

Room 7 – Emma Room  10:45-12:00

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***RAINBOW FAMILIES &
WORKPLACE INCLUSION:
CHALLENGING COUNTRIES
IN THE SPOTLIGHT***



#BeyondPride2025

Rainbow Families & Workplace Inclusion: Challenging Countries in the spotlight

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Rainbow Families Today

There are many ways to build a family, and some children grow up in highly diverse family structures. This session will explore the different types of families in the Netherlands and around the world. It will also cover the legal landscape, challenges, and constraints that diverse families with children face in various situations. Most importantly, the session will focus on how organizations can support and create an inclusive environment for these families.





The reason why...

- Awareness

Many employees are part of rainbow families or aspire to create one. Recognizing and including these families show the organization's commitment to representing the full spectrum of identities and experiences.

- Understanding

Supporting rainbow families create opportunities for allyship among colleagues, extending the culture of inclusion beyond LGBTIQ+ individuals themselves.

- Support

Rainbow families often face unique challenges, such as navigating legal frameworks, parental rights or parental leave. Organizational support can reduce the stress and emotional toll of these challenges, improving employee wellbeing and engagement.

- Employer Branding

Being recognized as a family-inclusive employer helps attract and retain diverse talent who value progressive workplace cultures.



Topics you are interested in

- Personal and Workplace Journey
- Inclusion and Visibility in the workplace
- Workplace Policies and Support
- Advice for Employers and HR

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Questions for the panel

1. Personal and Workplace Journey

- . How has being part of a rainbow family shaped your experience at work?
- . Have you ever felt the need to explain or conceal your family structure in the workplace?

2. Inclusion and Visibility

- . How visible and accepted do you feel your family is within your workplace?
- . Are there moments where you felt especially supported or unsupported because of your family?

3. Workplace Policies and Support

- . Does your organization provide policies that support diverse family structures (e.g., parental leave, healthcare, adoption support)?
- . What policies have made a meaningful difference to you and your family?



Questions for the panel

4. Interactions with Colleagues

- . How do your colleagues respond when you talk about your family?
- . Have you experienced microaggressions, assumptions, or awkward moments related to your family in the workplace?

5. Advice for Employers and HR

- . What could organizations do better to support rainbow families?
- . What advice would you give to HR professionals seeking to create a more inclusive environment for families like yours?

6. Inspiring Change

- . Can you share a time when you felt truly seen or celebrated at work as part of a rainbow family?
- . What message would you like to share with other LGBTQ+ professionals navigating similar experiences?



What can you do promote inclusion for diverse families in the workplace today?

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What was your main takeaway from the session?

It is not easy at all but it's possible

Deeper insights into the legal and workplace challenges for diverse families

Keep on fighting, keep on pushing the boundaries and be vocal

Thank you for inspiration!
Challenging, but possible

The personal stories and journeys were inspiring

It takes a lot of courage but the courage of one can benefit many others.

Being parents are awesome 🥰

Hope 🙏

I admire the persistence of all these people

About the international experience and support available

Strength does it!

Different challenges, surrogate is



Key takeaway

It is not easy at all but it's possible

Thank you for inspiration!
Challenging, but possible

Being parents are awesome 🥰

About the international experience
and support available

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and support available

Different types of families and
inspiring stories on how the panelists
work hard to make a difference!
Thank you :)

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workplace challenges for diverse
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Different challenges, surrogate is
quicker than adoption



Questions?

