

**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
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Doreen Bos (She/Her)

Senior Manager, DEI&B, EMEA

**Organisation Name** 

Chuan Zhao (He/Him)

**Communication Manager** 

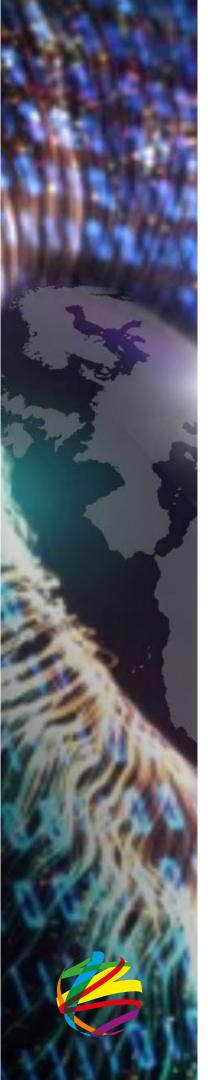
Kemira

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 ingredidents in advancing LGBTIQ+ inclsuion.
- Impliment and enforce comprehensive non-descrimination policies that protect LGBTIQ+ employees.
- Accountability: Be transparent about your progress and challenges in supporting LGBTIQ+
  inclsuion.
- Offer training on LGBTIQ+ inclsuion to all employees.
- Support and promote LGBTIQ+ ERG within your organization to advance LGBTIQ+ inclsuion.
- Community feedback: Regukarly seek feedback from LGBTIQ+ employees and customers to undersated 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.

