TRACKS OF CHANGE
Advancing LGBTIQ+ Inclusion in the Workplace
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

About 5% of young adults in the U.S. say their gender is different from their sex assigned at birth.
What do you think gender diverse employees need in the workplace?

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

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How to ensure company support?