



The Winding Road to Self-ID

Key Findings

Journey

- you manage what you measure – so measurement is required
- goal is to be a reflection of the society that we live and work in – to know if you are succeeding you need to be able to measure

Business Case

- consider building on work that has already been done on gender diversity/gender gap and expand this to representation LGBTIQ+ and others
- we need data for LGBTIQ+ because it is less/not visible who the LGBTIQ+ employees are – this should support the I&D ambitions/strategy
- LGBTIQ+ employee network can ignite -

Legal

- include legal in team from day 1
- data security is key (sensitive data demands sensitive data handling and access)
- how to collect
- where and how to store
- who has access at the aggregate and at the detail level (this should only be 1 or 2 in the WHOLE organization)

- scenario planning
- withdrawing the self-ID data must also be an option (i.e. when relocating to challenging location)
- specify also what data will NOT be used for
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IT&HR Systems

- Workday may say that it is not possible to make this available by country, but Shell has done it (also in Europe)
- ask for help not for permission (HR should be able to require this from IT)

Employee Engagement

- link to organization values and priorities
- expect lots of question – consider ambassadors and role models
- reenforce that self-ID is voluntary – but keep talking about it
- measure uptake – this indicate whether you have earned trust

Use of Data

- continuous improvement – evaluate trends
- uptake talks to levels of trust and effectiveness of your communication and implementation
- specific % can be used to provide opportunities to LGBTIQ+ employees, or to spot differences in engagement etc.

Next Steps

- set (realistic) goals (e.g. all locations with at least xx employee where being LGBTQI+ is not illegal, make available in locations so that xx% of all employees have the option)
- extend to recruitment process for candidates

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