



Workplace
Pride

May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

Empowering LGBTIQ+ Employee
Networks

Dimitri, Ezra & Sandra



do your thing

rainbow lions

Background of Rainbow Lions

Our history

- Rainbow Lions NL founded in 2003
- Global Rainbow Lions networks in Australia, Belgium, Germany, Luxemburg, Netherlands, Philippines, Spain, Poland, United Kingdom, United States.

Current board



Dimitri Elve
Chair



Sophie Jeckmans
Vice Chair



Ezra Clarke



Rick Pieters
Treasurer



Marc Smulders



Sandra van Scheppingen



Bernado Domingos



Teddy Zhang



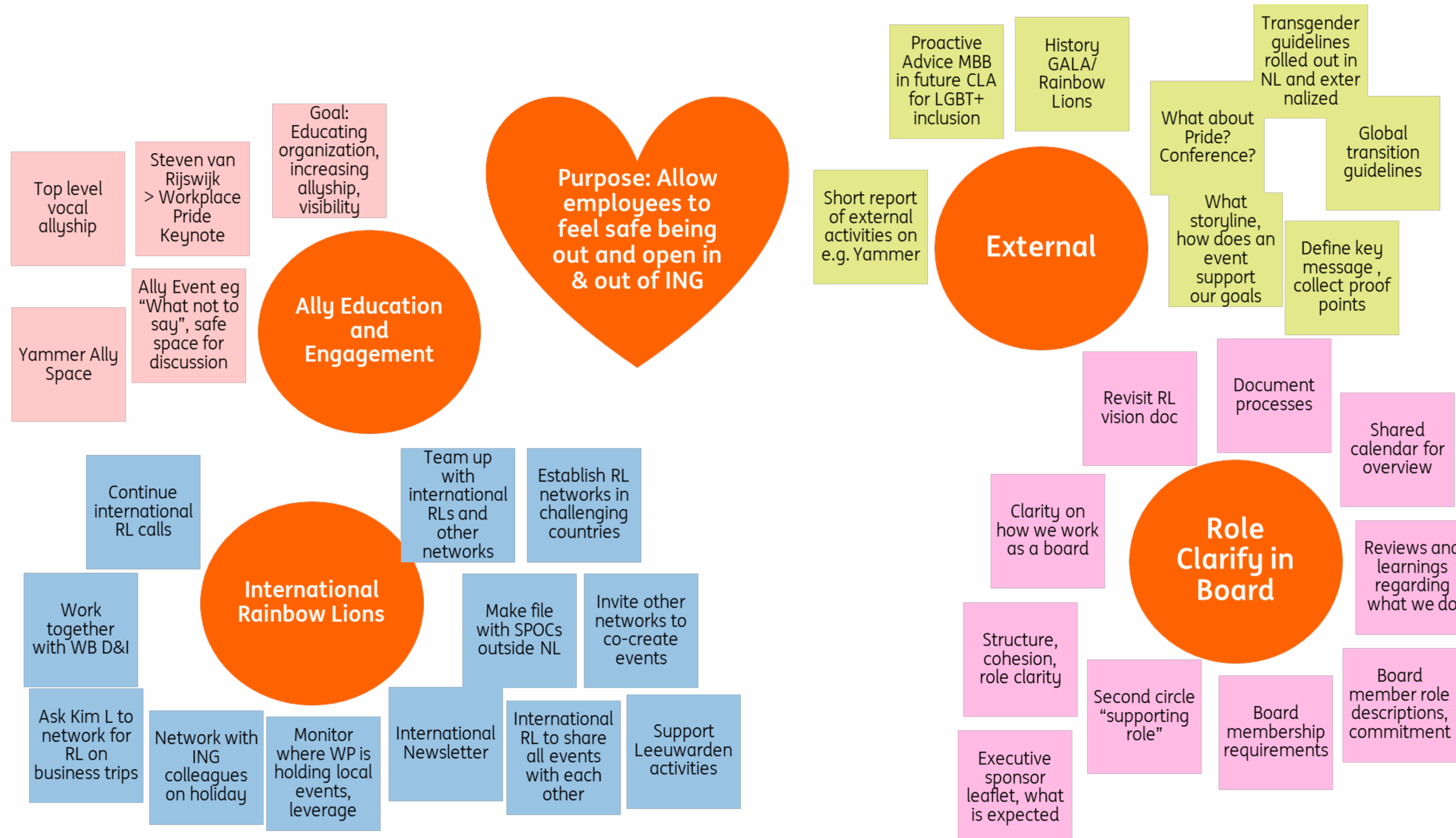
Karisa Widyadari



Timeline of 2022



Focus Points & Ideas 2023



Our Recipe & Advice

Board

- Diverse (Letters, gender, background, department)
- Steady core team (experience, network, resilience)
- Enthusiasm, responsibility and commitment
- Clear roles (Chair, treasurer, communication etc.)
- Succession management



Management

- Direct contact with senior management
- Good contact with communication departments
- Guidance and support from D&I team
- Acknowledgement and appreciation

Network

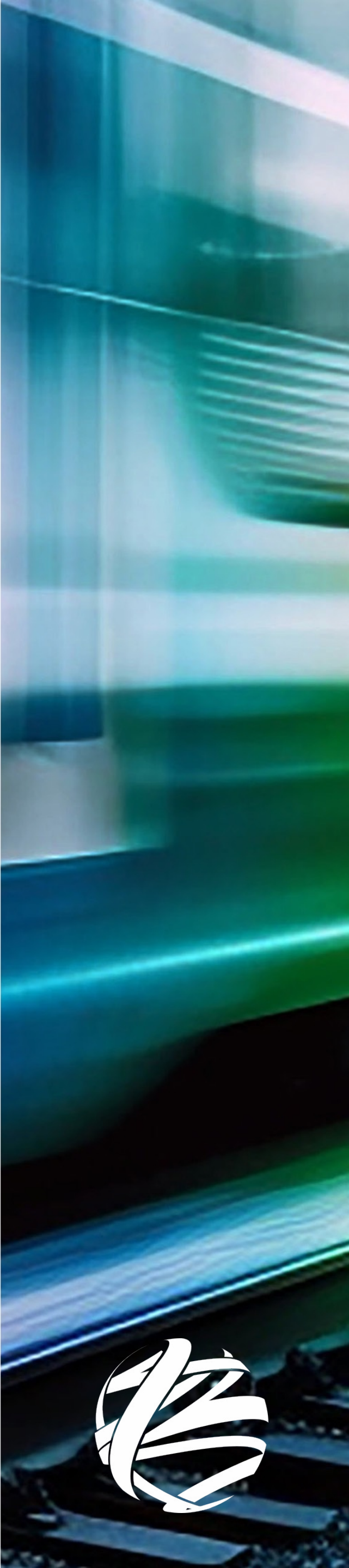
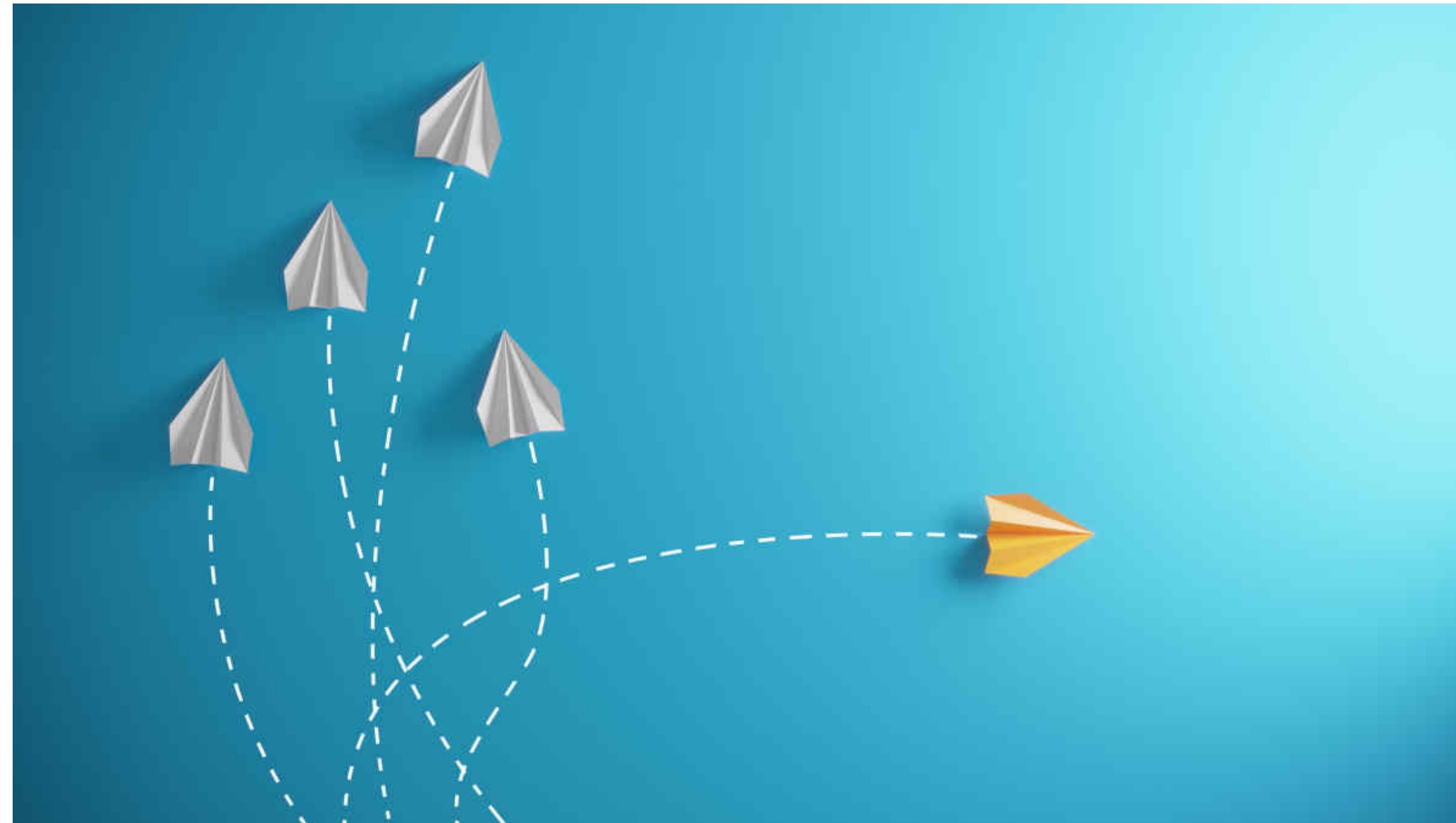
- Interaction with other companies' LGBT+ ERGs
- Align with other ERG dimensions in your company
- Align with LGBT+ ERGs in other countries/regions
- Collaborate with other countries and ERGs
- Organize impactful events



Our Challenges

Every ERG has ups and downs!

- Core members leaving
- New board members
- Capacity for doing ERG work
- Organizational / Management changes



Break-out Session

Form small groups and discuss...

- What are the good practices in your ERG you'd like to share?
- Decide together on one good practice you'd like to share plenary to inspire the group with.





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AUDIENCE

MENTIMETER QUESTION

Determine your top 3 - what will you focus on with your ERG to find/renew energy?