

Breakout Session

“The New Way of Working”

Full inclusion in a post-pandemic world



The Panelists



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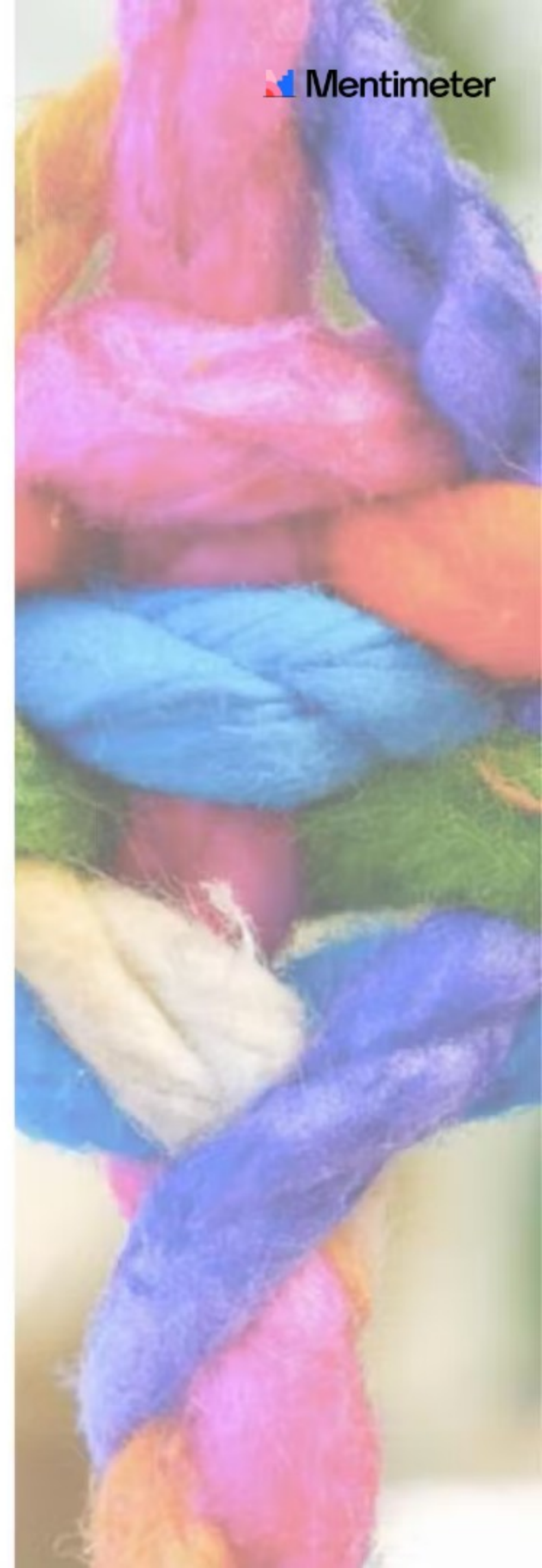
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How did the pandemic impact the way you communicate with your colleagues?

Expanding the digital channels to reassure contingency & recognition of LGBTQIA+ mission

D&I input is often non-work related, these conversations decreased

Less personal

Immediate adoption of technology to support remote work

Less personal

Being in an international team and being the only one in Amsterdam workwise not so much. Socially much more.

Social events remote

Connection decreased, decrease in non-verbal communication led to miscommunications, less inclusive

More listening sessions

How did the pandemic impact the way you communicate with your colleagues?

All digital, for me fine only when i coach people a pitty it was less personal

Reduction in spontaneous interactions with colleagues, but it showed new ways to communicate, digitally, to connect with new colleagues throughout the company

More personal connection with colleagues as we were able to see a peak of our home life due to everyone working virtualiteit from home

We were able to include everyone across EMEA into the conversation, including territories, cities and our store athletes - the invitation extended to 18k plus, prior it was centric to our EHQ.

More connection to some , less to others

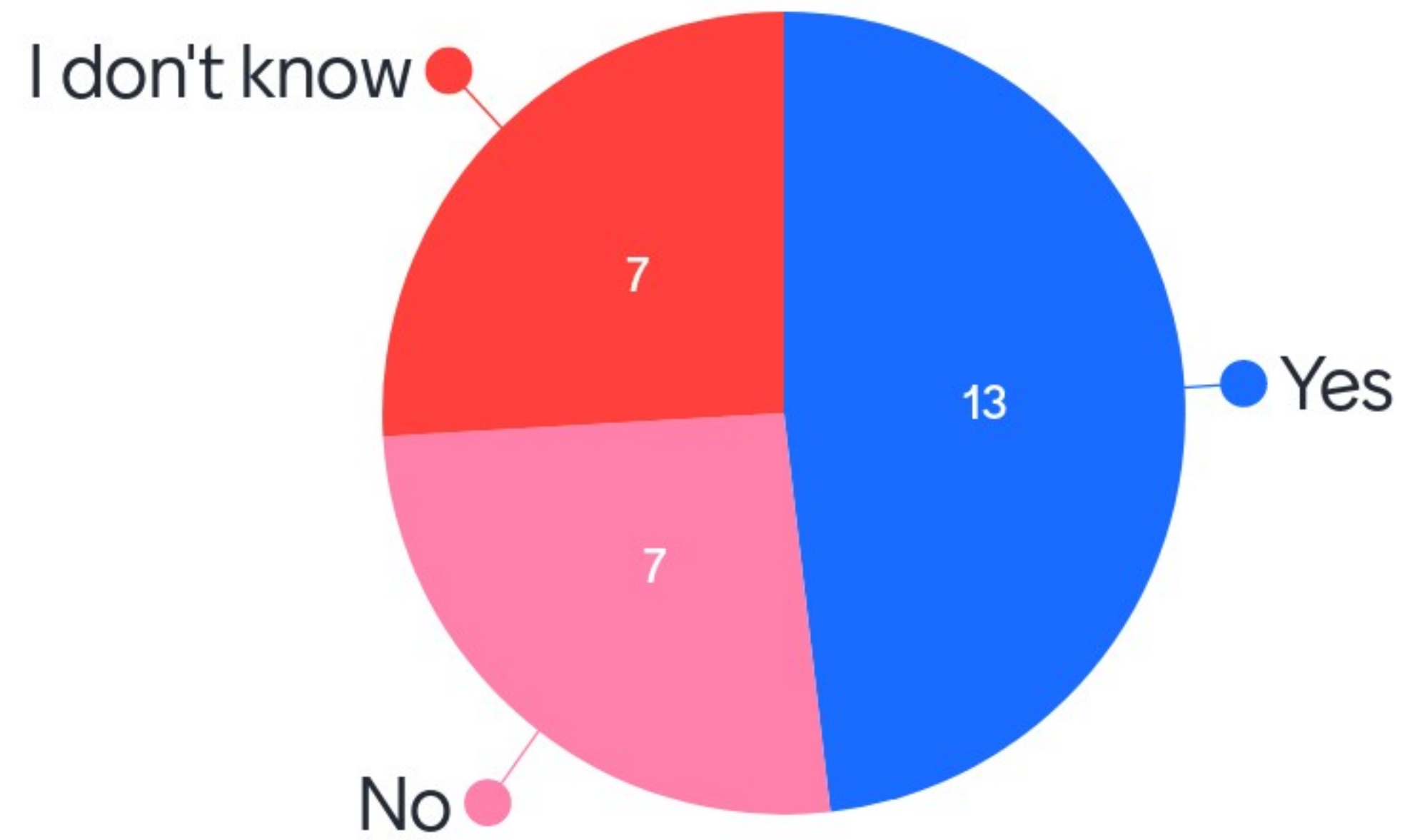
We had online cross border events with lgbt networks in different countries

Created internal events to keep the informal communication going, tried to keep non-work communication going. Menti and „speed-dating“ tool was important to make these happen.

Hard for new hires

Daily online stand ups with my team

Does your organization have a transgender policy in place?



What does it mean to be included?

To be heard and seen

Valued

Being heard

Feel accepted for being me

Sense of belonging

100% myself

Being able to be your authentic self

It means I can show up as my authentic self and thrive.

Acknowledged

What does it mean to be included?

Respected

My views are not dismissed

Be authentic self in all dimensions

The feeling that you can be yourself

To not feel like someone is standing out.
Every one should be who they are and no
one has the right to judge

To felt heard , seen and cared about

Being able to authentic, experiencing a
sense of belonging

To be treated the same way

You can be your full authentic self

What does it mean to be included?

Feel respected by colleagues and management

Safe space & feeling of belonging

I can bring my whole self: private and professional together, not separate.

Being yourself and heard

Being respected

To be accessible for information and support relevant to me.

Being accepted

Respected

We can respect each other's beliefs, but also be fully aware of the impact this may have on other people

What does it mean to be included?

Feeling sure that there is space for me

My perspective is taken into account

Existence valued for Who You are. And
want to be But most of All it is a Human
Right

Respect and accepted

Data facts - among others essentials

What do you think is essential to advance LGBTIQ+ inclusion in the workplace?



Questions?



Takeaways

- **One size doesn't fit all.**
- **Psychological safety** is key to making progress on LGBTIQ+ workplace inclusion.
- **Education** about the benefits of an LGBTIQ+ inclusive workplace is indispensable.

