

work stream: HR / communication

(virtual: Reginna Hummer, horizont)



3 main findings

Language shapes-creates reality

(ladies and gentlemen and ..., firemen/fireworker, split function and person ...)

LGBTQI+ and allies community in the company, community should be visible in the own company,

(Austria is less progressive than other countries – i.e. Germany)

visibility helps to be oneself

State it in **the job description**: we are looking forward to meeting diverse people

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(on location: Astrid G. Weinwurm-Wilhelm, Pride Biz Austria)



- CHECK PICTURE LANGUAGE
- USE GENDER-INCLUSIVE LANGUAGE
 - ↳ CHECK YOUR FORMS [MALE / FEMALE... IS THIS ENOUGH?]
 - ↳ WHEN IS IT ACTUALLY REQUIRED TO INDICATE YOUR GENDER?
- REGULATORIES / LAW CAN BE A BOOSTER
- TELL STORIES FROM THE INSIDE
 - ↳ ALLOW EMPLOYEES TO SHARE THEIR STORIES