



May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

Enable company-wide LGBTIQ+ inclusion for operational and office staff

Tech@Workplace Pride



ASML

Schiphol
Group

TATA STEEL

Who are we?

Moderator

Gian Battista Marci (he/him) – Schiphol

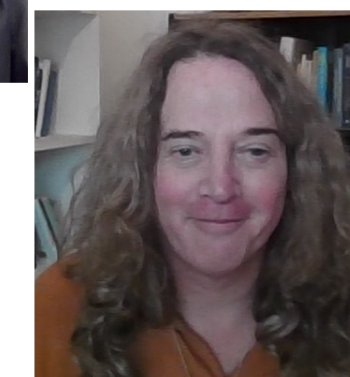


With organizing team

Stefanie Beekhuizen (she/her) – Tata Steel



Noor Beijaard (she/her) – Schiphol



Kim van Oel (she/her) – Tata Steel



Martijn van den Tillaart (he/him) – ASML



Let's start with a video



My name is André Blankman.

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Brainstorm structure

- Split in groups
- 5 min: Discuss the challenge in your group.
Challenges are presented on the next slides.
- 15 min: Brainstorm for proposals how to deal with your challenge
- 2 min: Each group to presents proposals



Before we start the brainstorm:

We have collected several challenges within our organizations with 3 themes:

- **Activate operations**
- **Connect cultures**
- **Communications**



Schiphol challenges: activate 'operations'

Another Way of Working



Laptopless work:
how to inform a firefighter about Coming Out Day?



Out of office:
how to make personal contact with security?



8-hour shifts:
how to get one out of surveillance for D&I work?



Tata Steel challenges: Communication

How to reach people who are not working in the office?

What are the alternatives to communicate with staff not having a laptop and no direct access to business communication platforms (intranet)?

How to engage with workers who can not join LGBTIQ+ events or awareness sessions?



ASML challenges: connect cultures



Nationality:

How to talk about LGBTIQ+ inclusion with people from a country where that is not accepted or illegal?



Gender:

How to connect with an environment dominated by a certain gender identity?



Let's brainstorm!

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Schiphol challenges: activate 'operations'

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Closure

What are our key takeaways?

Follow-up

We will collect the takeaways and discuss this in the follow-up membership exchange 15 Augustus (12.30 – 13.30)





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THANKYOU!

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