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
Timeline of 2022
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.
AUDIENCE

MENTIMETER QUESTION

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