

Breakout Room 1.5  13:45-15:00

7 *SECTOR-BASED LGBTIQ+ WORKPLACE INCLUSION*

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Sector-based LGBTIQ+ Workplace Inclusion

Moderator:

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Questions

- Sector-based trends on LGBTIQ+ inclusion.
- Who are the critical stakeholders to tackle the challenges?
- Can you give us some examples on how your senior leaders show their support on LGBTIQ+ inclusion?
- How do you influence the stakeholders on the topic of LGBTIQ+ inclusion?



Key Takeaways

- Leadership's commitment is key ingredients in advancing LGBTIQ+ inclusion.
- Implement and enforce comprehensive non-discrimination policies that protect LGBTIQ+ employees.
- **Accountability:** Be transparent about your progress and challenges in supporting LGBTIQ+ inclusion.
- Offer training on LGBTIQ+ inclusion to all employees.
- Support and promote LGBTIQ+ ERG within your organization to advance LGBTIQ+ inclusion.
- **Community feedback:** Regularly seek feedback from LGBTIQ+ employees and customers to understand their needs and experiences.
- During the process of creating an LGBTIQ+ inclusive workplace, the team should get closer to your colleagues, have courageous and honest conversation with them, create understanding and take actions step by step with respect.
- The voice of the frontline/non-corporate employee is one that is not as strong and needs better tactics for inclusion; regardless of the sector.

