

# SIEMENS

A letter from a colleague, to you

Dear colleague,

I'm the LGBTQI+ member of your team.

Yes, I exist, and yes,

I'm sorry I haven't told you - yet - that I'm Lesbian, Gay, Bisexual, Transgender, Queer or Intersex.

Are these words uncomfortable to read? Even if they are, please don't give up reading my letter to you.

I wish I could tell you more about me, but I'm not sure where you stand, and how uncomfortable it would make you feel.

Imagine: we have known each other for some time now, worked together in some bad-ass projects, we have celebrated the achievements and learnt from our mistakes during the process.

We share the Mondays', the Thursdays' and the Fridays' moods, we share similar struggles with the recent home-office full time demands, and, after all... I haven't yet been brave enough to tell you that my sexual orientation or identity is different than yours.

But why should I do it, you may wonder?

Well... I liked to get to know your kids and to wave at them. I liked when you were half serious, half joking, talking about your mother-in-law - to be honest, I've felt similar but different situation, but I didn't tell you because my sexual orientation doesn't matter. And with that, I end up not telling, not sharing and keeping a "secret". Which is not a secret, it is a big part of my life that I would like to share with you, with the same relaxed, happy and trustful feeling that you share yours.

Would that be too bad?

Would you be able to get to know the full me, without putting me a "gay", "freak" or "weirdo" label? Without thinking a little differently, a little less of me? Accepting that this part of who I am makes no different at all. Would you be able to do it?

If yes,

If you want to know me,

If you want to build an environment where the most important is not who we love but who we are for each other's so that we can trust one another, then I would like to ask for your help. That's what colleagues do, when they face challenges, isn't it?

Me and other people like me would really need to have allies who are willing to signal to us that is ok to have this openness and who are willing to stand up for us in case other colleagues are not that sensitive. Could that be you?

If yes, I would like to ask you to stand up for me, every time you hear a comment that is not appropriate, even if I'm not in that conversation.

If yes, say "count with me" in this [yammer post](#), visibility matters and with it, I will know I can open up to you.

If you are willing to go even further, you can [download these](#) Images and use them as a teams background for a while.

And, if you said yes and are willing to this,  
Then Thank you.

Thank you for your effort in creating a world where everyone can feel included.

Thank you for seeing me as a person, who has vulnerabilities and strengths.

Thank you for getting out of your comfort zone to support me. That's what heroes do, and I'm thankful I can count with Heroes like you.

With an open heart,

*from yours,  
still anonymous LGBTQI+ colleague*

This e-mail is an initiative of [DivIN Portugal](#), a voluntary team to help Siemens Portugal to be a completely inclusive and diverse environment, for every single person in our company. Thank you for helping us in building that.

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