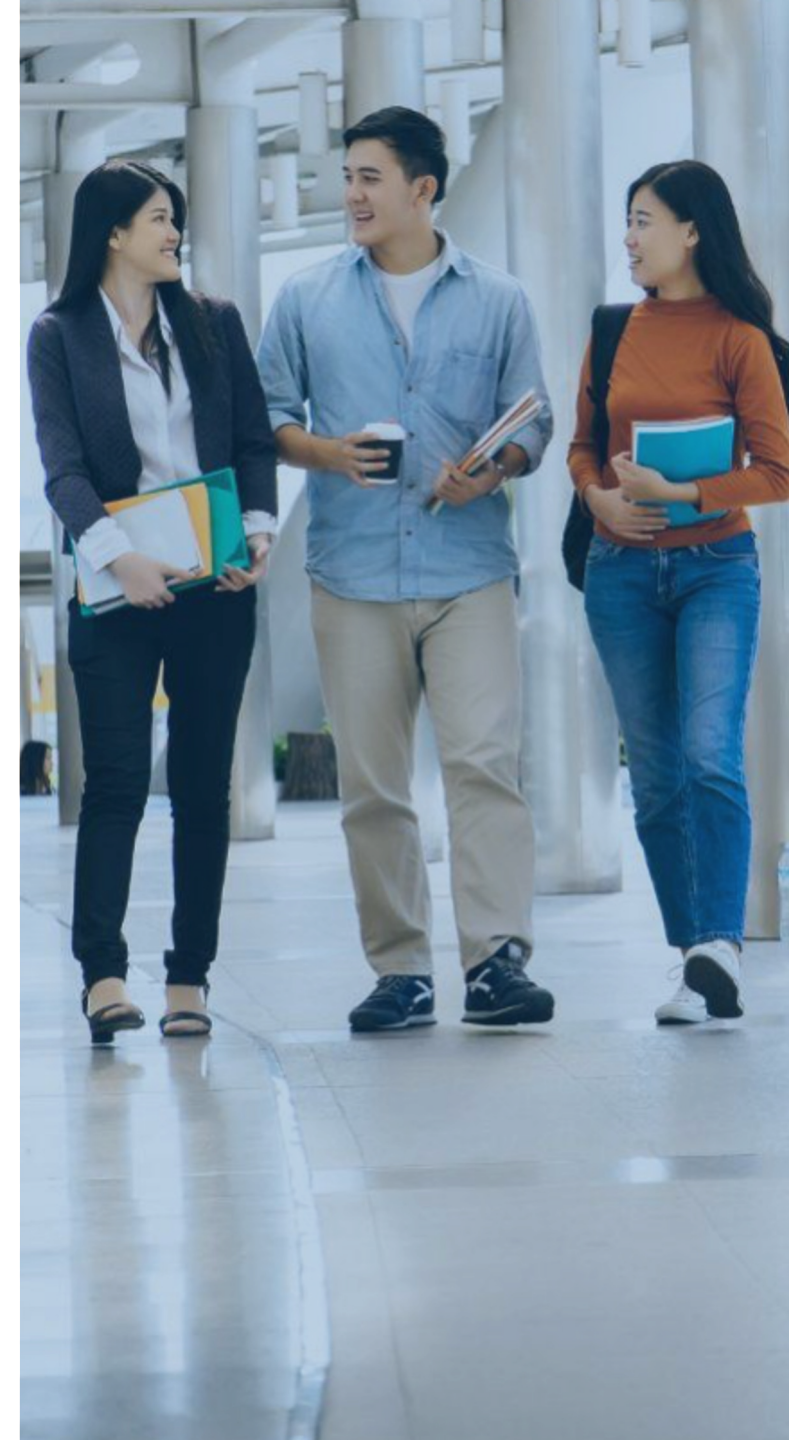
Title: Workplace Pride Communities: Grassroots Connection to the LGBTIQ+ Topics at Work
Supporters: Workplace Pride Communities
Date: March 12, 2024
Time: 09:30 – 10:30 CET
Total 70 Attendees



Summary

The second member exchange session of Workplace Pride in March 2024 was a notable success, drawing participation from over 70 members who engaged in substantive discussions on enhancing workplace inclusion for the LGBTIQ+ community.

This session underscored the vital role of Workplace Pride Communities as platforms for grassroots engagement, where members' employees can actively contribute to and reap the benefits of inclusion initiatives. The commitment to fostering safe, inclusive environments where every individual can authentically express themselves was a key theme.



Key Highlights

Active Communities:

Currently, Workplace Pride boasts five active communities, with a sixth dedicated to LGBTIQ+ people of colour in development. These communities are:

Academia Lead:	Michiel Kolman (He/Him)
Tech Lead:	Martijn van den Tillaart (He/Him)
Trans+ Lead:	Sophie Jeckmans (She/Her)
Women Lead:	Angelique Meul (She/Her)
Young Lead:	Maral Arikan (She/Her)

In Formation: LGBTIQ+ People of Color

Contact: Omar Badawy (He/Him), omar@workplacepride.org

Community Actions:

Our communities engage through structured meetings to set agendas, welcoming allies in the process. They identify relevant themes, engage with leadership, impact policy, and support their members by fostering awareness, safe spaces, and inter-community trust.



Christine Holtkamp (she/her)
**spearheads our efforts as the
Director of Communities.**



Key Initiatives

Notable community-driven initiatives include:



Sophie Jeckmans (She/Her)

Trans+: Enhancing awareness and inclusion for the non-cisgender community.

[View Event.](#)



Angelique Meul (She/Her)

Women: Promoting visibility, leadership, and equitable policies for LGBTQ women, highlighted by our International [Women's Day opinion article](#) on March 8, 2024.



Maral Arikan (She/Her)

Young: Launching [mentorship programs](#) and strategies to attract and retain Gen 1Z.



Key Takeaways

- **Role of Workplace Pride Communities:** These communities are crucial for grassroots-level engagement, allowing members and their employees to both contribute to and benefit from workplace inclusion efforts. Their existence underscores the organisation's commitment to creating safe and inclusive environments where individuals can freely express themselves.
- **Diverse and Active Communities:** With five active communities and a sixth on the way focusing on LGBTIQ+ people of colour, Workplace Pride addresses a broad spectrum of sectors and interests. Each community is led by dedicated leaders passionate about advancing inclusion.
- **Community Engagement and Actions:** Communities operate through structured meetings to outline action agendas, emphasising **allyship, thematic relevance, leadership engagement, policy impact, and support for members**. These efforts aim to increase awareness, establish visible safe spaces, and build trust through intersectional education and collaboration.
- **The Trans+ community** is dedicated to raising awareness and enhancing inclusion for non-cisgender individuals.
- **The Young community** focuses on mentorship programs and strategies to attract and retain Generation Z employees.
- **The Women's community** works on promoting visibility, leadership, and advocating for equitable policies for LGBTQ women.



In Conclusion

The March 2024 member exchange session not only reflected the dynamic and proactive nature of Workplace Pride's communities but also reinforced the organization's foundational goal of fostering inclusive workplaces.

Through continued engagement, targeted initiatives, and collaborative efforts, Workplace Pride is setting a benchmark for inclusion that resonates across industries and geographies. Members are encouraged to remain engaged, participate in upcoming sessions, and contribute to the ongoing dialogue and action that define Workplace Pride's mission.





**Workplace
Pride**

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Thank You

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