Tech@Workplace Pride
Enable company-wide LGBTIQ+ inclusion for operational and office staff
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.
Enable company-wide LGBTIQ+ inclusion for operational and office staff

Tech@Workplace Pride

May 26th International 2023 Conference
Spoorwegmuseum, Utrecht
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
Another Way of Working

**Schiphol challenges: activate ‘operations’**

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

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

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

• Split in groups

• 5 min: Discuss the challenge in your group

• 15 min: Brainstorm for proposals how to deal with your challenge

• 2 min: Each group to presents proposals
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!