Breakout Room 1.5  13:45-15:00

SECTOR-BASED LGBTIQ+
WORKPLACE INCLUSION

MODERATOR: JASON BRICKER (He/Him)
Senior Director, Diversity, Equity and Inclusion, EMEA
NIKE
Sector-based LGBTIQ+ Workplace Inclusion

Moderator:
Jason Bricker *(He/Him)*
Senior Director, Diversity, Equity and Inclusion, EMEA
NIKE

Doreen Bos *(She/Her)*
Senior Manager, DEI&B, EMEA
Organisation Name

Chuan Zhao *(He/Him)*
Communication Manager
Kemira

Patrick Sochnikoff *(He/Him)*
Chief DEI Officer
Sodexo
Questions

• Sector-based trends on LGBTIQ+ inclusion.

• Who are the critical stakeholders to tackle the challenges?

• Can you give us some examples on how your senior leaders show their support on LGBTIQ+ inclusion?

• How do you influence the stakeholders on the topic of LGBTIQ+ inclusion?
Key Takeaways

• Leadership’s commitment is key ingredients in advancing LGBTIQ+ inclusion.

• Implement and enforce comprehensive non-discrimination policies that protect LGBTIQ+ employees.

• Accountability: Be transparent about your progress and challenges in supporting LGBTIQ+ inclusion.

• Offer training on LGBTIQ+ inclusion to all employees.

• Support and promote LGBTIQ+ ERG within your organization to advance LGBTIQ+ inclusion.

• Community feedback: Regularly seek feedback from LGBTIQ+ employees and customers to understand their needs and experiences.

• During the process of creating an LGBTIQ+ inclusive workplace, the team should get closer to your colleagues, have courageous and honest conversation with them, create understanding and take actions step by step with respect.

• The voice of the frontline/non-corporate employee is one that is not as strong and needs better tactics for inclusion; regardless of the sector.