



Workplace
Pride

May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

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



Workplace
Pride

May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

Creating Fully Gender-Inclusive
Workplaces

Mike van de Langenberg

What is gender?

Who you are

Not nearly as binary as people think

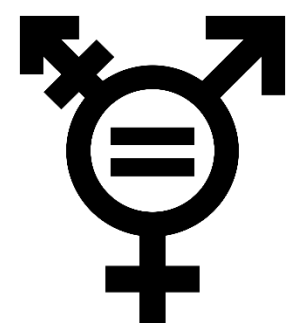
Which gender identities do you already know?

Man, woman

Cisgender, transgender

Non-binary, agender, genderfluid, etc.

Sex ≠ gender



What is gender inclusivity?

Gender inclusivity is being inclusive to all genders

Gender diverse

Important to feel safe, included

In communication, activities, employee conditions

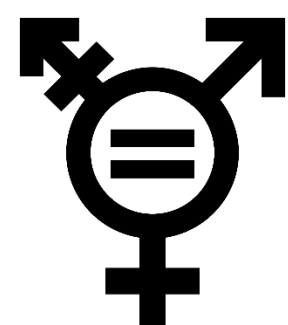
76%

of nonbinary LGBTQ adults are between the ages of 18-29

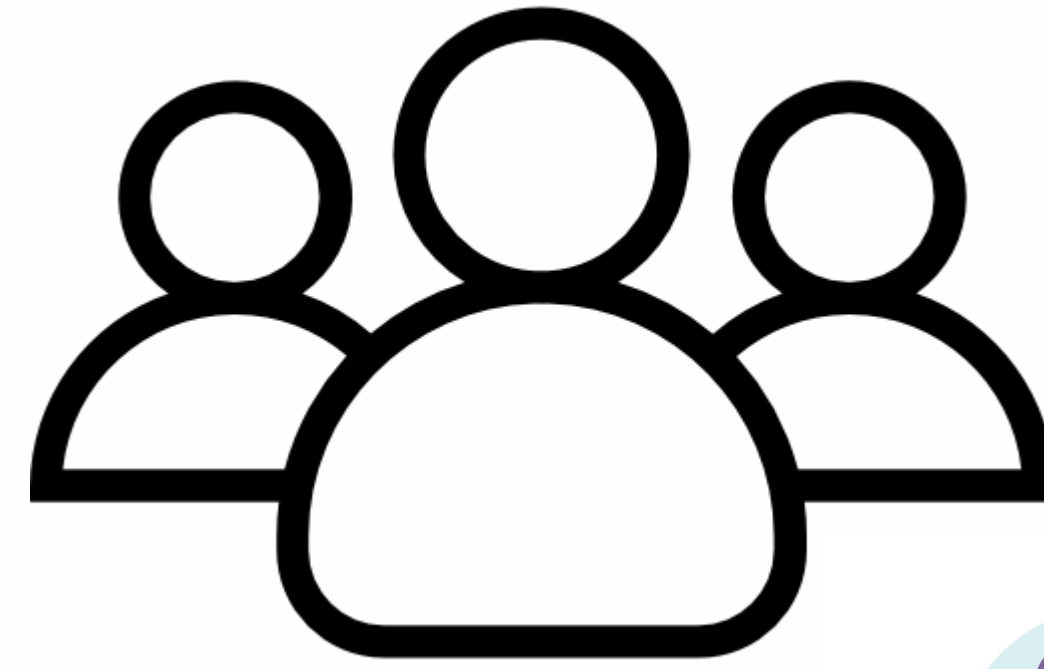
JUNE 7, 2022



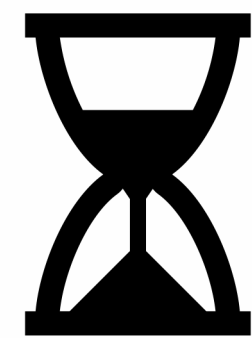
About 5% of young adults in the U.S. say their gender is different from their sex assigned at birth



Breakouts

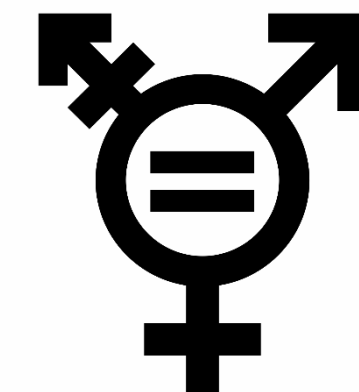


What do you think gender diverse employees **need** in the workplace?



10 min

How will you **implement** these needs in the workplace?

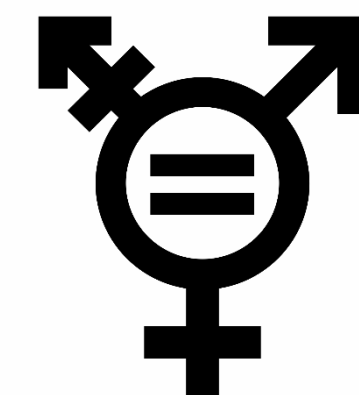


Presenting

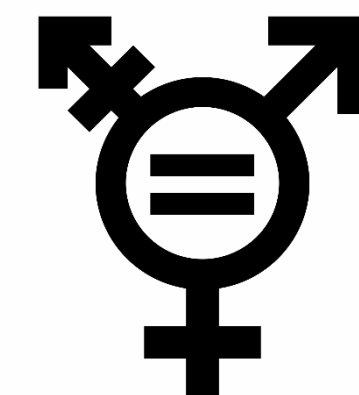
What are your key ideas and how will you implement them?



1 min per group

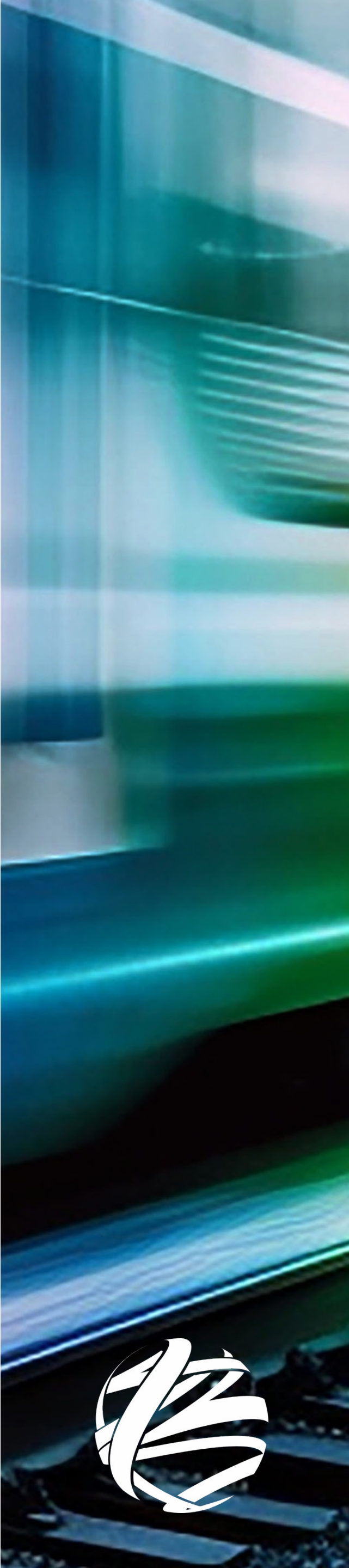
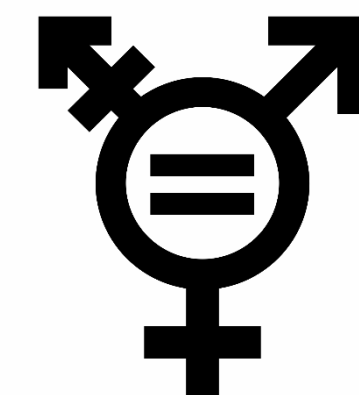


How did I do it?

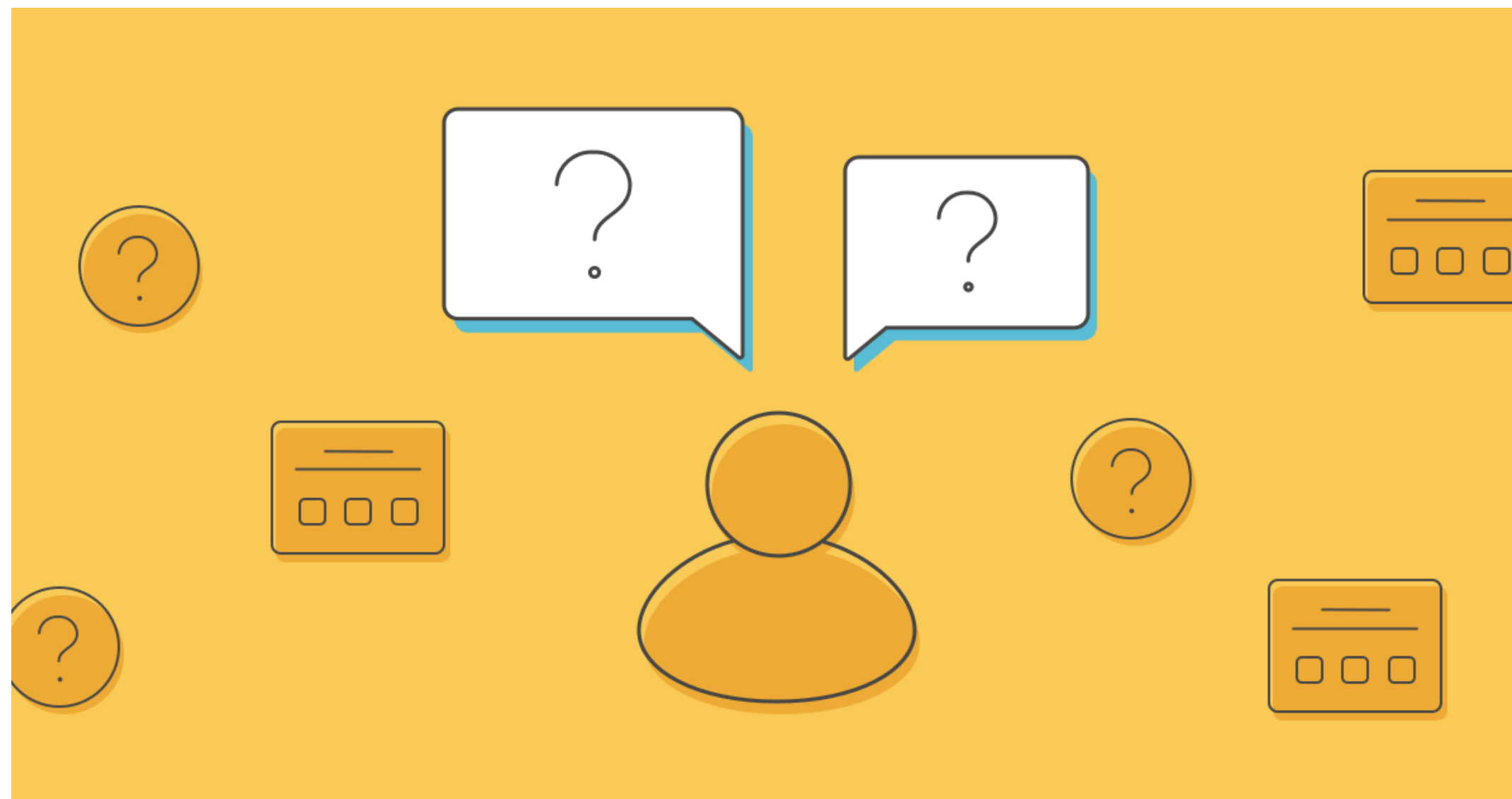


What did I do?

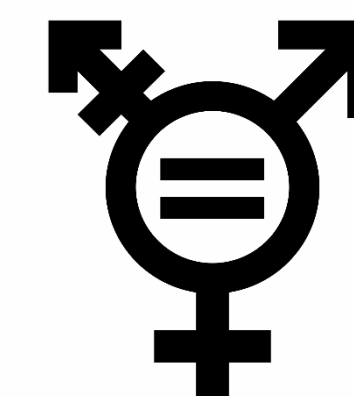
- Gender neutrality for clients
- Gender neutrality for colleagues (HR)
- Guidelines on gender neutral communication
- E-learning about gender neutrality
- Guidance on gender identity
- Transition plan
- Transition leave and parental transition leave
- Celebratory event



Q&A



Mike van de Langenberg
m.vandelangenberg@vanlanschotkempen.com



How to ensure company support?

