

Breakout Room 1.9  13:45-15:00

3 *MAKING THE CASE FOR SELF-ID*

MODERATOR: PATRICK VAN ROSMALEN (He/Him)

Project Manager & Change and Release Manager

Accenture

Making the case for Self-ID

Moderator:

Patrick van Rosmalen (he/him)

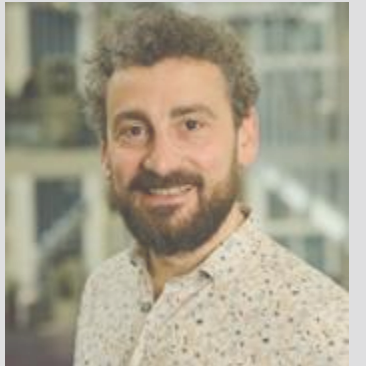
Project Manager & Change and Release Manager
Accenture



Antonino Cilona (he/him/his)

Geomechanicist

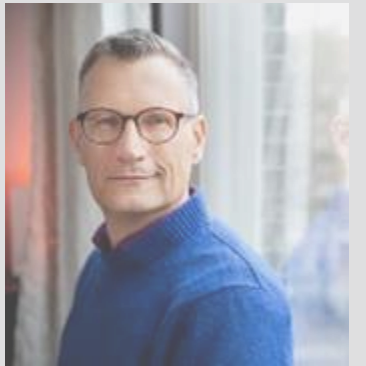
Shell Global Solutions International



Michiel Kolman (he/him/dr)

Sr VP

Elsevier/RELX



Javier Leonor (he/him)

Global Inclusion and Diversity Senior Manager

Accenture



Marijn Pijnenburg (he/him)

Global Diversity team Lead & LGBTIQ+ Community
Partner

IBM



Agenda

- Self-ID – participants' input - (5 minutes)
- Self-ID experience - Panel sharing - (20 minutes)
- Small group breakouts - (20 minutes)

“ What benefits would your organization and your LGBTIQ+ employees see if you had Self-ID data available? ”

- Readouts – (10 minutes - 2 minutes per group)
- Q&A – (10 minutes)
- Closing – (5 mins)



Panel : How is Self-ID viewed in your organization?

Javier Leonor (he/him)

Global Inclusion and Diversity Senior Manager

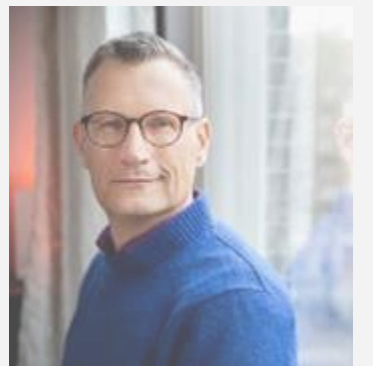
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Small group breakouts – (20 minutes)

“ What benefits would your organisation and your LGBTIQ+ employees see if you had Self-ID data available? ”

- 4 groups
- Brainstorm key benefits
- Prep for readout (2-3 main benefits)



Key Takeaways

- Implementation of SelfID differs per company and country
 - All participating companies (Accenture, Elsevier/RELX, IBM and Shell Global Solutions International) have implemented SelfID and faced challenges
 - Challenges rely in what kind of data can be asked and what you will / want to do with the data.
- Based on the breakout groups with focus on “what benefits would your organization and your LGBTIQ+ employees see if you had Self-ID data available?” resulted in:
 - Define who the groups are, use the agenda to push it forward, use it broader than LGTBIQ+ and make it fact based to actually make results in your organization
 - Collect data in the right way. Current challenges: What kind of talent do we have, how to keep them within the company. Innovation with Diversity to retain talent and ensure to have role models
 - Country demographics can help to drive the agenda fact based in getting the same population within you company.



Thank you!

Keep you eye on www.workplacepride.org for a summary of the conference, including the key outcomes of the breakout sessions

