



Workplace
Pride

May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

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



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2023 Conference
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**“Achieving belonging through
intersectionality”**

Roundtable - Workplace Pride Communities



Communities





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Moderator: Martine de Vries (she/her)

Core team member Women@Workplace Pride
Professor in Medical Ethics at Leiden University
Medical Center

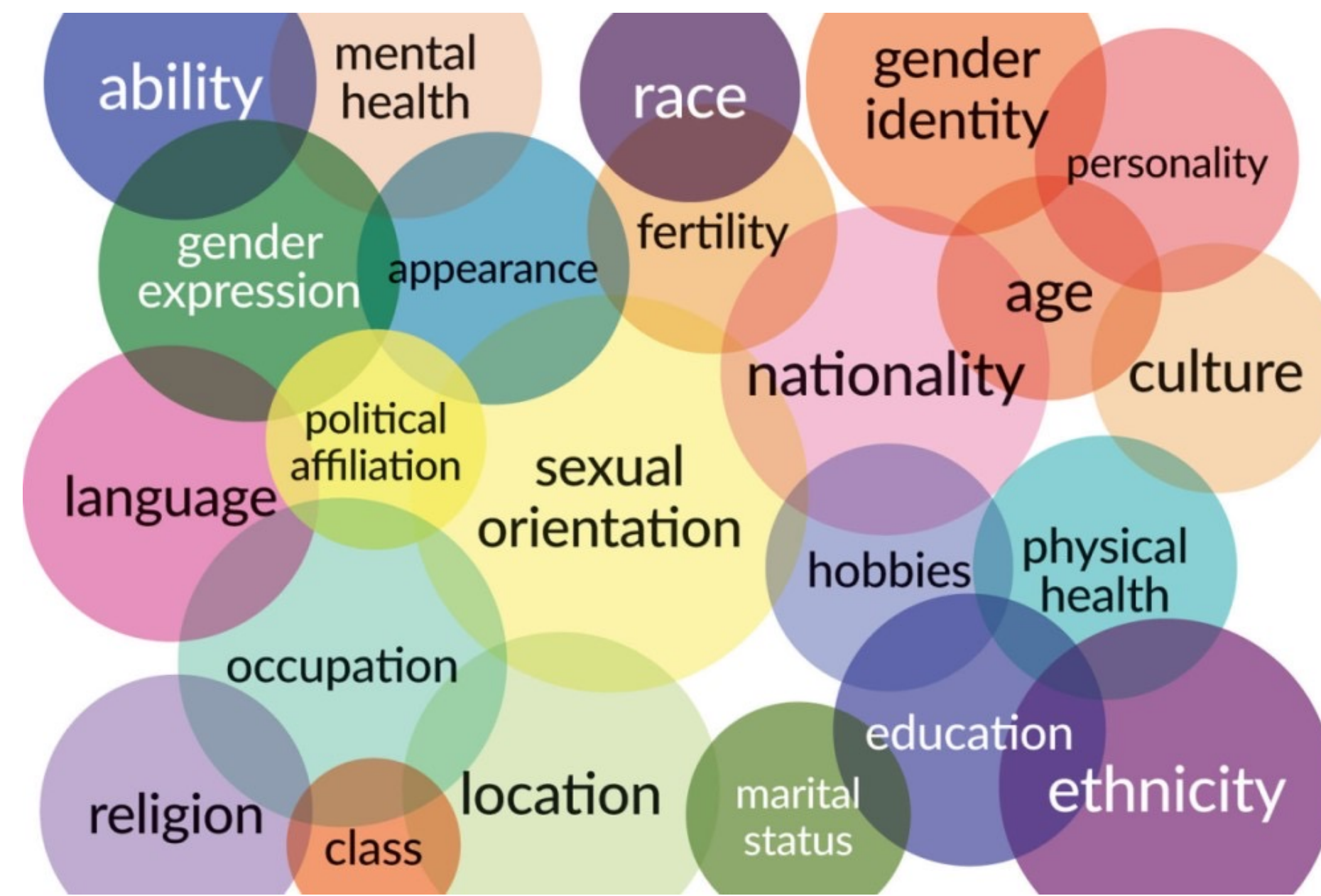
Program & Rules of the game

- 13.45 Walk-in & welcome
- 13.50 Introduction
- 14.00 Table discussions round 1
- 14.20 Table discussions round 2
- 14.40 Brief summary per table
- 14.50 Key Findings and follow up for the Communities



“Achieving belonging through intersectionality”

While organizations aim to be diverse and inclusive, the ultimate goal for everyone at work is to have a true sense of belonging. However, this is not achieved overnight as we all bring different and often multiple identities to work. Adding to this, workplaces themselves can be diverse: corporate, government, civil society and academia as examples. So how do organisations and individuals go about realising this ‘true sense of belonging’?



Communities



Creating Brave(r) and Safe(r) Spaces in Academia

Queer intersectionality in academia is a complex and often overlooked reality that is influenced by power dynamics and hierarchies. Given these factors, is it possible to create truly "safe spaces"?

Academic institutions have historically privileged normative ideals, which can create barriers for queer individuals seeking access to higher education. To feel safe within these spaces, queer students may feel pressure to self-censor or limit their participation. However, we believe that all students, regardless of their identities or experiences, should have the opportunity to make meaningful contributions to academic research and discourse. Universities have a responsibility to create inclusive environments that promote safety, courage, and collaboration among all members of the community.

- What concrete steps can universities take to better support intersectional queer students and staff?
- How can we foster a sense of safety and empowerment for all students to speak out and participate?
- How can we improve communication and understanding between faculty and student communities?
- Can the world of academia evolve to recognize and incorporate the “non-normative” intersectional queer existence?

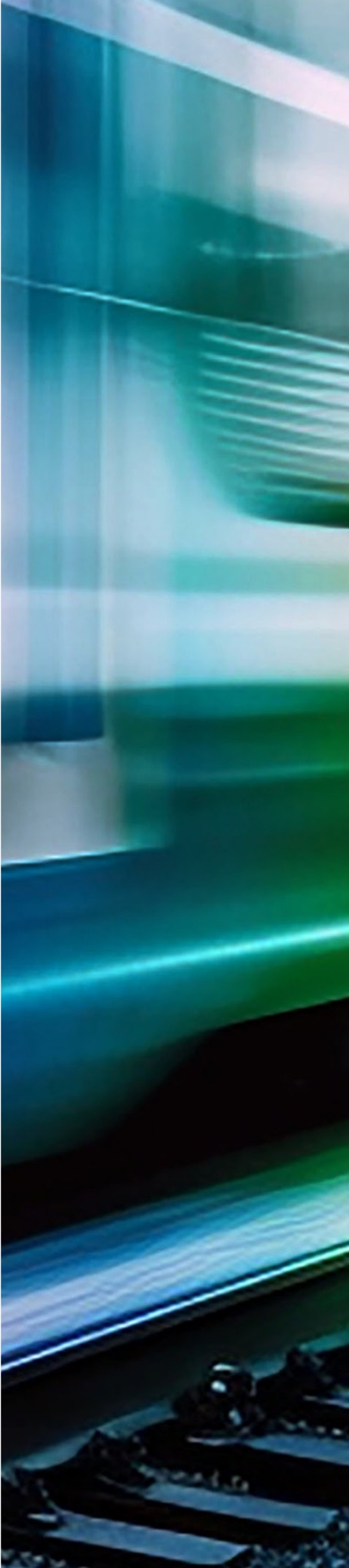


Rhuari'luana de Vries (Hankinson-Kempf) - She/Her/They/Them

Honours Student at Leiden University
Student Ambassador and Assistant
International Student Platform Representative



Dr. Ajayshankar Jagadeesh (Ajay) - He/Him
Lecturer, Delft University of Technology
(TU Delft)

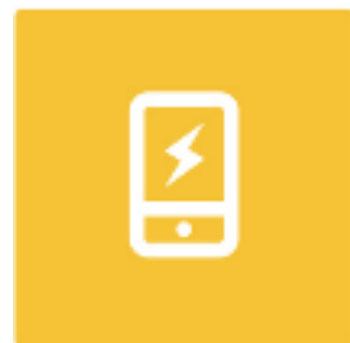


How to enable senior tech leadership to become a role model?

Many of us know them, senior leaders from big tech organizations which have a lot of influence in the world, can you name one of them?

Due to the visibility and outreach of tech leadership, they are ideal role models for our community. Even though they don't always behave as role models, we believe we can motivate all our tech leaders to become role models, but how to do this?

- What can you as member of our community do to enable a tech leader to become a role model?
- What do you expect from a tech leader?
- How to make our tech leaders aware for the need of role models?
- Share your examples of senior leaders who are role models



Martijn van den Tillaart (he/him)

Board member & Tech community lead at Workplace Pride
Project Lead EUV System Integration at ASML

How do self-determination laws impact the workplace?

Self determination laws are more and more common place. How do they impact the workplace? And more importantly, how can workplaces better ensure a sense of belonging with these laws?

Removing barriers for trans – and in some countries non-binary – folk to change their legal gender marker result in more people opting for this.

- Is there a procedure to allow for these changes, similar to marriage?
- Do we ensure names and gender markers reflect everywhere?
- Do we include more than two gender choices in our forms/onboarding?
- Are our policies inclusive, e.g., on psychological safety for trans+ staff?
- Can trans+ people come out at our firm, as employee and customer?



Sophie Jeckmans (she/her)

Board member & Trans community lead at Workplace Pride
Product manager at ING

How to change the way we differ to value topics by gender identities?

An uncomfortable subject for many women because it is not measured and/or sometimes barely noticeable – also for women themselves. This is because it seems imprinted in our society (system) and thus in people (persons, men & women).

Ask (any) woman and she will tell you how her idea is not really being heard while a few minutes later a male colleague mentions the same and it is a good idea. Not being given the same recognition as a man for an idea, solution or even to be listened to seems to be a 'women's characteristic' rather than culturally defined.

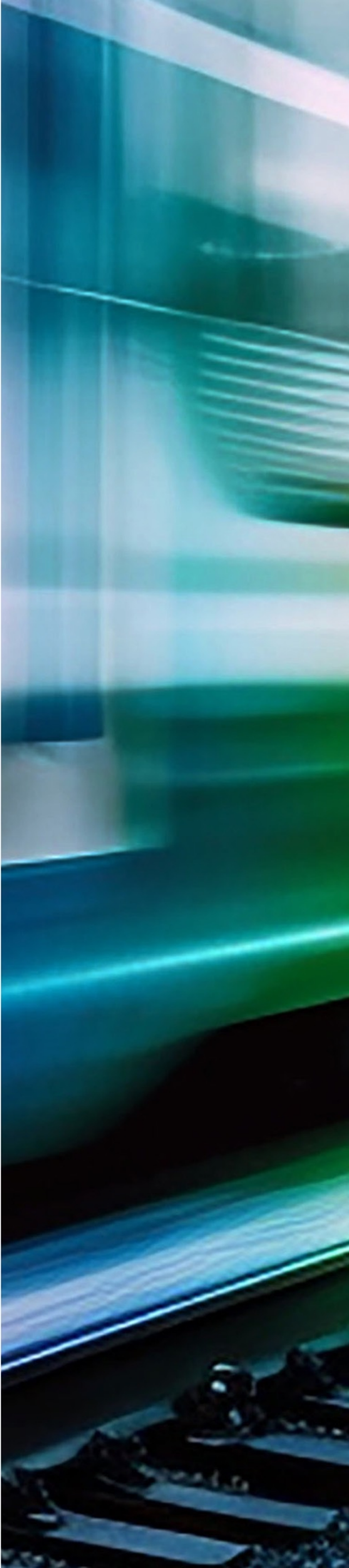
Our society – women included - needs a different attitude and approach. That means we should address it in a different way. So how do we do that? What do we like to change so that it works better for women and for our organizations?

- Do you recognize the difference in approach towards men and women?
- Is it a problem?
- How do you deal with it?
- Sharing good practices



Angelique Meul (she/her)

Board member & Women community lead at Workplace Pride
Senior advisor public space, Municipality of Amsterdam



Beyond the Rainbow: “Exploring Workplace Belonging and Happiness”

Join the Young@Workplace Pride table as we forge a path to workplace happiness and belonging. Discover how younger generations bring fresh perspectives and behaviors, prioritizing work-life balance, personal well-being, and a values-aligned culture.

During our discussion, we will explore how these values shape our work approach and discover effective strategies for employers to create joyful and inclusive environments for all. Let's tackle important questions together:

- What truly brings you happiness at work?
- Which values do you consider vital in a workplace?
- How can we collectively create thriving environments for young professionals?

Whether you are a fresh face in the workforce or an experienced professional, we warmly welcome everyone to join us and explore your path to happiness and belonging in the workplace.



Veronique Klaassen (She/Her)

Board member Young at Workplace Pride
Junior Advisor Digital City at City of Rotterdam



Key findings and follow up



Academia: Creating Brave(r) and Safe(r) Spaces in Academia



Tech: How to enable senior tech leadership to become a role model?



Trans+: How do self-determination laws impact the workplace?



Women: How to change the way we differ to value topics by gender identities?



Young: Beyond the Rainbow: “Exploring Workplace Belonging and Happiness”

