



**TEEM'20**  
ONLINE CONFERENCE

Technological Ecosystems for Enhancing  
Multiculturality, 21-23 October 2020

We, hereby, certify that the paper entitled

**Harold Tinoco-Giraldo and Patrick Voorhies. LGBTQIA+ employee learning  
needs assessment using an ethnographic approach**

has been presented at the 8th International  
Conference in Technological Ecosystems for Enhancing  
Multiculturality (TEEM 2020).

The conference was held in Salamanca, Spain, on October  
21-23, 2020 and organized by the Research Group in  
InterAction and eLearning (GRIAL) and Research Institute for  
Educational Science (IUCE) at the University of Salamanca.

Signed by

Francisco J. García Peñalvo  
TEEM2020 Conference Chair



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