



Workplace  
**Pride**

May 26th International  
**2023** Conference  
Spoorwegmuseum, Utrecht

**TRACKS OF CHANGE**  
Advancing **LGBTIQ+** Inclusion in the Workplace



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**Pride**

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## The Winding Road to Self-ID

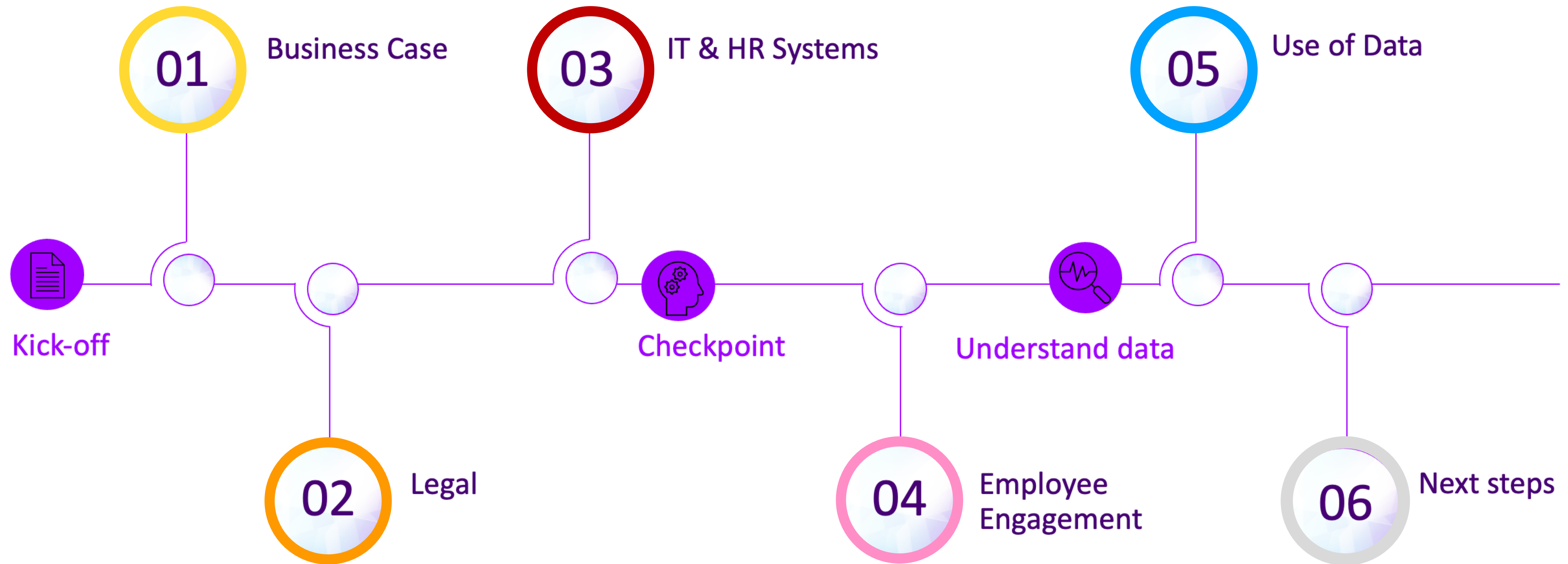
**Javier Leonor & Mette Hersby**

# Key Agenda

1. Welcome and Introductions
2. Business Case
3. Legal
4. IT and HR systems
5. Employee Engagement
6. Use of Data



# The winding road to Self-ID



# This is a journey.

Your roadmap will be **unique**. However, wherever you are in the I&D journey, there are simple steps you can take, building the right approach to get to data driven LGBTIQ+ inclusion



# Business Case.



Aligned to the  
I&D ambition



You manage  
what you  
measure



Data-driven  
actions



# Legal.



Part of the team  
from Day 1



Data  
management



It's voluntary



# IT & HR Systems.



Discover the art  
of the possible



Global tool /  
local context



Continuous  
improvement





# Employee Engagement.

04

01

Why is this important?

02

Self-ID is not about minorities

03

What have we done / will we do with the data?



**Scene one, take two.**



# Employee Engagement.

04

01

Why is this important?

02

Self-ID is not about minorities

03

What have we done / will we do with the data?

# Use of data.

01

It's not about the moment, it's about trends

02

Transparency

03

What is the north star?



# Next Steps at Shell.



# Next Steps at Accenture.



# Questions & Answers



**Thank You**

