

**2025**  Workplace  
**Pride**  
INTERNATIONAL CONFERENCE

# ***BEYOND PRIDE***

*BUILDING A ROADMAP FOR INCLUSION*

FRIDAY **06** JUNE  
✱ **KIT** AMSTERDAM

Created by:  
Brian Yothers, Marinka Sybesma,  
Patrick van Rosmalen

#BeyondPride2025



## Inclusion & Belonging at a Crossroad



### **Patrick van Rosmalen** (he/him)

Senior Project Manager – Utilities &  
Pride Lead

**Accenture BV**

### **Marinka Sybesma** (she/her)

Manager / FS Technology &  
I&D Technology lead

**Accenture BV**

### **Brian Yothers** (he/him)

Director of Operations, Global  
Benchmark & Relationship Manager

**Workplace Pride**



# Agenda



**10.45 – 10.50 | Introduction**

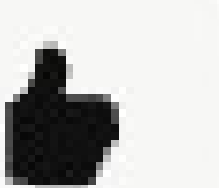
**10.50 – 11.00 | Your current viewpoint**

**11.00 – 11.10 | Background**

**11.10 – 11.40 | Jump on the train**

**11.40 – 11.55 | Where did the rails lead you?**

**11.55 – 12.00 | Closure**



# Agenda



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**10.50 – 11.00 | Your current viewpoint**



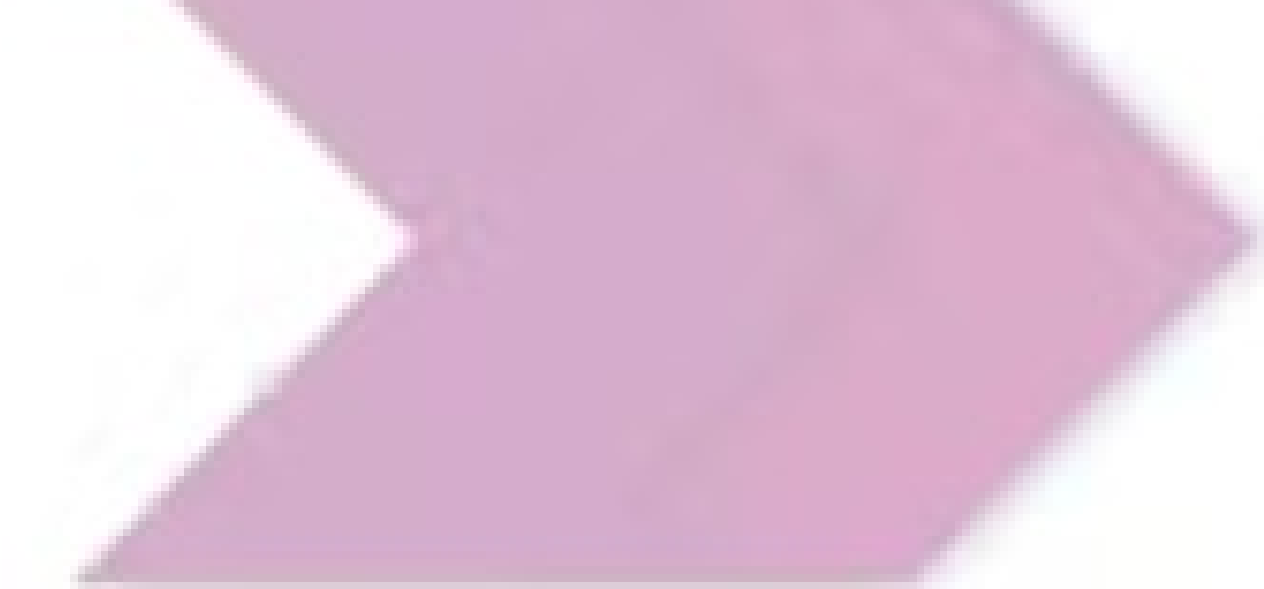
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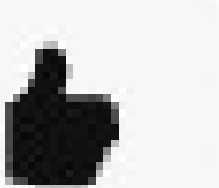
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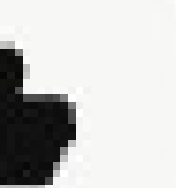
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# Your current viewpoint

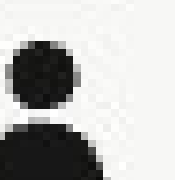
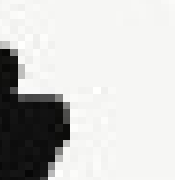


# What is your role within your organisation?

business development  
board member of proud net  
performance and rewards  
queer board member  
talent consultant  
product owner ied  
chair advisory board  
global benchmark  
policymaker  
itu specialist  
coach  
diversity advocate  
cell therapy specialist  
business analyst  
adviser  
strategy  
head of dei  
bestuur gsa  
scrummaster  
scrum master  
teacher  
educator  
global sustainability man  
dei sponsor  
cargill pride network  
network member  
chair of pink network  
researcher  
aandachtsfunctionaris  
military pensions worker  
erg board member  
legal counsel



What is the first thing that comes to your mind when you think about the economic situation regarding I&D?



# What is your most recent (internal) success related to I&D?

more convinced coming out  
visible exco commitment  
dei champion promotion  
visible with lanyards  
approving drag queen  
org pride activities  
6 brgs lives  
global hr collaboration  
launched a 3 stage model  
coming out at the client  
safe space lunches  
joining queer board  
holding the ground  
transition leave  
sharing dei srory  
keeping comms as is  
parental leave for all  
increased support for erg  
launched dei governance  
inclusion toolkit for tha  
gender neutral toilets  
high chairs in stage  
designed a inclusion tool  
new erg playbook  
pride flag is permanent  
joining workplace pride  
new dei policy published  
leadership commitment  
leadership support  
visible



# What kind of obstacles or challenges are you facing within the organisation?



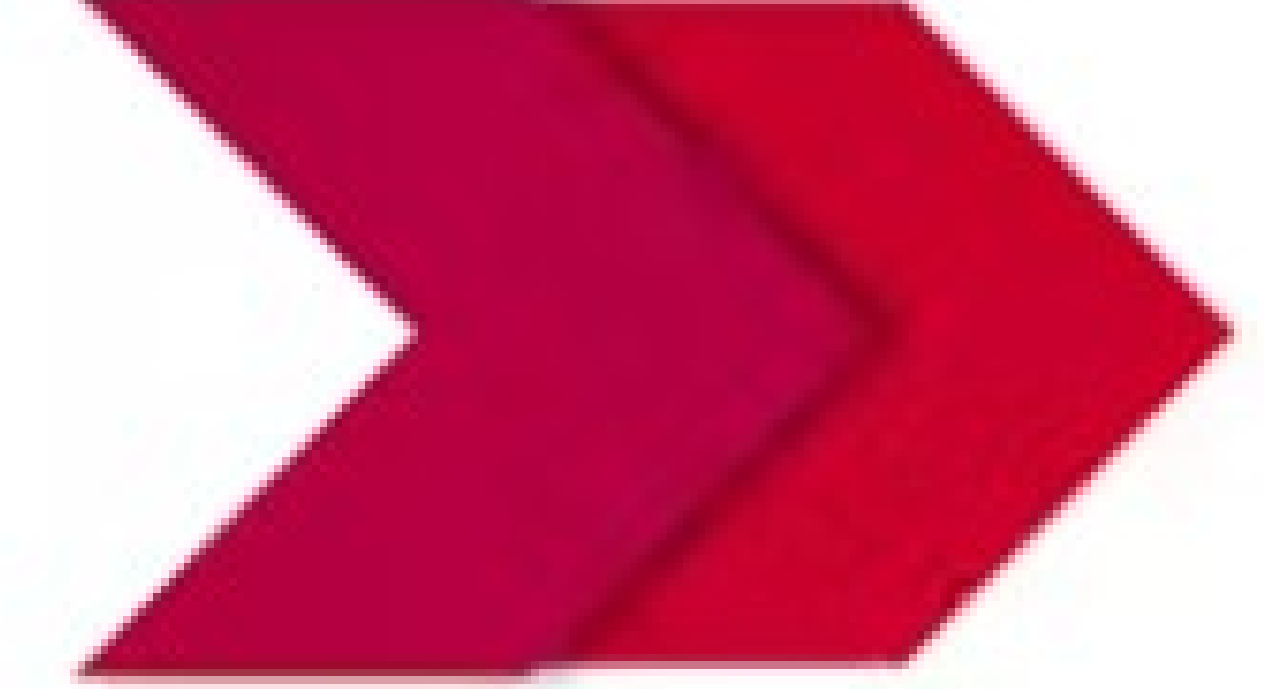
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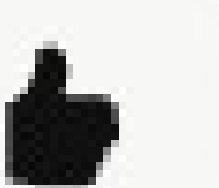
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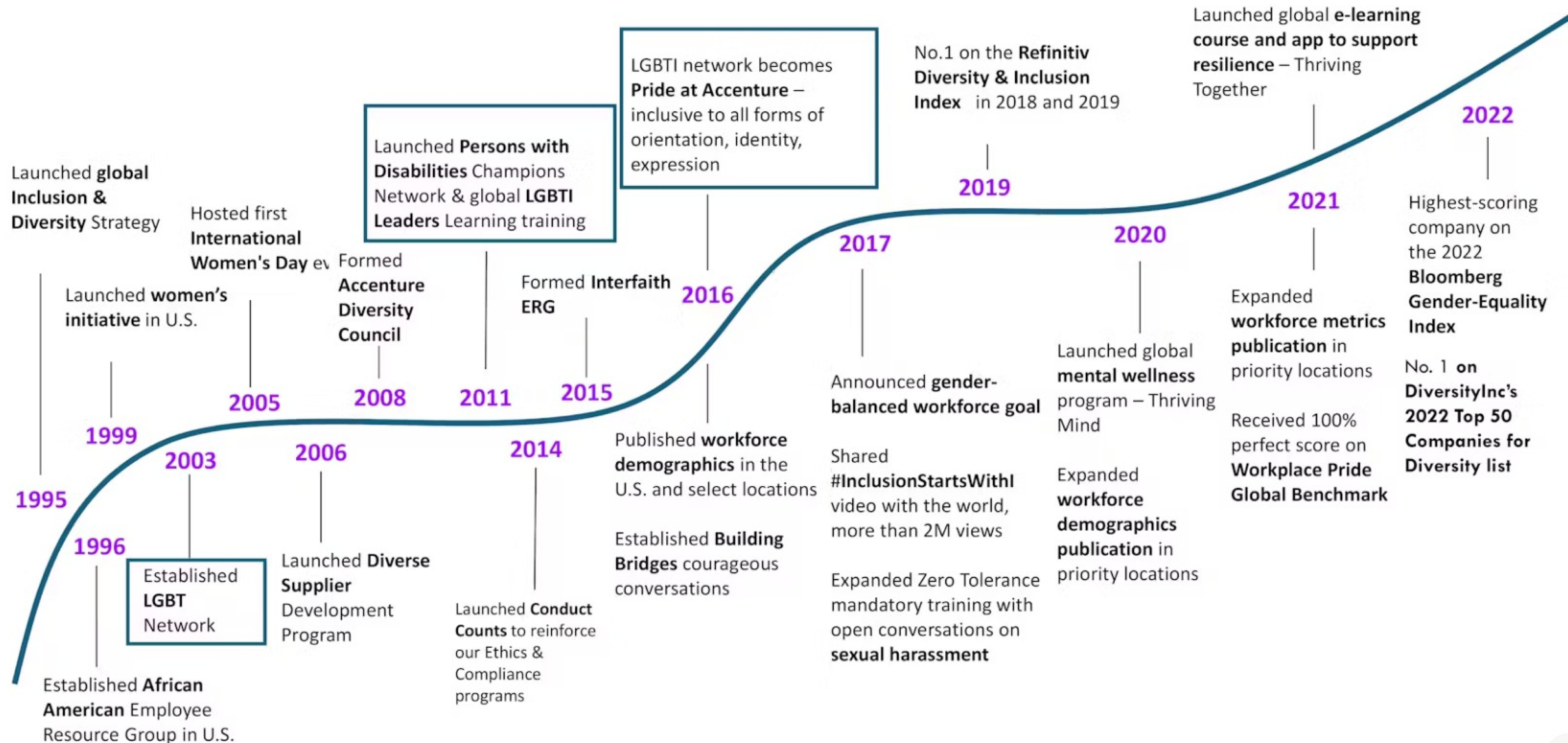
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# Our history reflects **our commitment**



**\*This is a sample of key actions from our detailed historical timeline.**



# The employee EXPERIENCE



## I FEEL SEEN

- Feel **noticed** & paid attention to
- Feel deeply **listened** to and **understood** as a person, inside and outside of work
- Feel **respected & treated fairly**
- Feel **valued & appreciated** for my uniqueness and strengths



## I FEEL SAFE

- Feel **accepted** for who I am, **without fear** of judgement
- Feel **comfortable sharing** my views and opinions
- Feel **ok to make mistakes**
- Feel **secure** and **supported** with clarity of goals and direction



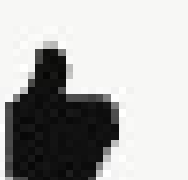
## I FEEL CONNECTED

- Have a **deep understanding** of myself, my thoughts and emotions
- Have **deep connections** with others (trust that they “have my back”)
- Feel a deep **sense of belonging**
- Feel **in flow**, and have **meaning** and **purpose** in my work



## I FEEL COURAGEOUS

- **Believe in myself** and my abilities
- Feel **comfortable challenging** the status quo & **taking risks**
- Have the right level of **autonomy** and **freedom**
- Feel I am learning & **growing**
- Feel I am **achieving** & progressing
- Feel **inspired** to do my best



# Focus of I&D is shifting world-wide



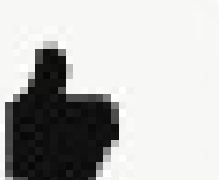
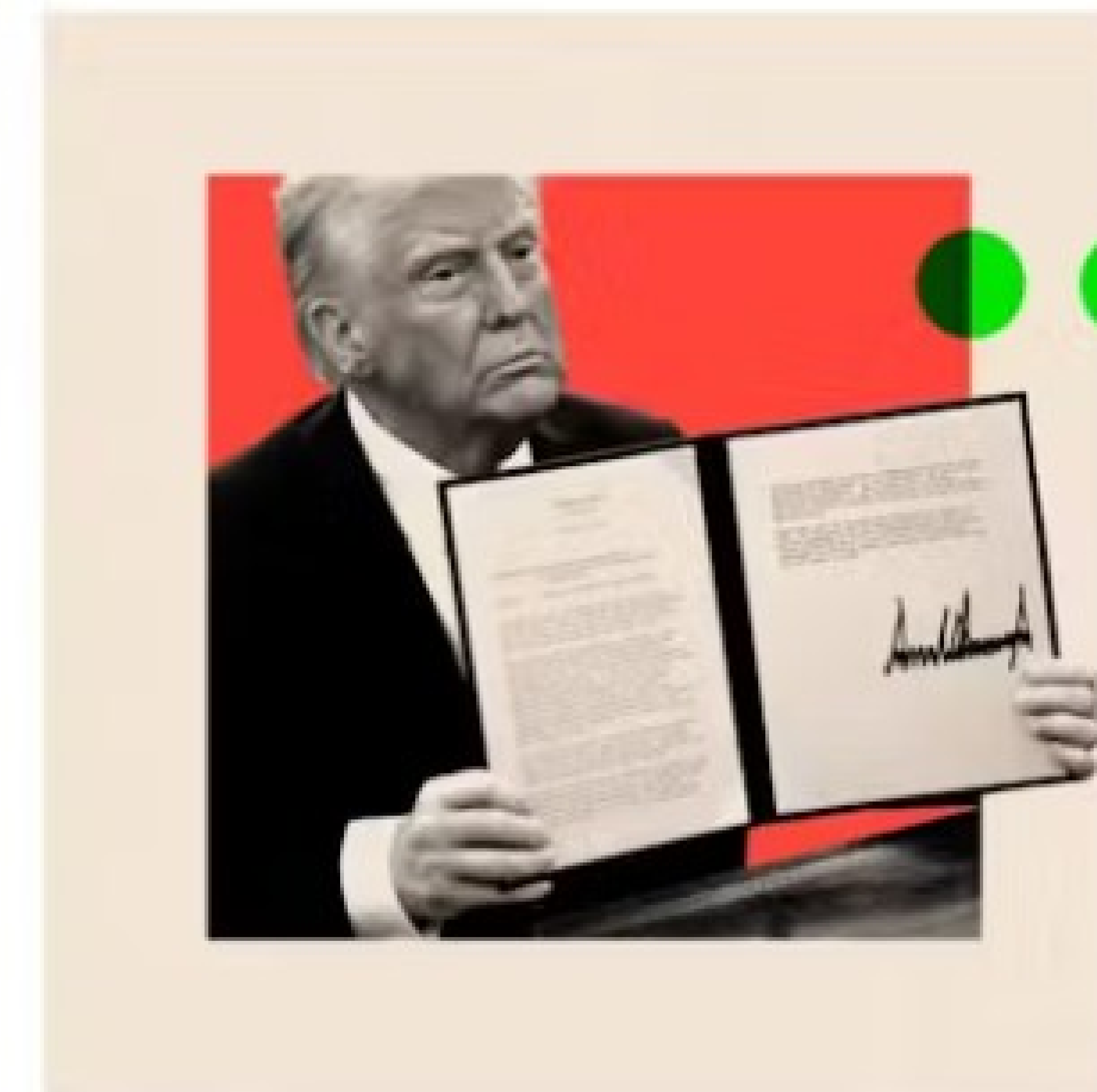
Citate:

A [United Kingdom](#) Supreme Court ruling on April 16, 2025, threatens the rights of trans people, Human Rights Watch said today. In [For Women Scotland v. The Scottish Ministers](#), the court ruled that “sex” in UK law refers to a person’s sex assigned at birth.

Citate:

Feb 28 (Reuters) - From Google to Target, many major U.S. companies have dropped or considered altering their diversity, equity and inclusion (DEI) policies following [President Donald Trump's executive order](#) to curtail such programs at the federal and private level.

Even before Trump took office, big corporations were under [increasing pressure from conservative groups](#) to cut back or tweak their DEI policies aimed at boosting racial and ethnic representation at the workplace.



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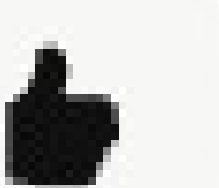
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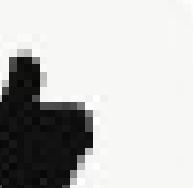
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# Explanation and question for the breakout

"Imagine formal D&I programs are being restricted. What can you still do internally and externally to foster inclusion, connection, and awareness of difference?"



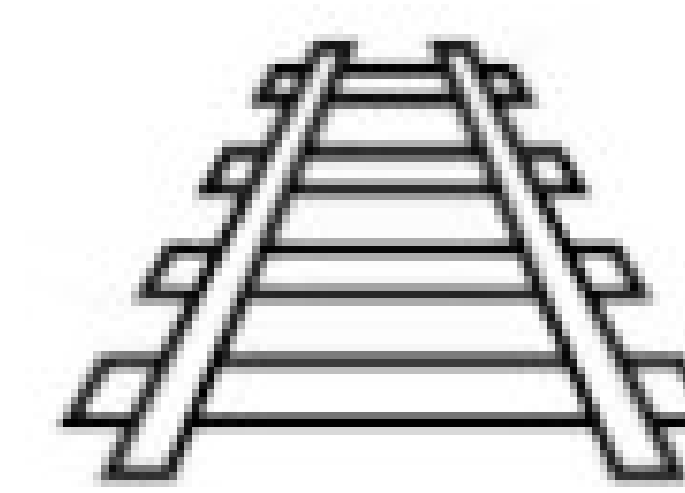
# Start the train when the world is changing .....



**Which platform are you departing from?**



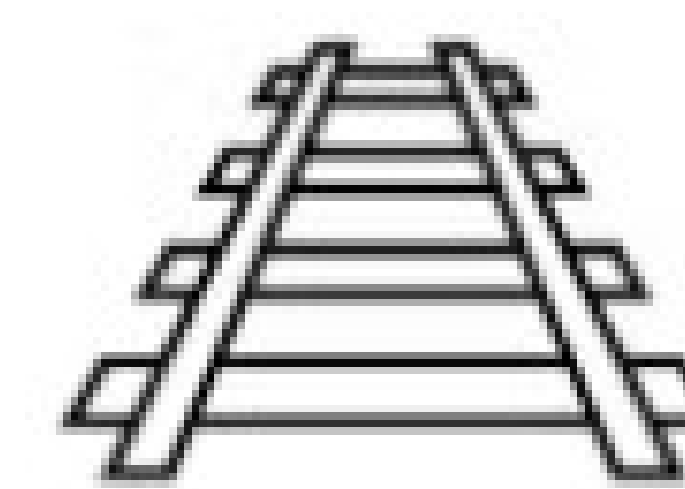
1 | HR & Recruitment



2 | Internal Employees



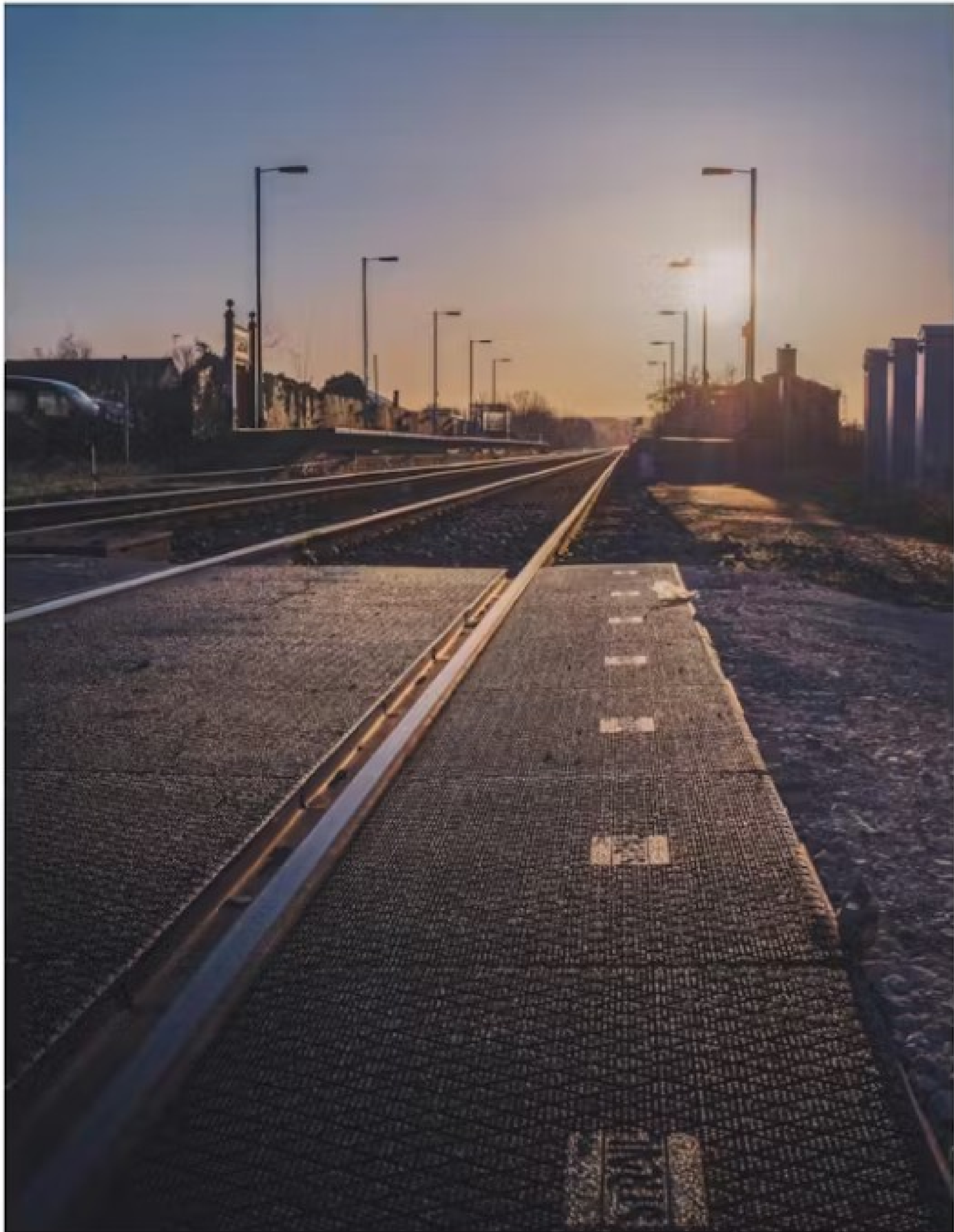
3 | External visibility



4 | Preparation



# Summary | Your Top 3



Departure (start)	End station (Stop)	Travel itinerary (Going on)	Rail block (Support needed)



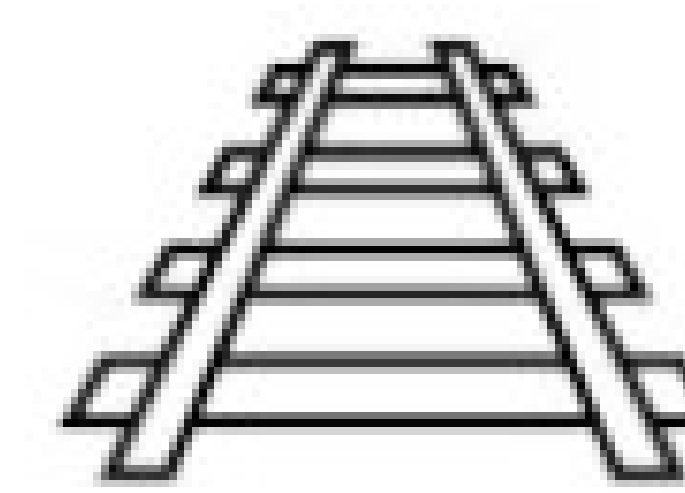
# What is your next platform and destination?



## Where do you continue your journey?



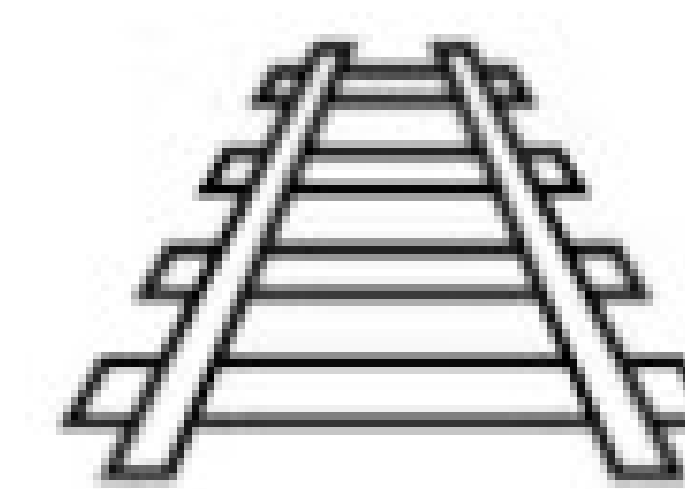
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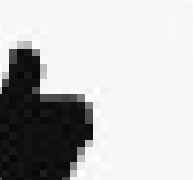
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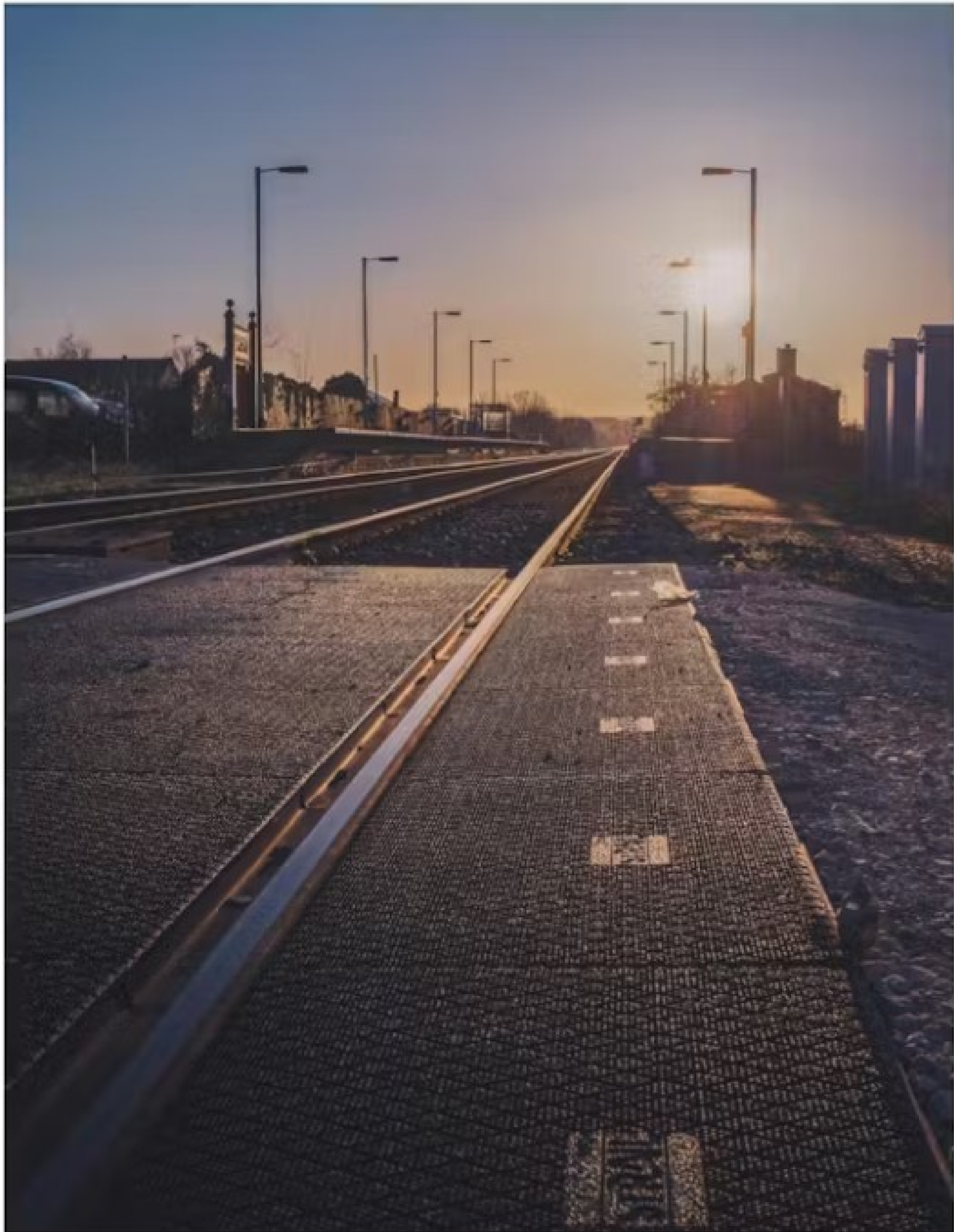
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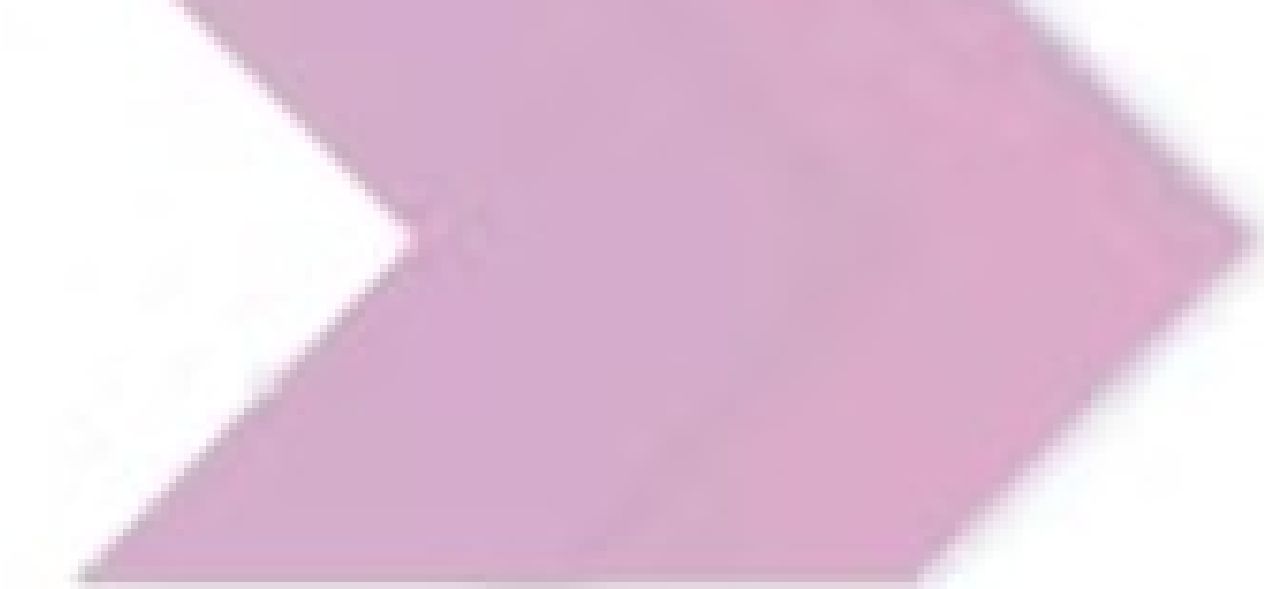
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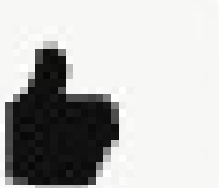
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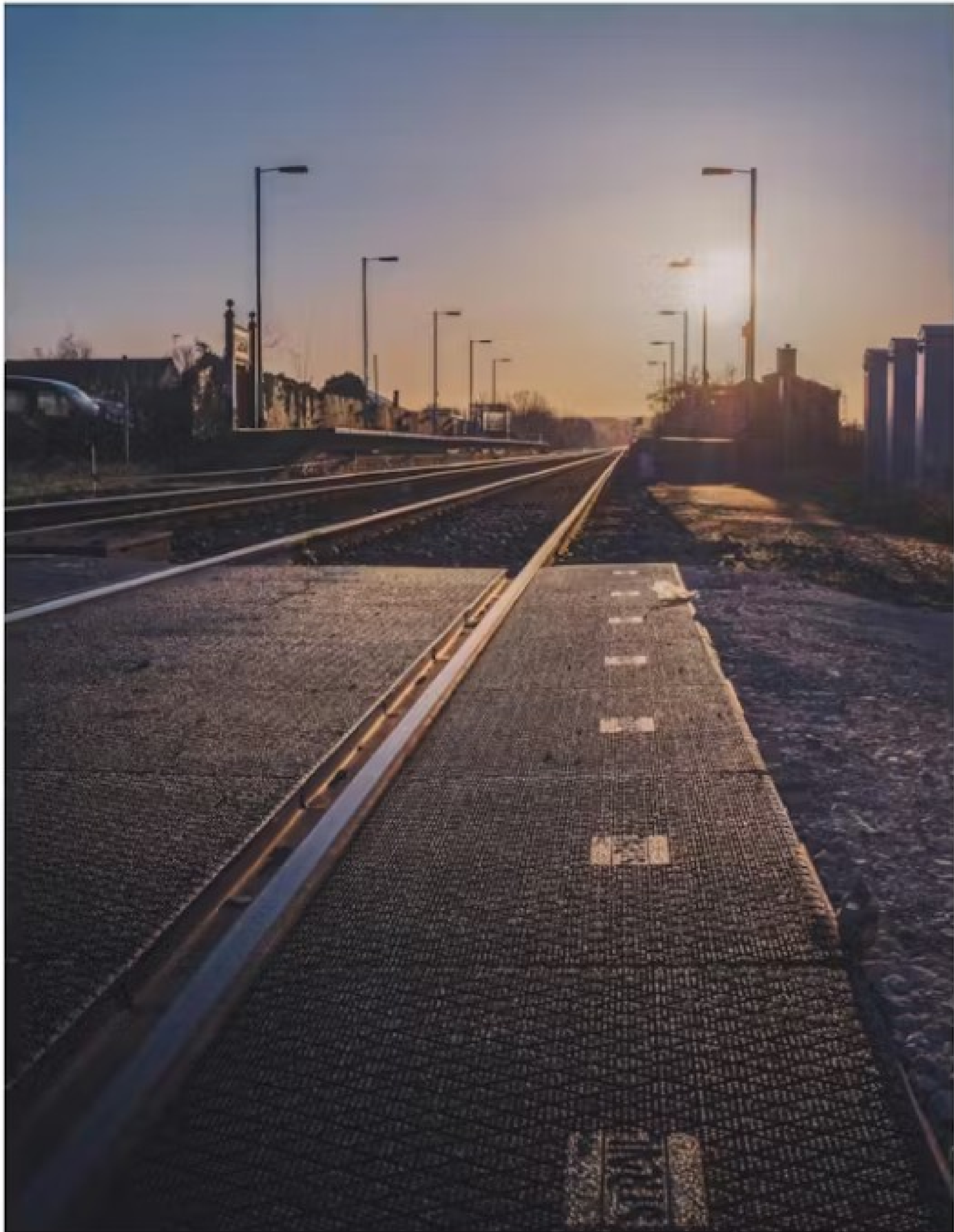
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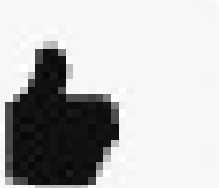
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# What is your one main take away of this session?

Participants: DEI and HR practitioners, Executives, and Employee Network members.

Current Challenges: Leadership commitment, Political pressure, Polarization

Workshop Topic: In light of the current backlash against DEI, what can you still do (internally and externally) to continue to make progress?

Key Take-aways:

Acknowledge fear and uncertainty; ensure that your employees are seen, heard and feel safe within your organization

Re-enforce the link between LGBTIQ+ inclusion and the core values of your organization

Get leaders to be vocal about their support for LGBTIQ+ inclusion in support of business success

Connect to other organizations to learn about their approach

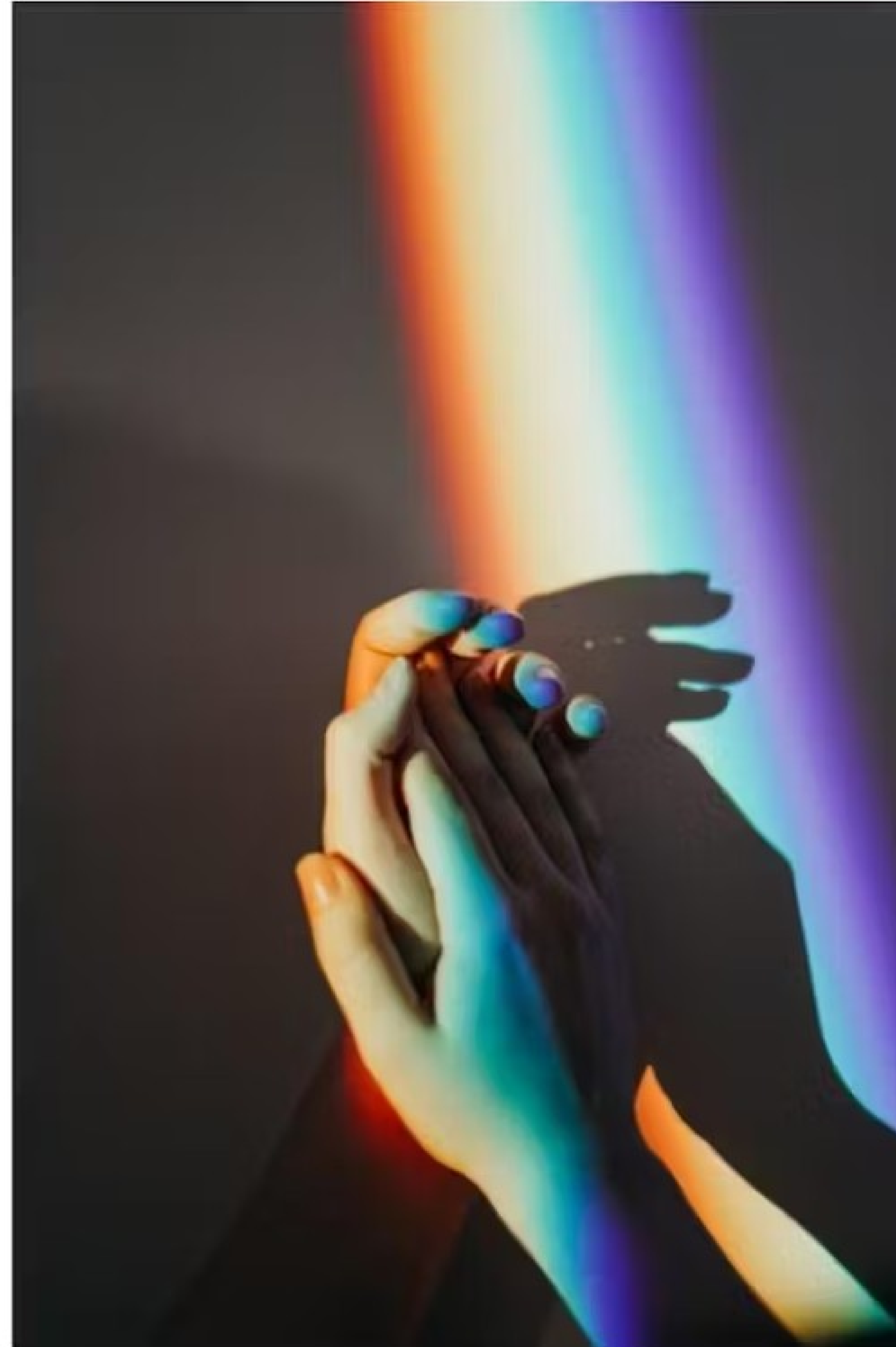
Understand the perceived business risk and adapt plans where necessary to mitigate the biggest risks. A more general focus (intersectional) may help.

Know that the issues coming out of the US are not shared equally across the world. Look at the global picture and double-down in locations where there is no negative impact (e.g. Asia)

Gather data about the current state of LGBTIQ+ inclusion in your organization - data will help you drive change and make progress.



# Close



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Thank you for participating in this break-out session.

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