Breakout Session

“The New Way of Working”

Full inclusion in a post-pandemic world
The Panelists

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Culture & Change Projects and Global Diversity & Inclusion Advisor, Akzo Nobel

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Vice President Fischer Solutions
<table>
<thead>
<tr>
<th>Impact</th>
<th>Description</th>
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<tr>
<td>Expanding the digital channels to reassure contingency &amp; recognition of LGBTQIA+ mission</td>
<td>Less personal</td>
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<td>Immediate adoption of technology to support remote work</td>
<td>Less personal</td>
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<td>Social events remote</td>
<td>Being in an international team and being the only one in Amsterdam workwise not so much. Socially much more.</td>
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<td>Connection decreased, decrease in non-verbal communication led to miscommunications, less inclusive</td>
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<td>More listening sessions</td>
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How did the pandemic impact the way you communicate with your colleagues?

- All digital, for me fine only when I coach people a pity 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 virtually 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
- Hard for new hires
- We had online cross border events with LGBT networks in different countries
- Daily online stand ups with my team
Does your organization have a transgender policy in place?

- Yes: 13
- No: 7
- I don't know: 7

Total: 27
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<th>To be heard and seen</th>
<th>Valued</th>
<th>Being heard</th>
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<tbody>
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<td>Feel accepted for being me</td>
<td>Sense of belonging</td>
<td>100% myself</td>
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<td>Being able to be your authentic self</td>
<td>It means I can show up as my authentic self and thrive.</td>
<td>Acknowledged</td>
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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. Everyone should be who they are and no one has the right to judge
- To feel 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

Being yourself and heard

Being accepted

Safe space & feeling of belonging

Being respected

Respected

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

To be accessible for information and support relevant to me.

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.