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"
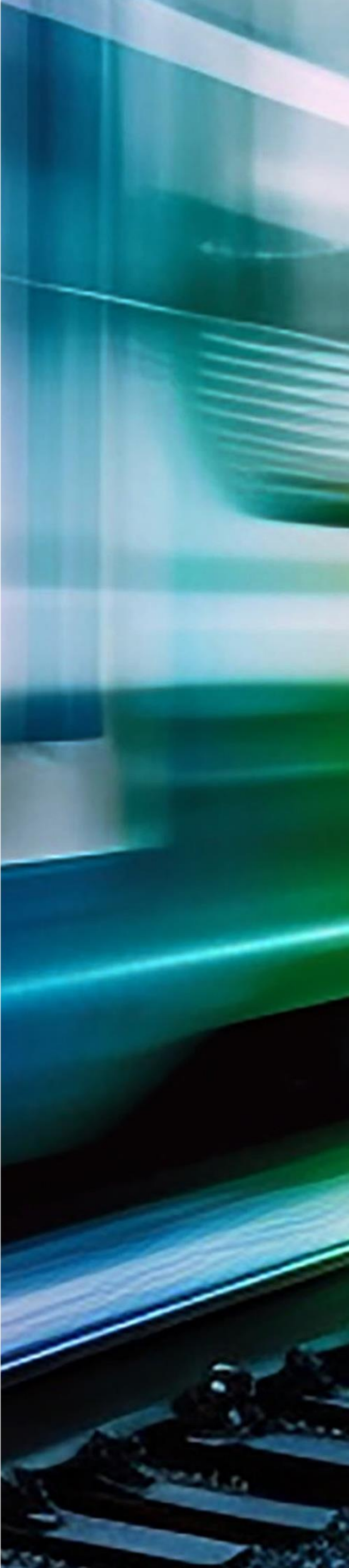
Key findings and follow up

Key Findings:

1. Braver spaces are an interesting venue for the marginalised students and staffs to openly discuss.
2. Encouraging the topic of intersectionality in the ERG's of Academia.
3. More work on achieving the empowerment through policy creation has to be carried out.

Follow up:

1. Missing data is a key problem in academia. Measurement as a way forward.
2. Pipeline of STEM-LGBTQIA+ graduates must be investigated in detail.
3. University leadership could benefit from reverse mentoring on LGBTIQ+ inclusion

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

Key findings and follow up

- During the world café discussion on enabling senior tech leadership to become role models, the main takeaway was to talk about allyship to open up the conversation.
- People in tech organizations are known not to discuss much about their personal lives and often focus on technical content only.
- We as role models should dare to be vulnerable, be open about ourselves and be visible in our organizations.
- With that, it opens up the conversation and enables us to learn about challenges of other people.
- Once you are aware of another person's challenges, you can become reversed ally and help tech leadership to become a role model as well.

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

Key findings and follow up

- To be truly inclusive, we need to support all non-cisgender people.

- The narrative today is too much focused on trans women.

- Self determination is mainly seen as a challenge for non-binary folk (as male/female is usually well supported by processes). And be aware of additional challenges for non-local staff, who might face additional challenges in the legal space.

- Often IT systems are lacking, a suggestion was made for Workplace Pride members to come together in a request to the IT system providers (e.g. Workday) to improve the options in these systems.

- Workplace Pride, and specifically Trans+@WP, can support with information and awareness. Connecting people, share stories and learnings from other members.

- Support HR, management and colleague of trans persons as well as the trans person themselves. In this context, it's good to consider the entire "customer journey" and all the touchpoints in the transition.

- If considering transition leave, also consider leave for parents and partners of trans people (akin to short term care leave).

- And always focus on what can be done, rather than what can't be done. For example if an email address can't be changed, can you create a new one instead?

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

Key findings and follow up

Key findings & follow up

- The difference to value topics was recognized by all that participated (from the two groups)
- It is a problem since it can have a great impact on the persons who encounter lack of acknowledgement, interest or value in difference shapes and forms. It is seen (felt) as culturally based (starting with the upbringings).
- The topic has also been subject of research and confirms the difference. The difference given in value can make you feel unsafe and because of that, also a less sense of belonging at work. This can make you less productive
- Different examples were given how people dealt with it: ignore the situation or instead address the situation (and correct), bringing your argument with a different kind of tone (seen as more feminine and less aggressive),
- Good practices: being positively amplified by colleagues, discussion the situation/feeling with examples with your team; making a safe place / setting at work; integrate this kind of behavior in courses (recognition and change)

Follow Up

At the International Conference, 26th of May, we spoke at the Roundtable how we differ to value topics by gender identities. Especially the difference that people who identify as women are treated. We had two sessions within the limited time and a limited number of people. There was a feeling of wanting to discuss it further. The subject has different layers and people wanted to share more knowledge, examples and possible solutions. To stay in the momentum, we will organize a session about this same subject on **the 23 of June**.

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

Key findings and follow up

- **Shifting priorities of younger generations**: Younger generations prioritize work-life balance, personal well-being, and a values-aligned culture in the workplace.
- **Authenticity and belonging**: Being able to be one's true authentic self, particularly for individuals in the LGBTQI+ community, is crucial for workplace happiness. However, there are multiple factors that contribute to happiness and belonging at work such as development opportunities, colleagues and flexibility.
- **Creating thriving environments for young professionals:** The group collectively discussed key elements for creating thriving environments for young professionals, fostering a culture that supports their growth and development, promoting work-life balance and well-being, and creating a supportive and inclusive leadership style that empowers young professionals.
- **Mission Young@Workplace Pride:** Based on the valuable insights gathered during the roundtable, Young@Workplace Pride will continue to support employers to enhance their communication approaches specifically tailored to the upcoming generation of employees and future leaders.

Young: Beyond the Rainbow: "Exploring Workplace Belonging and Happiness"