



Member Exchange Session:

Workplace Pride Communities : grassroots connection to LGBTIQ+ topics at work

Organizer



Workplace
Pride

Supporters



Tuesday March 12
09:30 - 10:30 CET

Program 12 March 2024

- 09.30 – 09.33 Everyone is coming in.....
- 09.33 – 09.35 Welcome & introduction by Christine Holtkamp
- 09.35 – 09.55 Exploring the usefulness and necessity of the WP Communities also in relation to the GBM by Sophie Jeckmans (Trans+), Maral Arikan (Young) and Angelique Meul (Women)
Not present today Michiel Kolman (Academia) and Martijn van den Tillaart (Tech)
- 09.55 – 10.20 Exchange to gain a better understanding of desires and ideas for the future of Workplace Pride Communities
- 10.20 – 10.30 Conclusions and follow-up



Christine Holtkamp - relationship manager & director of the Workplace Pride Communities



Christine Holtkamp (She/Her)

Director of Workplace Pride
Communities

My role is creating a bridge between the LGBTIQ+ community and workplaces of all shapes and forms. This includes helping our members translate their business, HR, CSR, and community outreach needs into tangible activities, policies, and practices.

As the director of the Communities, I am responsible for developing the Workplace Pride Communities so that they can engage in activities from their own Academia, Tech, Trans+, Women, and Young focus.



Overview – main pillars Communities

Communities welcome all individuals whose organisation is affiliated with Workplace Pride. Joining is **free** and included as a benefit of your organisation's membership.



Two Community leaders are not in this session today



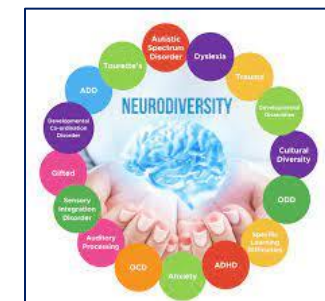
Michiel Kolman (He/Him)
Academia@Workplacepride

Relx/Elsevier & Co-Chair
Workplace Pride



Martijn van den Tillaart (He/Him)
Tech@Workplacepride

ASML &
Board Member Workplace Pride



Connect with us at academia@workplacepride.org or tech@workplacepride.org
with questions, ideas, feedback or request for support.



Sophie Jeckmans leads the way



Sophie Jeckmans (She/Her)
Trans+@Workplacepride

ING and Board Member
Workplace Pride

Goals

- ▶ Bring **awareness and visibility** to the non-cisgender community
- ▶ Build a community and **network of professionals** and learn from each other
- ▶ **Empower** Workplace Pride and it's members through informative sessions
- ▶ Working together with the other communities for an **intersectional approach**

Past events and future ideas:

- ▶ Generational differences
- ▶ Gender in A.I.
- ▶ Transjoy
- ▶ Intersex
- ▶ Neurodiversity



Connect with us at trans@workplacepride.org with questions, ideas, feedback or request for support.





Community Leader:

Sophie Jeckmans (She/Her)
ING and Board Member Workplace Pride

Core Group:

Jan Broekhuizen (They/Them) - ING
Koos Kegel (They/Them) - Topic- Uni Eindhoven - NWO
Marjolein Verkouter (She/Her) - Astron- Jive –NWO
Martine Danda (She/Her) - Booking
Kaneesha Nadal (They/Them) - Kite Pharma
Savannah Fischer (She/Her) - Fischer Solutions
Christine Holtkamp (She/Her) - Workplace Pride

Structure and Content:

The core group meets every four weeks to discuss trends and developments in the Trans+ community with a focus on workplace issues. They select themes relevant for anyone with a gender diverse identity, including trans, intersex and non-binary. Furthermore they commemorate relevant international awareness periods.



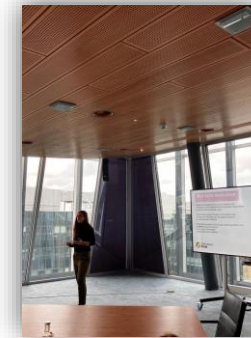
Maral Arikan leads the way



Maral Arikan (She/Her)
Young@Workplacepride

ABN AMRO and Board Member
Workplace Pride

- ▶ Promote a **safe and inclusive environment** for everyone
- ▶ **Engagement** through the community, mentors and peers
- ▶ **Leadership development** through exploring and solidifying personal values and offer the chance to develop confidence



Connect with us at young@workplacepride.org with questions, ideas, feedback or request for support.



Young

Community Leader:

Maral Arikan (She/Her)

ABN AMRO, and Board Member Workplace Pride

Core Group:

Nathaniël Papilaja (He/Him)– Erasmus Universiteit Rotterdam

Eszter Loczi (She/Her) - PWC

Veronique Klaasen (She/Her) - MRDH

Christine Holtkamp (She/Her) - Workplace Pride

Structure and Content:

The core group frequently meets to discuss trends in the Young community, focusing on the workplace perspective. We select themes for events highlighting the power of the younger generation and creating a sense of belonging.



Angelique Meul leads the way



Angelique Meul (She/Her)
Women@Workplacepride

Municipality of Amsterdam
Board Member Workplace Pride

Personal experiences – the need for change

2024: Female leadership / Changing the narrative

Networking / Collaboration – communities within companies

Empowerment – advocating for more equitable policies

Sharing knowledge – Storytelling

Connect with us at women@workplacepride.org with questions, ideas, feedback or request for support.





Women

Community Leader:

Angelique Meul (She/Her)

Municipality of Amsterdam & Board Member Workplace Pride

Core Group:

Martine de Vries – Leiden University Medical Centre

Myrtille Danse - Solidaridad

Christine Holtkamp (She/Her) - Workplace Pride

Structure and Content:

The core group meets frequently, to discuss trends and developments in the Women community, with a focus on the workplace perspective.

Themes for events, such as International Women's Day, Female leadership (blog) and promoting visibility for LGBTQ women, are chosen and organised in these meetings.

**Vacancy notification for the core team of
Women@Workplace Pride**



Discussion



Exchange to gain a better understanding of desires and ideas for the future of Workplace Pride Communities

Questions:

- Which topics should definitely be covered in Community events and activities?
- What tips do you have to improve communication & connection between the Workplace Pride communities and the community (grassroots) at your workplace?
- How could the Workplace Pride Communities contribute to increasing LGBTIQ+ leadership in your organization?
- How can the Workplace Pride Communities better connect with your company internationally?



Conclusion & Follow-up

Communities plans 2024

New Communities

Colour – Planned announcement International Conference 14 June The Hague
Sport – Idea for the (near) future

Collaboration

Learning Lines
Events/Mentorship/Research
Opinion Articles

Best Practice - support GBM

Gender Expression
Rainbow Families
Intersectionality





Workplace
Pride

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Thank You

www.workplacepride.org
info@workplacepride.org

