Workplace Pride

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Spoorwegmuseum, Utrecht

TRACKS OF CHANGE
Advancing LGBTIQ+ Inclusion in the Workplace
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The Winding Road to Self-ID
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

- **01** Business Case
- **02** Legal
- **03** IT & HR Systems
- **04** Employee Engagement
- **05** Use of Data
- **06** Next steps
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.

01 Leadership
02 Culture
03 Goals
Business Case.

01 Aligned to the I&D ambition

02 You manage what you measure

03 Data-driven actions
Legal.

01 Part of the team from Day 1

02 Data management

03 It's voluntary
IT & HR Systems.

01

Discover the art of the possible

02

Global tool / local context

03

Continuous improvement
Employee Engagement.

- **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.

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.

01 Increase uptake and coverage
02 Positioning wider in the organization
03 Understand and follow up on data insights
Next Steps at Accenture.

01: Increase use and coverage of Self-ID
02: Evaluate trends
03: Define a long term horizon
Questions & Answers
Thank You