

Breakout Room 1.4  13:45-15:00

5

INTERSECTIONALITY: THE REALITY OF RACE, ETHNICITY & QUEER IDENTITIES

MODERATOR: MIRA MOUSSA (They/Them)

Senior Product Developer

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Intersectionality: The Reality of Race, Ethnicities & Queer Identities

Moderator:

Mira Moussa (They/Them)

Senior Product Developer
FrieslandCampina

Dr Ajay Jagadeesh (he/him)

Lecturer, Vice-chair (True U)
Delft University of Technology

Tamer Zikry (he/him)

Global Head of Talent
CSC



Breakout session 5

Schedule: 13.45-15.00

5 mins: Intro by Mira, including their own story

3 mins: Video: What is intersectionality? (Tamer incl personal story)

5 mins: Statistics: Societal Relevance (US) (Tamer) and Workplace Relevance (UK) (Ajay incl personal story)

5 mins: Glass ceiling vs. Concrete ceiling (Ajay)

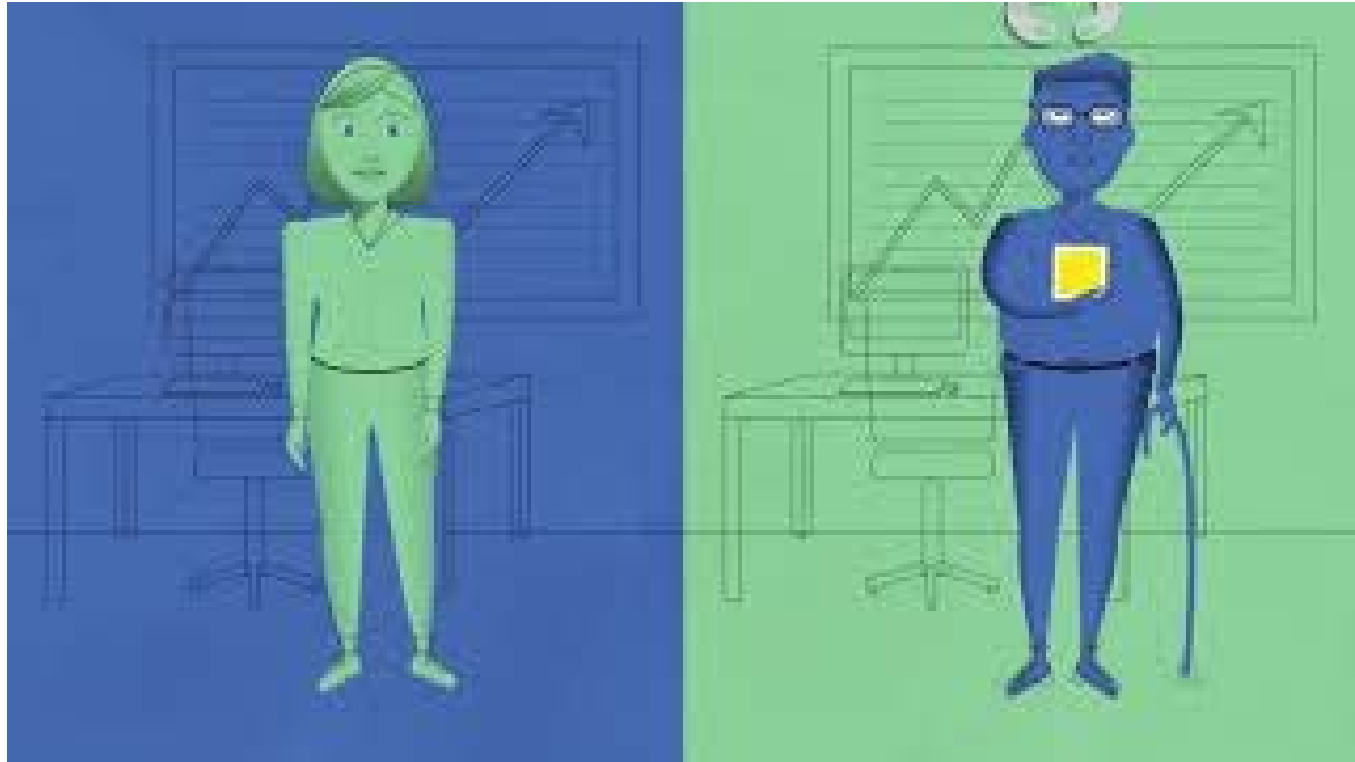
15 mins: 5 groups to answer 5 questions

20 mins: Groups reporting back main elements of their discussions

5 mins: Wrap-up



What is Intersectionality?



In numbers...

47% of US LGBT PoC live in a low income household
36% of US White LGBT live in a low income household

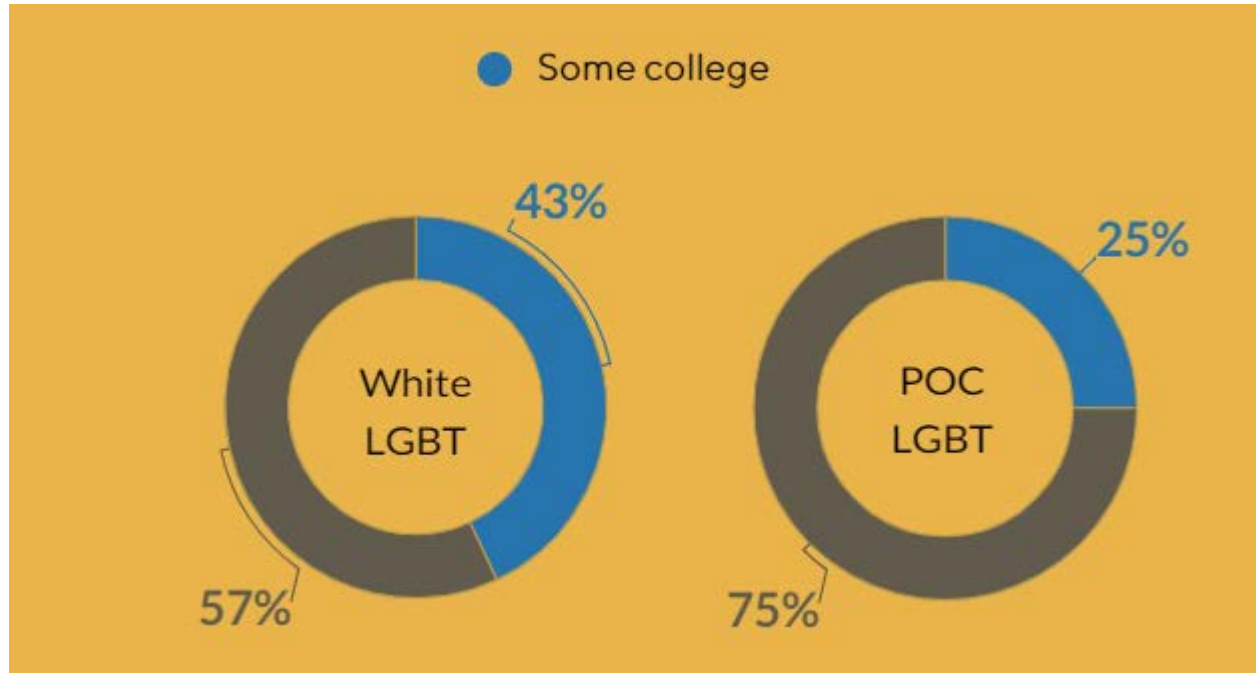
51% of US LGBT women of colour live in a low income household
43% of US LGBT white women live in a low income household

12% of US LGBT PoC are unemployed
9% of US LGBT Whites are unemployed

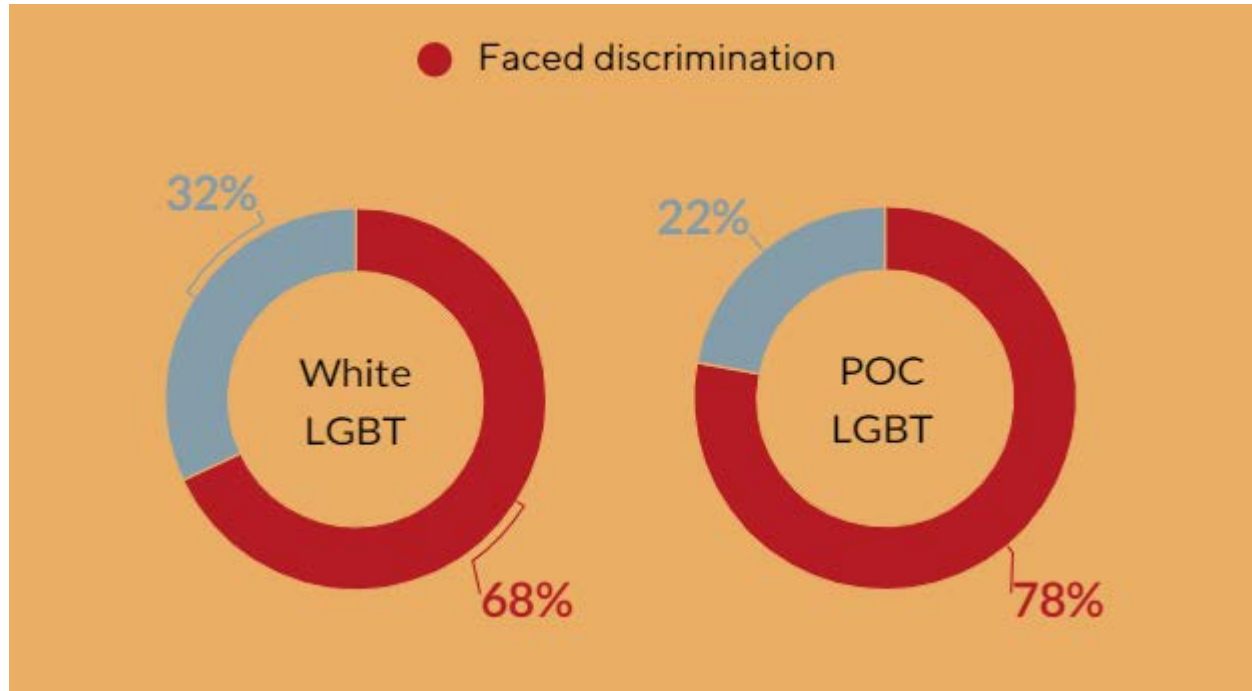
31% of US LGBT PoC have a depression diagnosis
37% of US LGBT Whites have a depression diagnosis



In numbers...



In numbers...

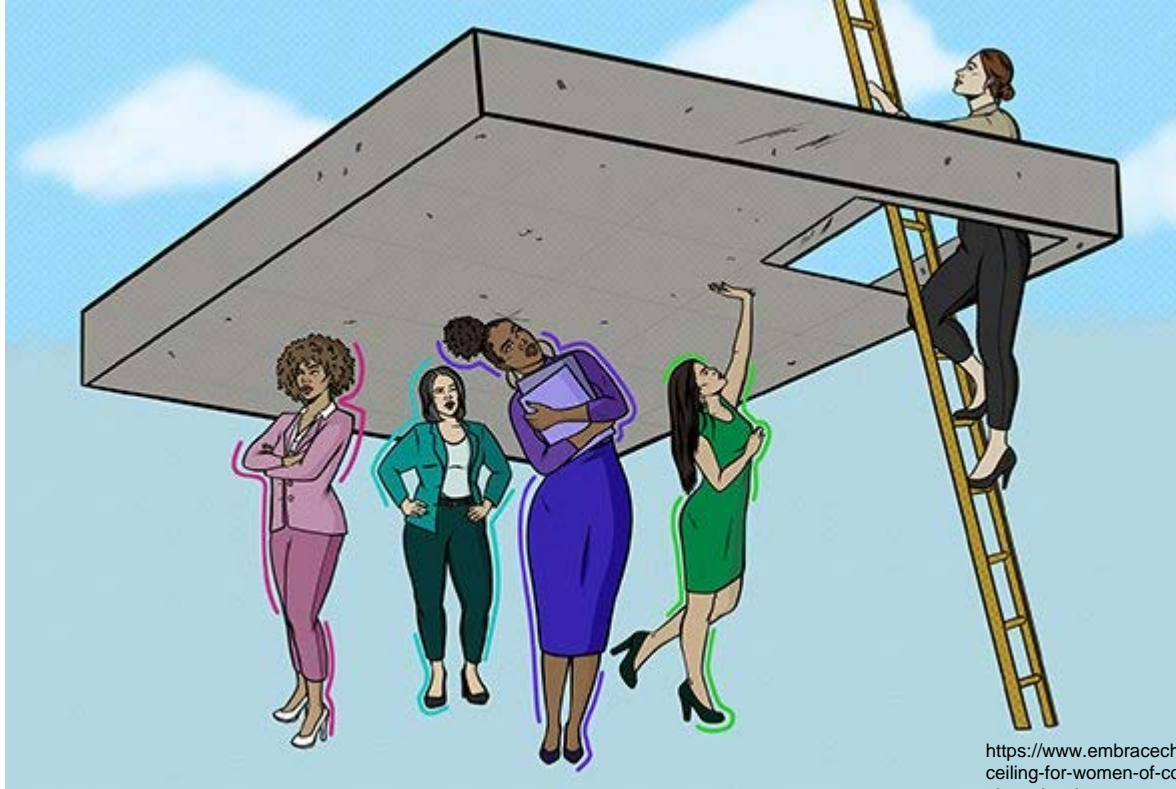


Glass Ceiling in Workplace



The 'Glass Ceiling' Is A 'Concrete Ceiling' For Women Of Color

Here's How We're Hammering Away At the Obstacles



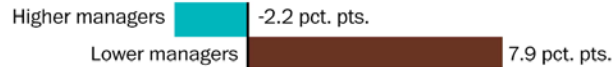
<https://www.embracechange.nyc/blog/the-glass-ceiling-is-a-concrete-ceiling-for-women-of-color-heres-how-were-hammering-away-at-the-obstacles>



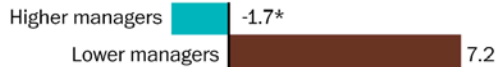
Glass ceilings: relative representation in management

Gay men tend to be over-represented in lower management compared to straight men with similar qualifications, but under-represented in higher management among full-time U.K. workers ages 25 through 64.

Gay men (vs. straight men)



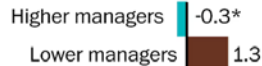
Gay white men (vs. straight white men)



Gay men of color (vs. straight men of color)



All men of color (vs. all white men)



The Washington Post
Democracy Dies in Darkness

'The gay glass ceiling': Researchers find gay men are frozen out of top management spots



Analysis by Andrew Van Dam
Staff writer | + Follow

June 15, 2018 at 7:00 a.m. EDT

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Gay glass ceilings: Sexual orientation and workplace authority in the UK[☆]

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Group Questions

1. What specific strategies can **organizations** implement to address the unique challenges faced by QPOC, and how can these strategies be integrated into existing diversity and inclusion initiatives?
2. How can **ERGs** better serve the intersectional needs of LGBTQIA+ employees, particularly those who also face racial, ethnic, and cultural marginalization?
3. Can you share examples of **successful policies or programs** that have effectively reduced the 'concrete ceiling' for QPOC in the workplace, and what metrics were used to measure their success?
4. In what ways can **allies** and colleagues actively support the career progression of QPOC, and what role does **mentorship** play in overcoming intersectional barriers?
5. How can organizations ensure that their **mental health and wellness programs** are inclusive and sensitive to the compounded stressors experienced by queer employees of color, and what best practices exist in this area?



Key Takeaways

- Emphasize the urgency of raising awareness about intersectionality among ERGs and organizations.
- Adapt global policies to address intersectionality challenges more effectively at the local level.
- Develop guidelines and tools to support QPOC through allyship, mentoring, and role models.
- Ensure organizations have mental health and wellbeing programs, and create safe spaces for QPOC to voice their concerns and be heard.
- Use more inclusive language in the hiring process and diversify the interview panel.
- Actively support career growth, whether as a hiring manager or colleague.
- Collect statistics on QPOC in the Netherlands. An attendee mentioned that Prof. Dr. Gloria Wekker has statistics on intersectionality in the Netherlands. She is a social and cultural anthropologist (UvA 1981), her specializations are in the areas of Gender Studies, Sexuality Studies, African American Studies, and Caribbean Studies.
- - Gather information on the glass and concrete ceilings in the local context.



Thank you!

