



Workplace
Pride

Breakout #9

The Intersectionality of Communities: Driving Workplace Inclusion

14:15 - 15:15 | Mendes Da Costa

The Community Leaders

MODERATOR:

Christine Holtkamp (she/her)

Director Communities

Workplace Pride

Michiel Kolman

(he/him): Lead Academia
Community – Relx
Elsevier

Mira Moussa

(they/them): Co-lead
POC Community –
FrieslandCampina

Omar Badawy (he/him)

Co-lead POC
Community

Martijn van den Tillaart

(he/him): Lead Tech
Community - ASML

Sophie Jeckmans

(she/her) lead Trans+
Community - ING

Maral Arikan (she/her):

Lead Young Community -
ABNAmro

Agenda 14.15 – 15.15

- 14.15 – 14.25: Welcome - & short intro Communities:
Christine Holtkamp & Maral Arikan
- 14.25 – 14.50: Quiz via Mentimeter in 3 rounds
#Intersectionality: Mira Moussa
#Community knowledge: Michiel Kolman
#Celebration & Future: Omar Badawy
- 14.50 – 15.00: Overall reflection
- 15.00 – 15.15: Wrapping up and future events:
Martijn van den Tillaart

Welcome and Info

How do you Identify yourself

11



Write down all the identities you identify with.



Workplace Pride Communities - Deliverables

Academia

- Academic articles & policy handouts
- E.g. Practical Guide to Building Queer-Inclusive Workplaces (Kshitij Mor)

POC

- QPOC Vision Paper & brochure

Tech

- Neurodiversity report & article reference to the associated report
- Bridge the Gap; Engaging Operational & Frontline Teams “From policy to practice”

Trans+

- Travel & Personal Safety document (currently in development)
- Trans+ Signal group
- DEI backlash initiative

Women

- Call for a new Community Leader
- Information on membership and ways to get involved

Young

- Mentor Programme & testimonials
- Announcement and registration information for the 2026–2027 Mentor Programme



**Check the community
connect area today!**



Quiz Time!

2 min per question
5 questions per section
3 sections



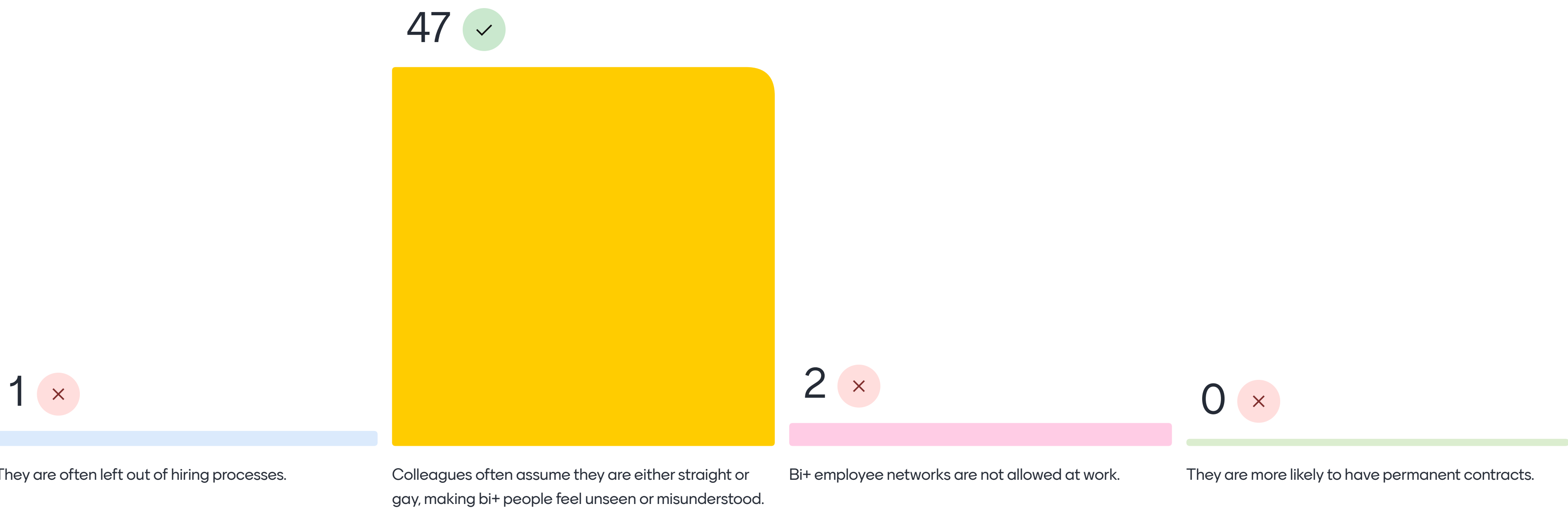
Round 1 – Intersectionality



Brought to you by Mira Moussa



Research by Bi+ Nederland and Leiden University found that bi+ people face unique workplace challenges. What is one common challenge they experience?



[Link to research article](#)

<https://biplus.nl/wp-content/uploads/2024/05/handreiking-inclusie-van-biplus-mensen-op-het-werk.pdf>

<https://biplus.nl/biplus-and-work-guide-inclusion-of-biplus-people-at-work/>



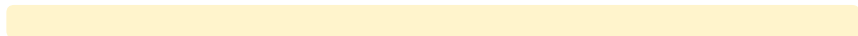
According to Tech's Neurodiversity in Pride research, how can organisations create a more inclusive workplace for neurodiverse LGBTQ+ employees?

47 ✓



Provide quiet zones, flexible seating, and reduce sensory triggers like noise and bright lights

1 ✗



Organise one annual diversity training for all staff

2 ✗



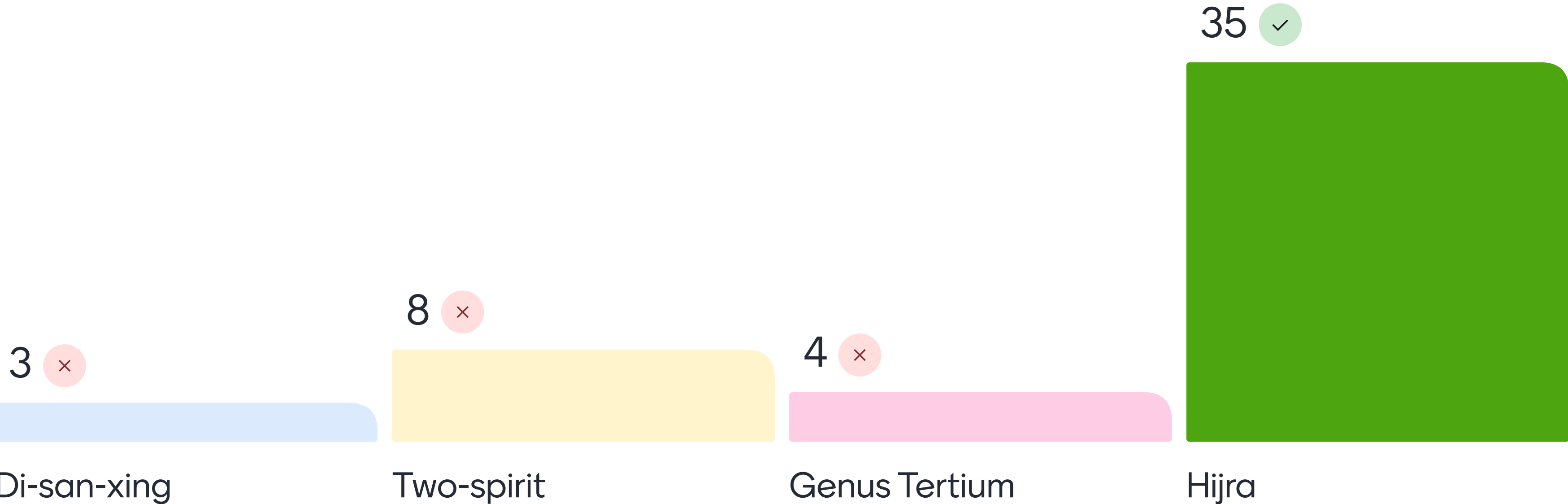
Standardize communication styles across all teams

0 ✗

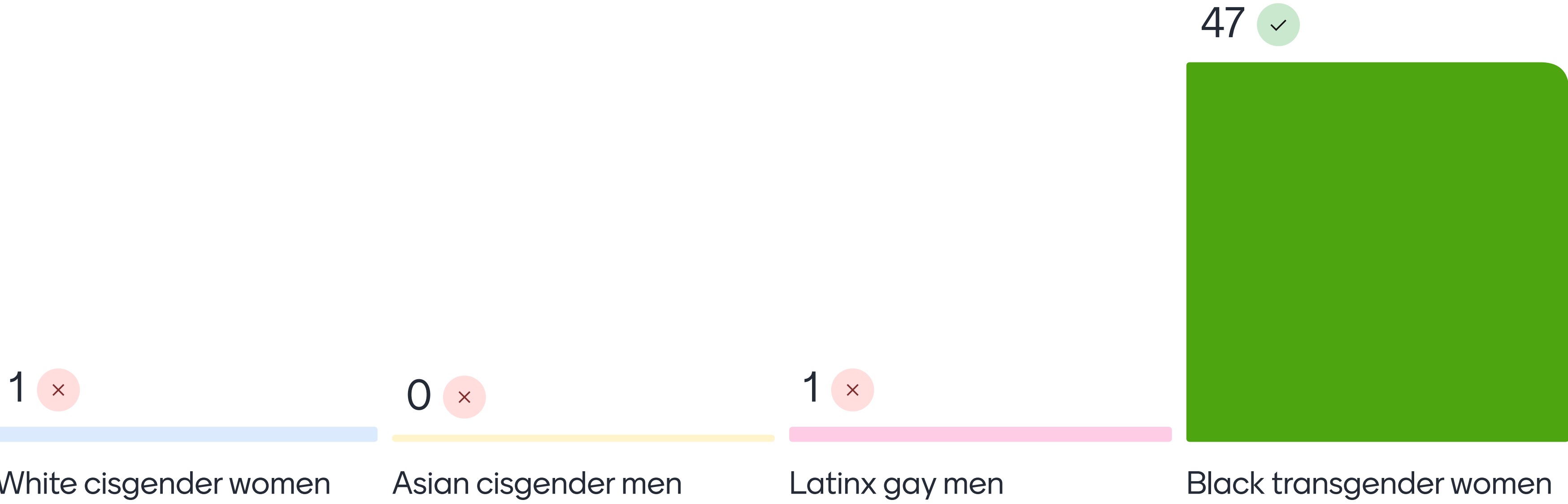


Focus mainly on visible inclusion initiatives like posters and campaigns

What term is used in South Asia (India, Pakistan, Bangladesh) for a traditional third-gender community, legally recognised in some of these countries?



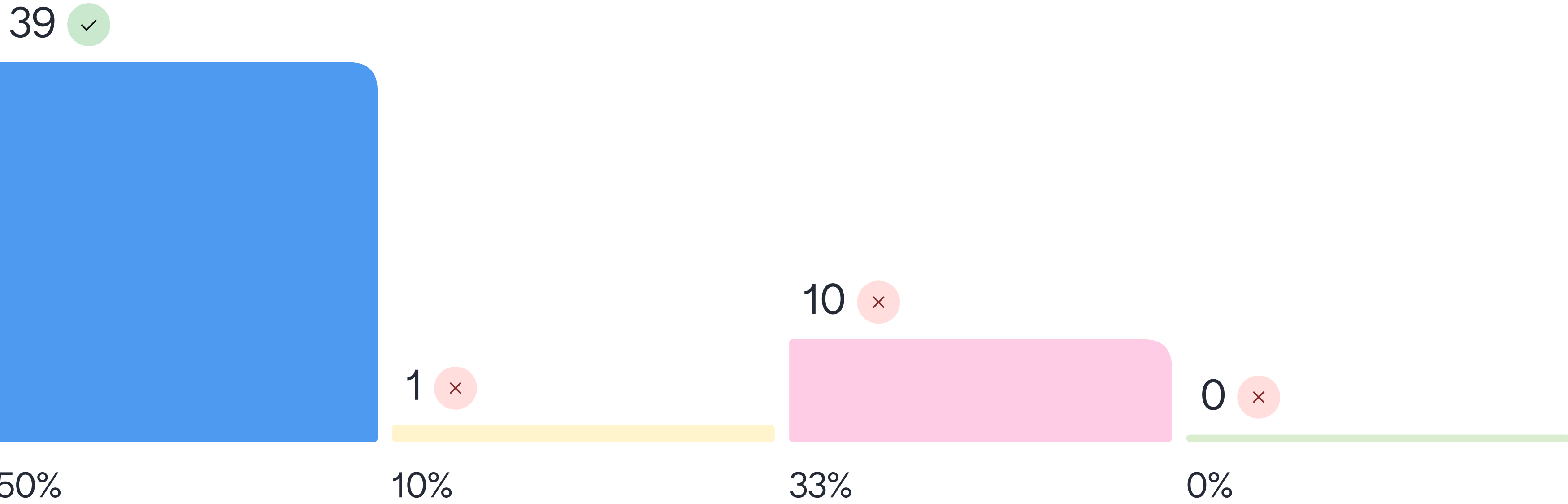
According to the Human Rights Campaign, which employees are most likely to face both racial and gender-based discrimination at work?



[HRC CEI Report https://www.hrc.org/resources/corporate-equality-index](https://www.hrc.org/resources/corporate-equality-index)



Which percentage of countries that criminalise homosexuality today do so under laws originally introduced by a colonial power?

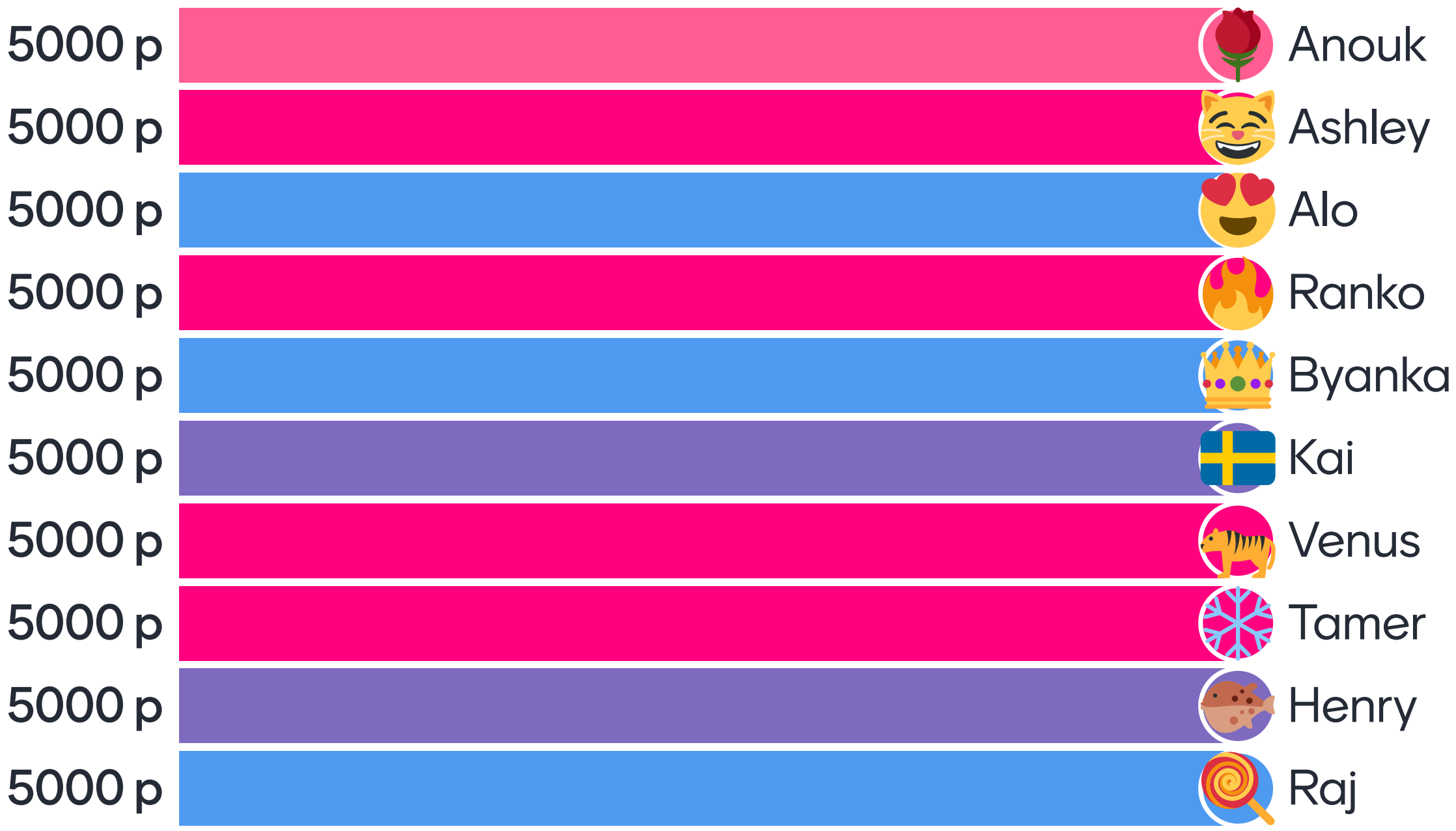


66 jurisdictions criminalise private, consensual, same-sex sexual activity. The majority of these jurisdictions explicitly criminalise sex between men via 'sodomy', 'buggery' and 'unnatural offences' laws. Almost half of them are Commonwealth jurisdictions.

<https://www.humandignitytrust.org/lgbt-the-law/map-of-criminalisation/>



Quiz leaderboard



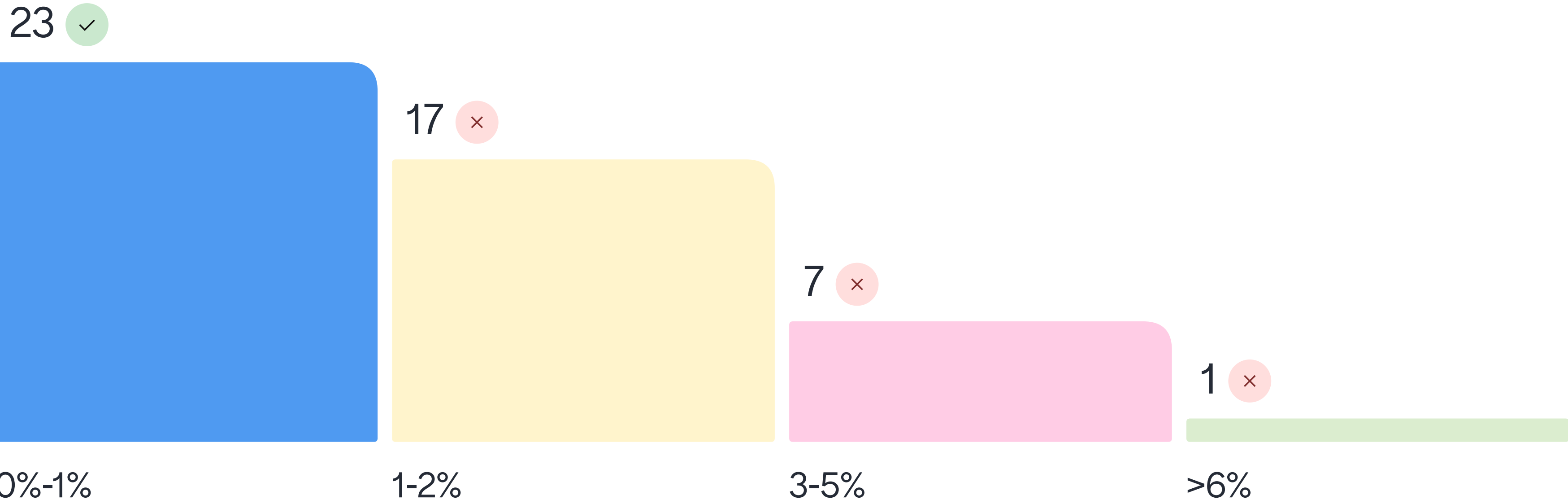
Round 2 – Community Knowledge



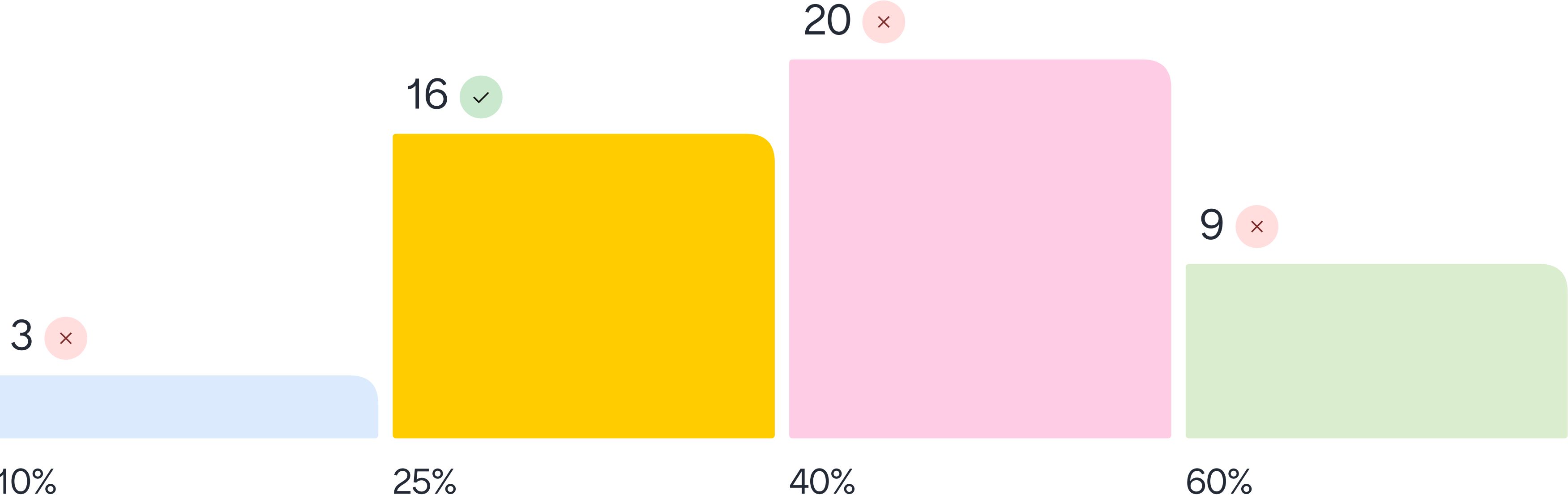
Hosted by Michiel Kolman



How many open Lesbian women are in leadership positions globally?



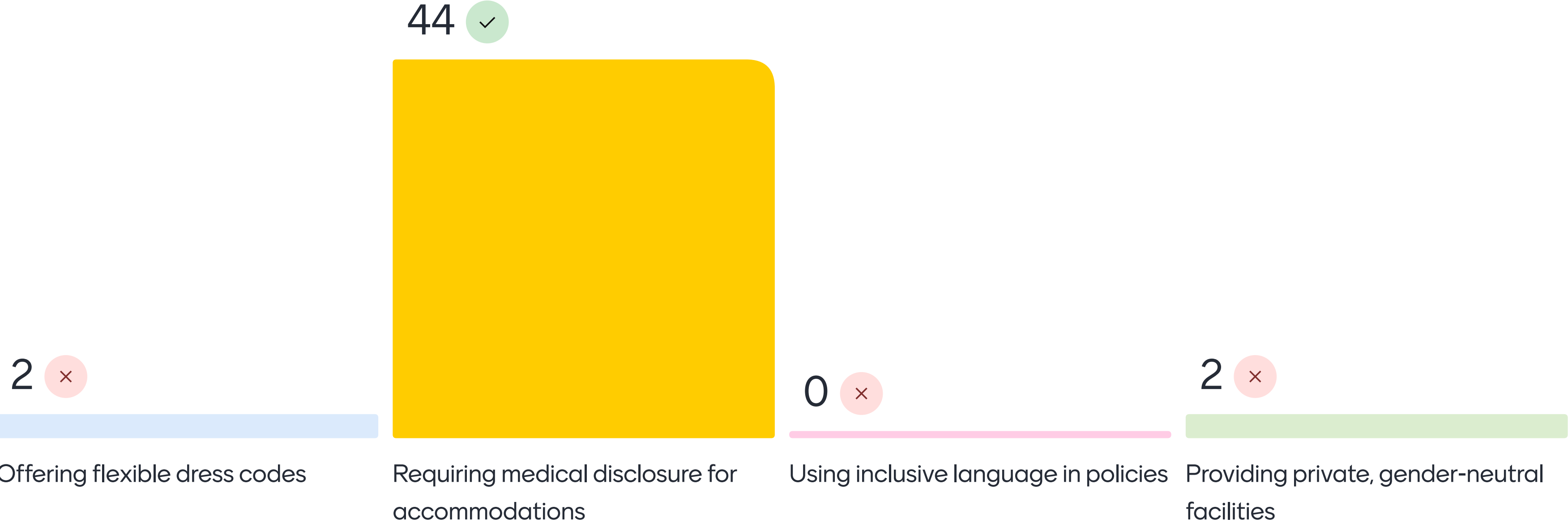
According to research, what percentage of LGBTQ+ young adults return to the closet when starting their careers?



<https://justlikeus.org/news/2023/04/12/lgbt-work-jobs/>



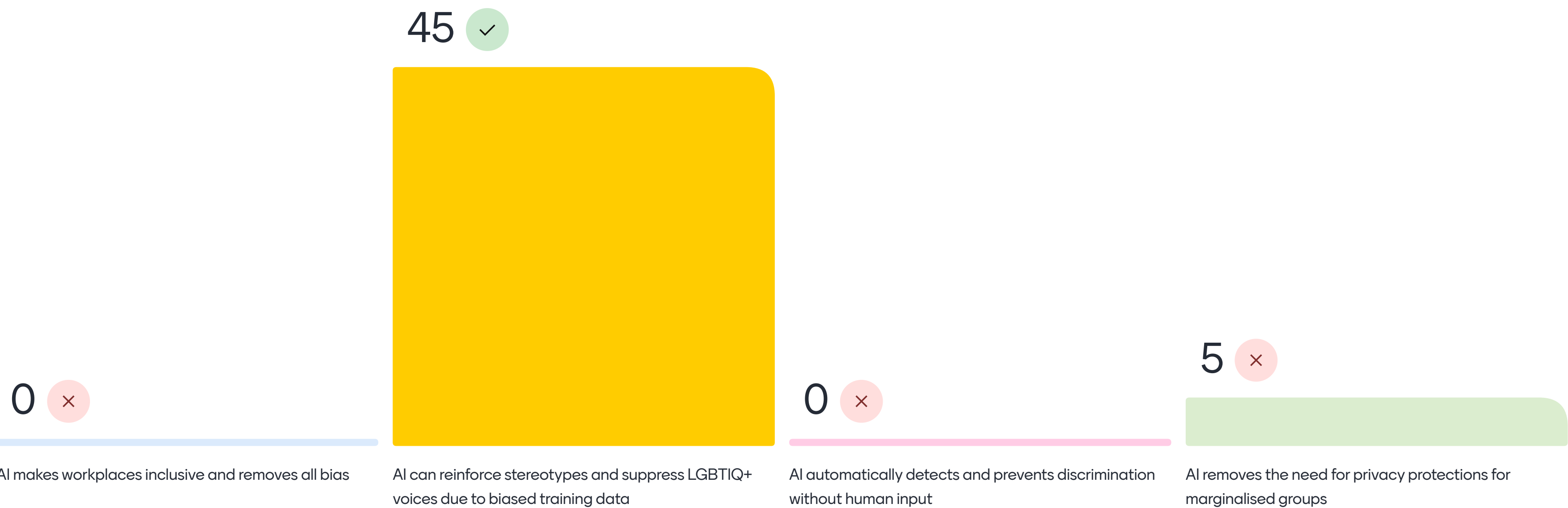
Which of these is NOT a recommended best practice for supporting intersex employees in the workplace?



<https://www.hrc.org/resources/corporate-equality-index>



What is one major risk AI systems pose to LGBTQ+ people?



16 Nov 2023: The Human side of AI event at
Google:

<https://archive.workplacepride.org/exploring-the-human-side-of-ai-during-transgender-awareness-week/>

GLAAD report: <https://glaad.org/2026-ai-report/safe-and-inclusive-ai/>

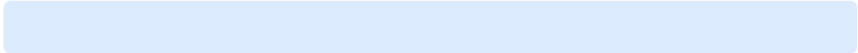


What does the term "heteroprofessionalism" mean in the workplace?

45 ✓



2 ✗



The explicit refusal to hire LGBTQ+ people in professional roles

0 ✗



Making training on heterosexuality compulsory for LGBTQ+ staff

2 ✗

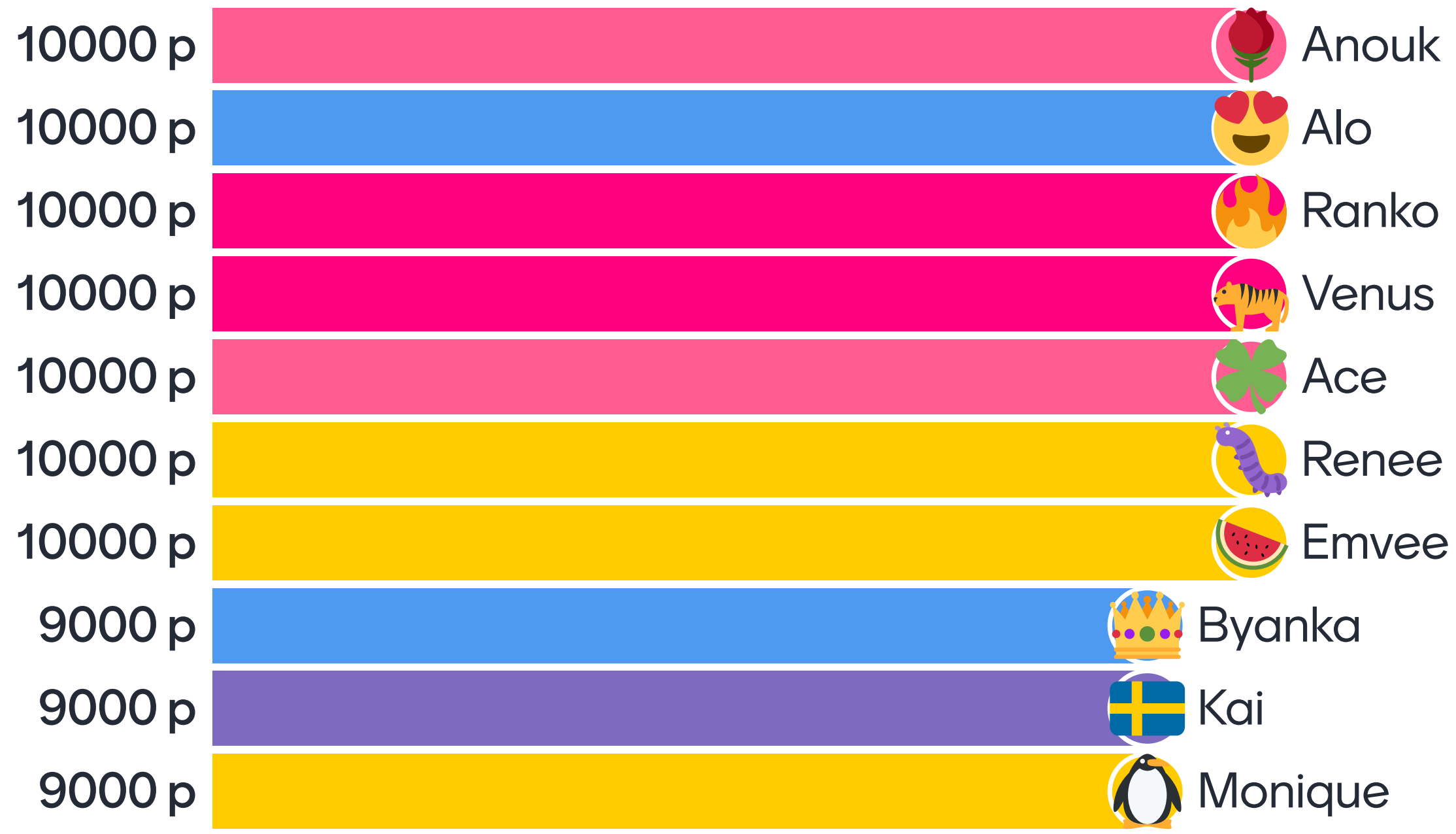


The trend whereby corporate companies now exclusively appoint heterosexual allies as diversity managers

<https://scholarlypublications.universiteitleiden.nl/handle/1887/4150016>



Quiz leaderboard



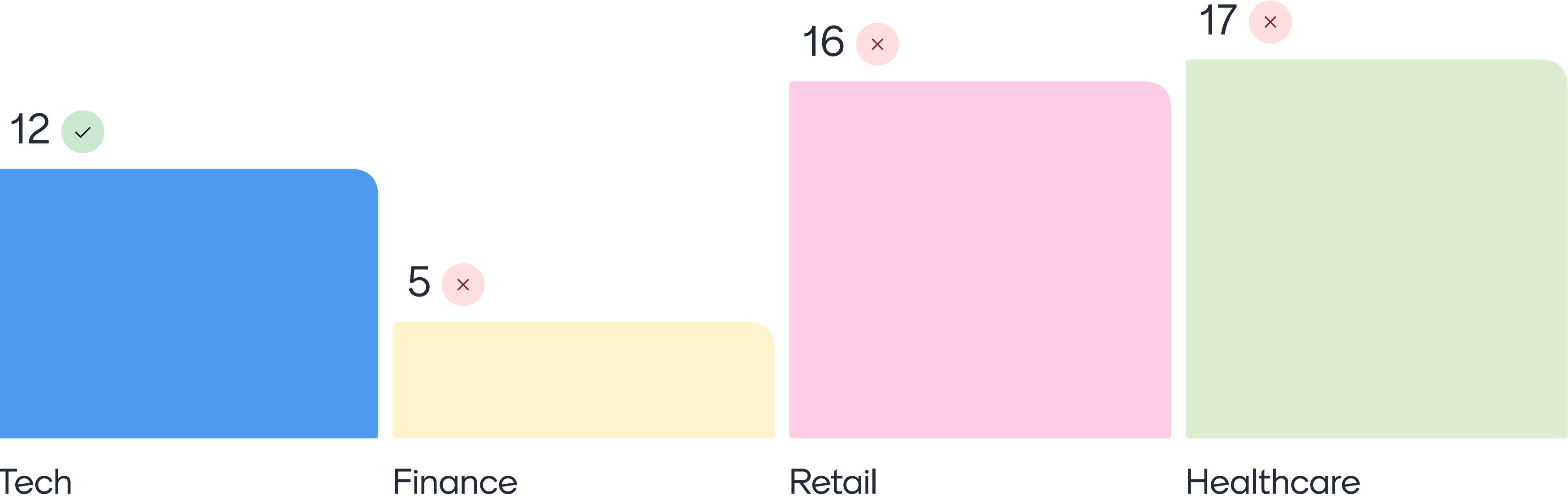
Round 3 – Celebration



Presented by Omar Badawy



Which industry is most likely to have LGBTQ+ inclusive policies, according to the Human Rights Campaign's Corporate Equality Index?

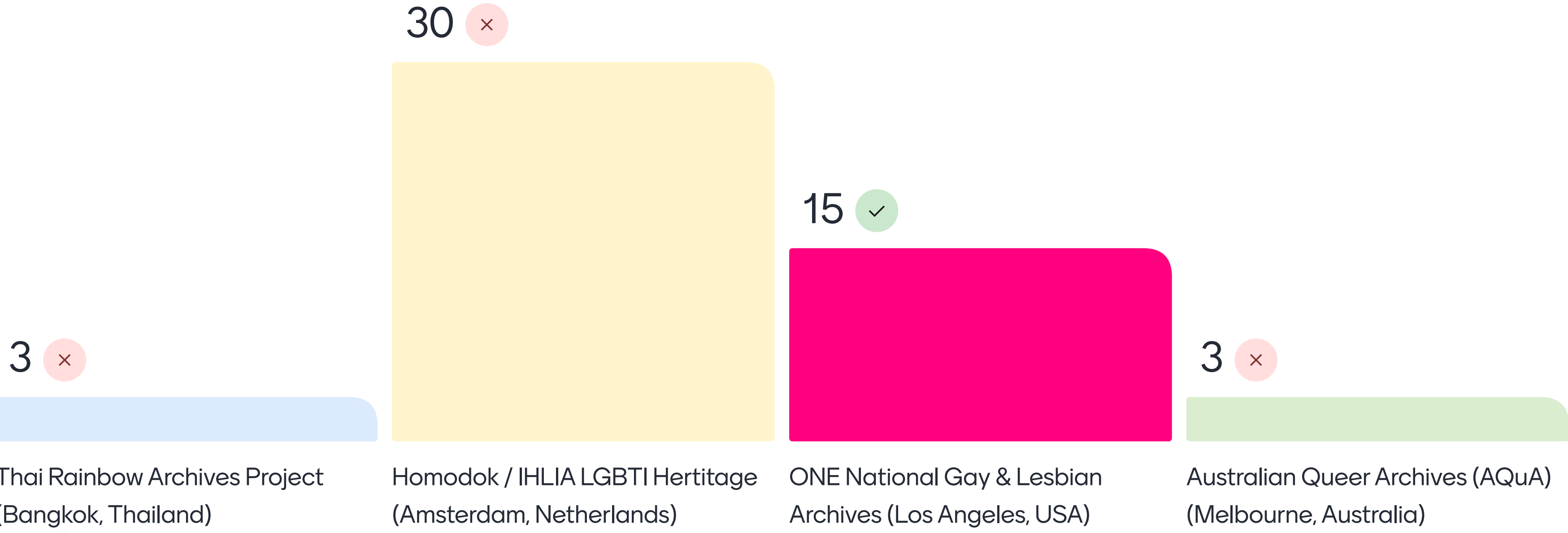


HRC CEI Report

<https://www.hrc.org/resources/corporate-equality-index>



What is the oldest continuously active LGBTQ+ archive in the world?



1952 – ONE National Gay & Lesbian Archives (Los Angeles, USA)
[<https://one.usc.edu/>]

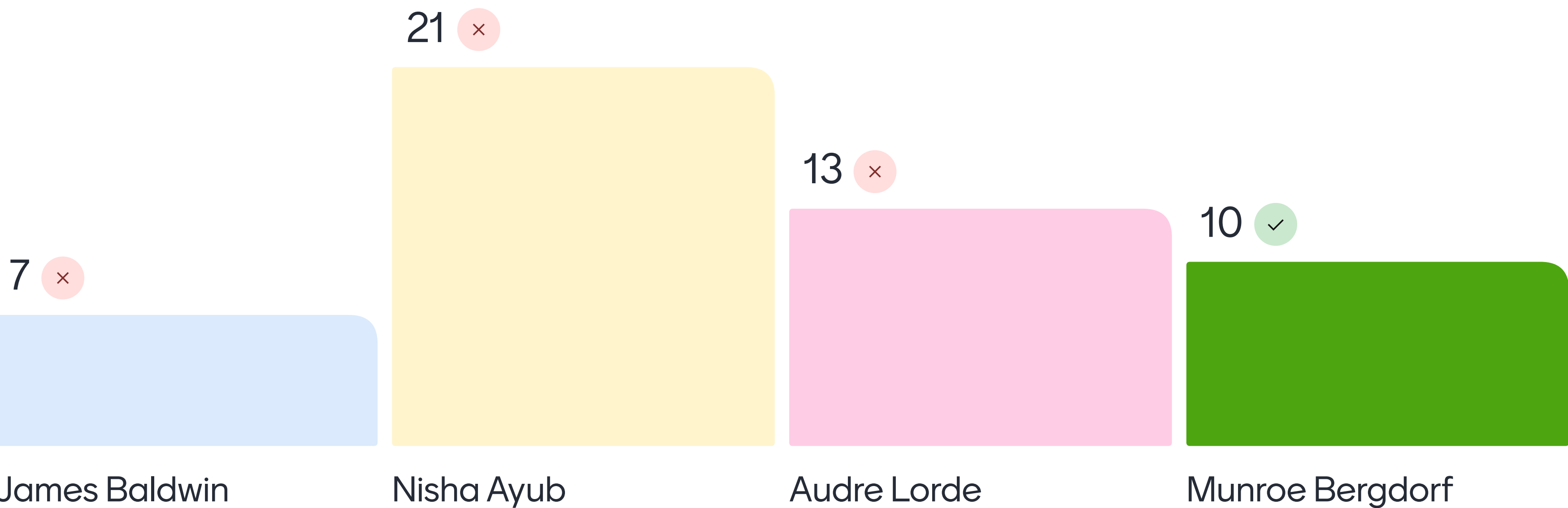
1978 – Australian Queer Archives (Melbourne, Australia) [queerarchives.org.au]

1979 – Homodok / IHLIA LGBTI Heritage (Amsterdam, Netherlands) [<https://ihlia.nl/>]

2007 – Thai Rainbow Archives Project (Bangkok, Thailand).



Which of the following person is an alive queer person of colour and a prominent public figure, writer, or activist in a predominantly-white country?





Munroe Bergdorf:

queer, person of colour, current public figure/model/activist in the UK.

James Baldwin:

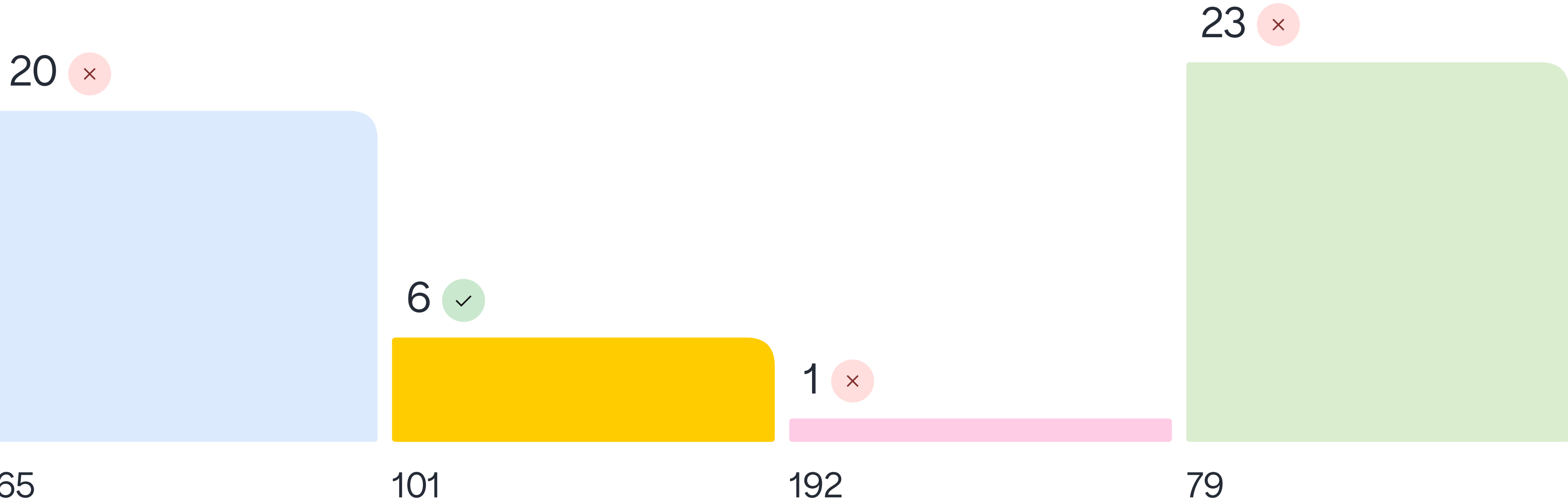
queer person of colour and writer, but deceased.

Audre Lorde:

queer person of colour and writer/activist, but deceased.

Nisha Ayub: QPOC, transgender rights activist in Malaysia.

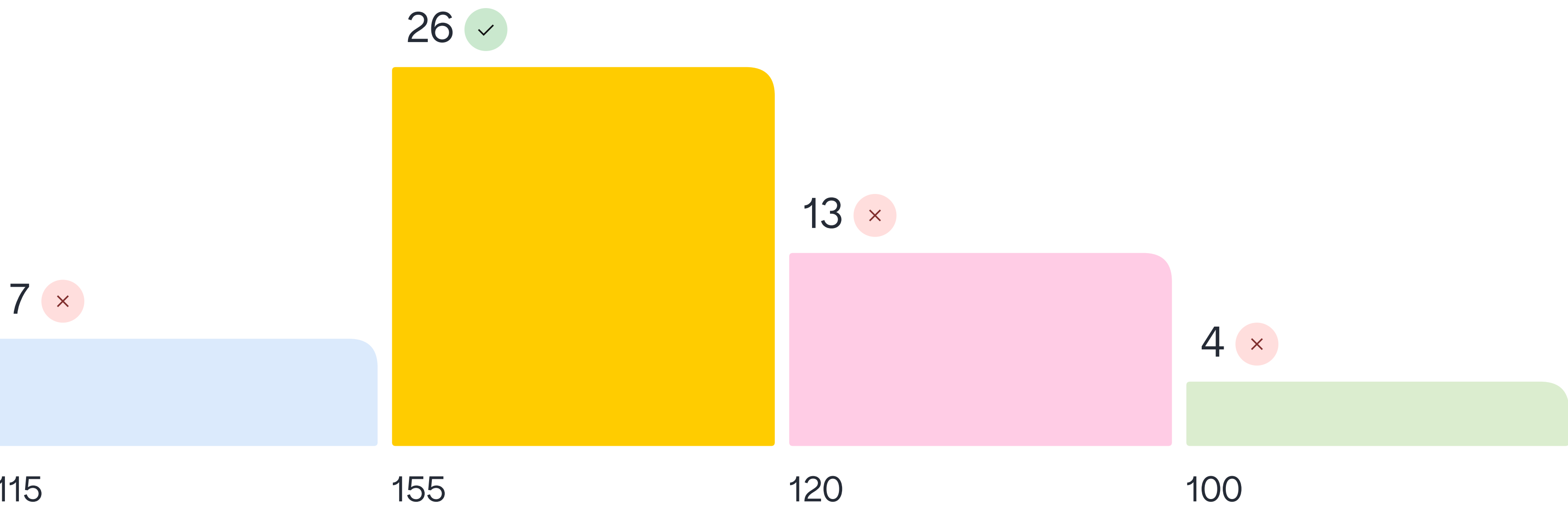
How many countries in the world celebrated Pride in 2025?



<https://outrightinternational.org/pride-map>



What is the combined age of Workplace Pride, COC, same-sex marriage and Pride Amsterdam?



Correct Answer: 155 years

COC Nederland – 80 years (founded 1946)

Pride Amsterdam – 30 years (founded 1996)

Same-Sex Marriage in the Netherlands – 25 years (legalised 2001)

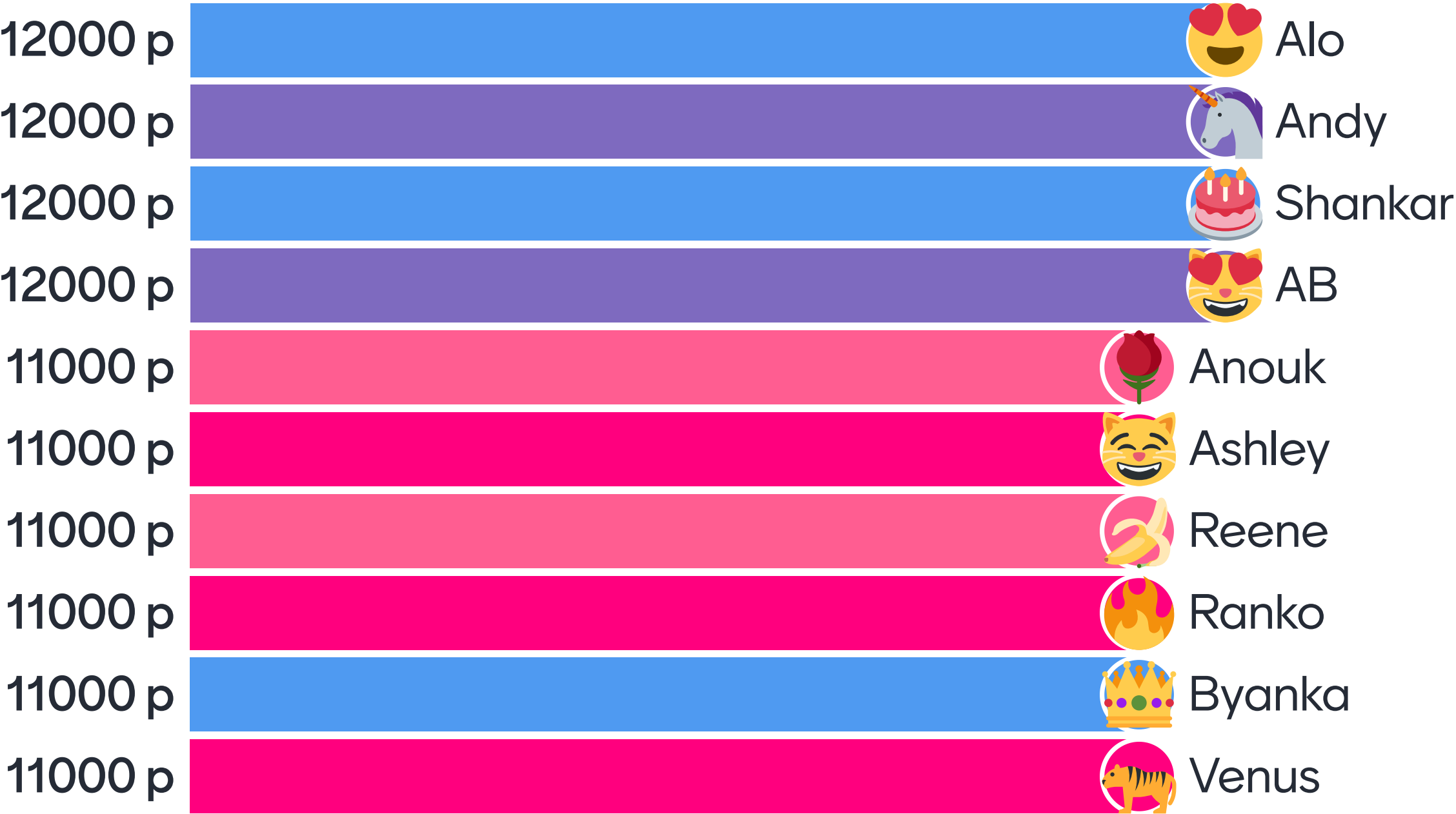
Workplace Pride – 20 years (founded 2006).





Reflection time
& Winner
Announcement -Prize-
Giving Ceremony by
Martijn van den Tillaart

Quiz leaderboard



Wrap up & Future events by Christine Holtkamp



Future activities - Workplace Pride Communities



August-September 2026

Women – Call for a new leader & core team members

Young: Sept – Mentorship Programme Registration Opens

POC: 22 Sept – 12.30/1.30 pm Member Exchange session

POC: 23 Sept – Contribution to Fenix Museum Rotterdam Pride - Queer Migration

Trans+ – Publication timeline for the Personal Safety Article

Trans+ – Online Consultation on the Review of the Transition Leave System

Trans+/Tech – Publication timeline for the Neurodiversity In Pride report + article

Tech – Follow up Bridge the Gap: Engaging Operational & Frontline Teams - Strategic perspective

October – November 2026

Academia: 24 Nov – Joanneke van der Toorn & Academia Symposium in Leiden

Academia/POC: 24 Nov – Afternoon session follow-up QPOC vision paper

Trans+ – DEI backlash initiative



Check the community connect area today!

Follow our website, newsletters, and social media to stay informed about rollout of community activities



Communities Session # 9 – Key Takeaways

The session brought together a great mix of people from across the different communities. The interaction was strong and engaging, and it was clear that participants learned from one another. There was a real appetite for more opportunities like this.

Key takeaways

- **There is a clear hunger for community-focused sessions.** People value interactive formats where they can share experiences, ask questions and have their voices heard.
- **Intersectionality matters.** Full, intersectional identities need to be recognised and prioritised to enable people to be fully visible and themselves at work.
- **Evidence strengthens the case.** Research, programmes, and international data and statistics are highly valued and help demonstrate the relevance of community work in the corporate world.
- **Communities need greater visibility.** Their work should be consistently visible through Workplace Pride's online channels and communication campaigns—not only through events and newsletters.
- **Communities are a key connection to employees.** They provide an accessible, low-threshold way for employees to connect with Workplace Pride and with each other.
- **We know a lot together.** The quiz showed that general knowledge across the audience is strong, while also providing a great conversation starter and food for thought.
- **Community work should be part of business as usual.** For Relationship Managers to effectively promote community initiatives, communities need to be integrated into regular Workplace Pride activities and agendas.
- **Investment should be a given.** Communities are a core pillar of Workplace Pride and should be treated accordingly, rather than repeatedly having to justify the need for dedicated attention and investment.
- **Time to move from findings to action.** With the findings and actions now ready to be taken forward, implementation should become a concrete topic in our upcoming strategy & meetings.

Looking ahead

A great follow-up could be an **annual Communities Pub Quiz**: bringing all communities together in a relaxed setting, with drinks, round tables and plenty of interaction. A fun way to connect, learn from each other and strengthen the Workplace Pride community as a whole.

Together, we know a lot. Together, we are stronger.



