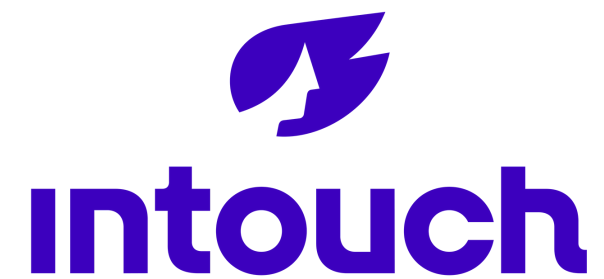


Unconscious Gender Bias

The new era of inclusive workplaces

intouch

Showcase: InTouch for Dutch-based Biotech Scale-up Company



(vendor since 2021)

for



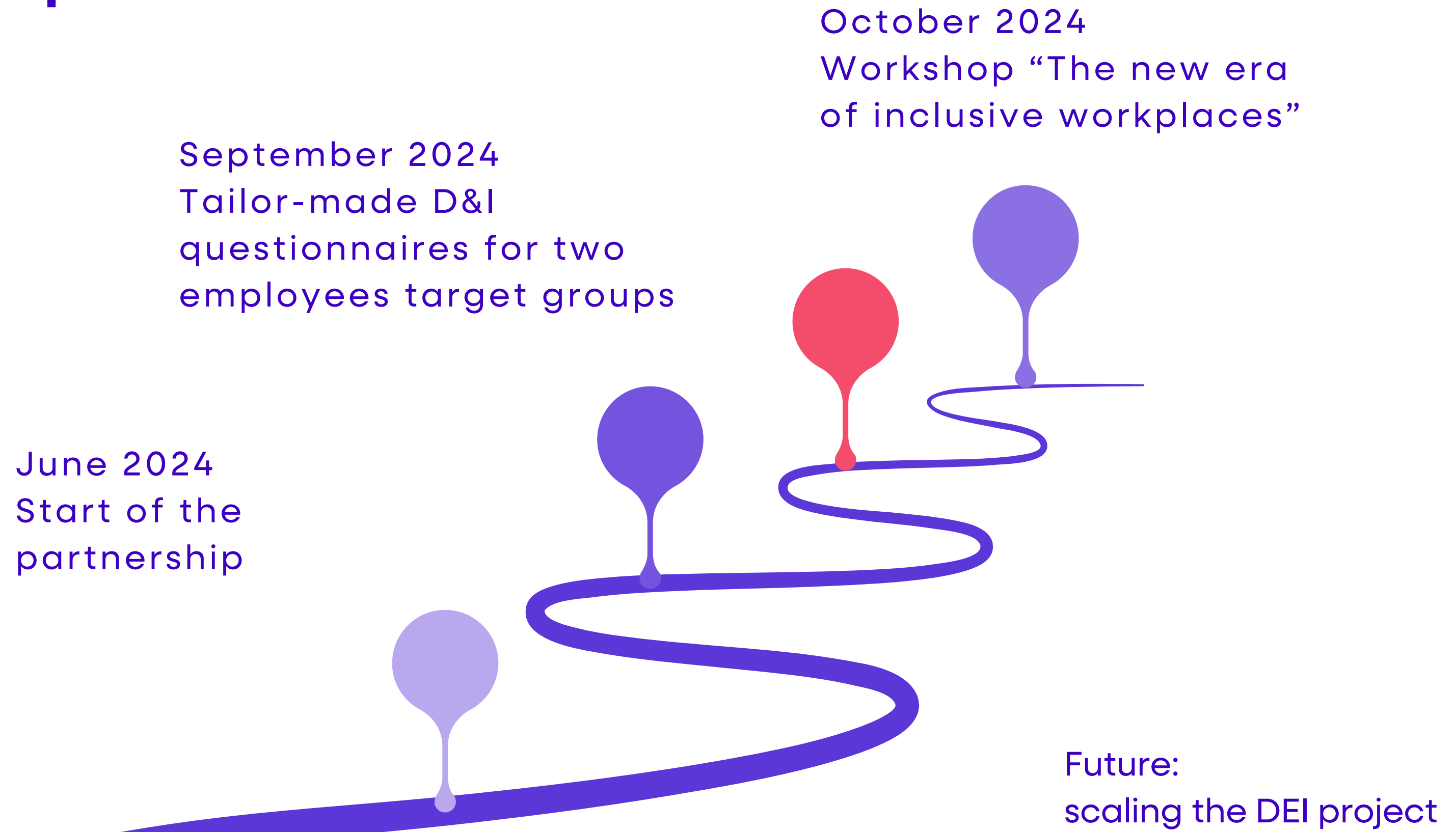
HQ: Amsterdam, Netherlands
Industry: Biotechnology
Research

founded in 2017 as a spin-out of



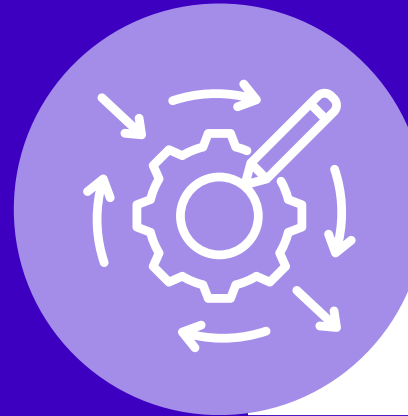
UNIVERSITY OF
OXFORD

Partnership Timeline





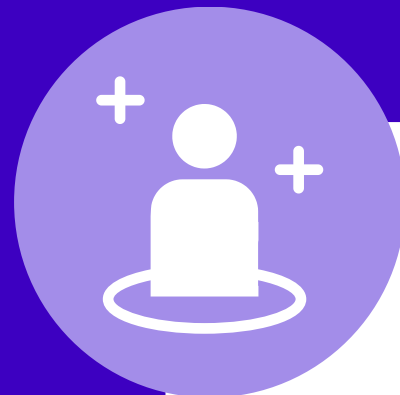
Why?



Educate how much gender D&I is important for your organisation



Become aware of what is the impact of unconscious bias



Practical actions every employee can take

Anonymous Questionnaire for Female Employees



Purpose: Understand the experience of women in the organisation

Philosophy behind the questionnaire:

- Emotion-oriented questions
- Focus on individual reflections and experiences
- Emphasis on unconscious bias, particularly concerning gender



Anonymous Questionnaire for the Entire Company



Purpose: Understand the sentiment of people about D&I in the organisation

Philosophy behind the questionnaire:

- More general questions exploring psychological safety, diversity, and inclusivity in the workplace
- Experience-based questions placed towards the end





Results and impact

Workshop Reflections



Preparation phase:

- Great enthusiasm and dedication in the Scenic DE&I team
- Collaboration was smooth, productive and effective; mutual trust was developed
- Crucial information were collected through tailor-made approach



Execution phase:

- Employees entered with mixed attitude, expectations and curiosity
- All participants left the workshop enthusiastic about the topic and workshop
- Use of Tailor-made approach was very effective and created a mutual trust



CAROLA JONGERIUS

Head People and Culture
Scenic Biotech

“Thanks again for the insightful workshop. It was the topic of all the talks during the afternoon.”

Workshop Reflections



DARJA POLLPETER, PHD
Director Research
Scenic Biotech

“Mira is simply fantastic. She has great way to capture an audience, make any (potentially uncomfortable subject) entertaining and keeps everyone together. I highly recommend her as a speaker, especially in the DE&I field but also beyond..”



CHIARA ANGIOLILLI
Senior Scientist
Scenic Biotech

”

“Mira recently delivered a workshop on diversity, inclusion, and unconscious bias at my workplace, and I highly recommend her expertise!

Her approachable style, deep knowledge, and ability to make complex topics accessible sparked genuine curiosity and led to meaningful discussions among participants. The session highlighted the often-overlooked issue of unconscious bias, reminding us that it exists in everyone and encouraging reflection on how we can all contribute to a more inclusive environment.

Mira brings a powerful blend of professionalism and warmth, making her an exceptional trainer. I think that for organizations seeking to deepen their understanding of inclusivity and leadership, she offers a unique and valuable perspective.”

Our Approach

We use a blended approach of hands-on exercises, theoretical background, statistics and discussions about real workplace situations. We tailor-make our program to fit the needs of your people and organisation

Our Work

Our work is based on latest scientific research and theory in the field of strategic leadership, statistics on the current state of women in the workplace and reports on best practices for improving diversity and inclusion in organisations.

Our Passion

Our passion is equipping your top talent with strategic skills they need to reach the top. We help women and other underrepresented groups become more self-confident in their ambitions, more visible in their successes and more impactful with their vision.



Our Mission and Vision



We believe in the untapped power of gender diversity.

Our mission is to fuel that energy, empowering leaders to shatter barriers and achieve their fullest potential.

Our vision is more women in leadership roles - shaping the future.



Our Selected Clients



ASML

Deloitte.

ENGIE

EY

flatex=DEGIRO

ING 

J&J

LIDL

**X Gemeente
X Amsterdam
X**

MAERSK

PartnerRe



Abbott

PORSCHE

Rabobank

**Ministerie van Binnenlandse Zaken en
Koninkrijksrelaties**

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for life

achmea 

**STEDIN
GROEP**

**WAGENINGEN
UNIVERSITY & RESEARCH**

Thank You



In Touch female career academy



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