Breakout Room 1.4  13:45-15:00

5 INTERSECTIONALITY: THE REALITY OF RACE, ETHNICITY & QUEER IDENTITIES

MODERATOR: MIRA MOUSSA (They/Them)
Senior Product Developer
FrieslandCampina

#WPCONF2024
Intersectionality: The Reality of Race, Ethnicities & Queer Identities

**Moderator:**

Mira Moussa (They/Them)
Senior Product Developer
FrieslandCampina

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**Dr Ajay Jagadeesh** (he/him)
Lecturer, Vice-chair (True U)
Delft University of Technology

**Tamer Zikry** (he/him)
Global Head of Talent
CSC
Breakout session 5

Schedule: 13.45-15.00
5 mins: Intro by Mira, including their own story
3 mins: Video: What is intersectionality? (Tamer incl personal story)
5 mins: Statistics: Societal Relevance (US) (Tamer) and Workplace Relevance (UK) (Ajay incl personal story)
5 mins: Glass ceiling vs. Concrete ceiling (Ajay)
15 mins: 5 groups to answer 5 questions
20 mins: Groups reporting back main elements of their discussions
5 mins: Wrap-up
What is Intersectionality?
In numbers...

47% of US LGBT PoC live in a low income household
36% of US White LGBT live in a low income household

51% of US LGBT women of colour live in a low income household
43% of US LGBT white women live in a low income household

12% of US LGBT PoC are unemployed
9% of US LGBT Whites are unemployed

31% of US LGBT PoC have a depression diagnosis
37% of US LGBT Whites have a depression diagnosis
In numbers...

![Pie charts showing percentage of White LGBT and POC LGBT with some college comparison.]

- White LGBT: 43% Some college, 57% Other
- POC LGBT: 25% Some college, 75% Other

Source: Williams Institute - UCLA
In numbers...

- 32% of White LGBT individuals have faced discrimination.
- 22% of POC LGBT individuals have faced discrimination.
- 68% of White LGBT individuals.
- 78% of POC LGBT individuals.
Glass Ceiling in Workplace
The ‘Glass Ceiling’ Is A ‘Concrete Ceiling’ For Women Of Color

Here’s How We’re Hammering Away At the Obstacles

https://www.embracechange.nyc/blog/the-glass-ceiling-is-a-concrete-ceiling-for-women-of-color-heres-how-we’re-hammering-away-at-the-obstacles
Glass ceilings: relative representation in management

Gay men tend to be over-represented in lower management compared to straight men with similar qualifications, but under-represented in higher management among full-time U.K. workers ages 25 through 64.

Gay men (vs. straight men)

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Higher managers</td>
<td>-2.2 pct. pts.</td>
</tr>
<tr>
<td>Lower managers</td>
<td>7.9 pct. pts.</td>
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Gay white men (vs. straight white men)

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<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Higher managers</td>
<td>-1.7*</td>
</tr>
<tr>
<td>Lower managers</td>
<td>7.2</td>
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</tbody>
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Gay men of color (vs. straight men of color)

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<th>Percentage</th>
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<tbody>
<tr>
<td>Higher managers</td>
<td>-7.5</td>
</tr>
<tr>
<td>Lower managers</td>
<td>15.1</td>
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All men of color (vs. all white men)

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<th>Percentage</th>
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<tbody>
<tr>
<td>Higher managers</td>
<td>-0.3*</td>
</tr>
<tr>
<td>Lower managers</td>
<td>1.3</td>
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1. What specific strategies can **organizations** implement to address the unique challenges faced by QPOC, and how can these strategies be integrated into existing diversity and inclusion initiatives?

2. How can **ERGs** better serve the intersectional needs of LGBTQIA+ employees, particularly those who also face racial, ethnic, and cultural marginalization?

3. Can you share examples of **successful policies or programs** that have effectively reduced the 'concrete ceiling' for QPOC in the workplace, and what metrics were used to measure their success?

4. In what ways can **allies** and colleagues actively support the career progression of QPOC, and what role does **mentorship** play in overcoming intersectional barriers?

5. How can organizations ensure that their **mental health and wellness programs** are inclusive and sensitive to the compounded stressors experienced by queer employees of color, and what best practices exist in this area?
Key Takeaways

- Emphasize the urgency of raising awareness about intersectionality among ERGs and organizations.
- Adapt global policies to address intersectionality challenges more effectively at the local level.
- Develop guidelines and tools to support QPOC through allyship, mentoring, and role models.
- Ensure organizations have mental health and wellbeing programs, and create safe spaces for QPOC to voice their concerns and be heard.
- Use more inclusive language in the hiring process and diversify the interview panel.
- Actively support career growth, whether as a hiring manager or colleague.
- Collect statistics on QPOC in the Netherlands. An attendee mentioned that Prof. Dr.
- Gloria Wekker has statistics on intersectionality in the Netherlands. She is a social and cultural anthropologist (UvA 1981), her specializations are in the areas of Gender Studies, Sexuality Studies, African American Studies, and Caribbean Studies.
- Gather information on the glass and concrete ceilings in the local context.
Thank you!