



Empowering LGBTIQ+ Employee Networks

Key Findings

Consider the following 10 topics to find/renew your employee network's energy and inspiration:

- Is there enough (intersectional) diversity in your board?
- Do you have clear roles in your board and is everyone committed to their 'area'?
- Have you structured your activities? (year plan, purpose/strategy/goals, budget, way of working, succession management)
- Do you have senior management's support (in word and presence)?
- Do you have good contact with your communication departments (global and local)?
- How are you fueled by your DIB team?
- Do you feel appreciated for the ERG work you do?
- Is there international alignment with the other LGBTIQ+ chapters in your company?
- Is there intersectional alignment in your company with other ERG dimensions? (to align on the challenges in common, amplifying your voice to HR and senior management)
- Do you align with other companies' LGBT + ERG's?

With a Mentimeter quiz we asked our audience to determine their top 3: What will you focus on with your ERG to find/renew energy?

- The outcome below (also attached) shows that they planned to focus first on:

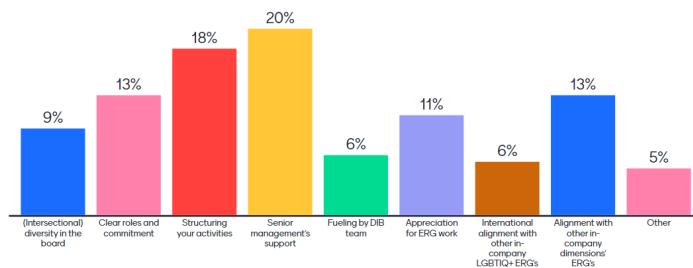
- Senior management's support
- Structuring your activities
- Clear roles and commitment
- Alignment with other in-company dimensions' ERG's

Mentimeter

What will you focus on with your ERG to find/renew energy (choose 3 options)?



do your thing



What the audience indicated as eye-openers/shared as good practices during and after the breakout:

- Ask management for formal guidelines as to how much time per week a board member is allowed to spend on ERG work, e.g. 10% of the total contracted hours.
- Board work can also be split across members and there should be a level of trust where help can be asked if needed.
- Install a global board for your ERGs worldwide to align and organize goals and activities.
- Reach out to companies already having a global networks/activities, if you're looking to start chapters abroad yourself, so they can share their knowledge with you.
- Consider the (intersectional) diversity in your board, covering - as much as possible - the letters (LGBTIQ+), as well as dimensions as cultural background, ethnicity, gender, disability, etc.
- Consider having an ally in your board, with an eye on engaging other allies as well, because as a minority group, the LGBTIQ+ community can't progress much without them.
- Consider creating a unique gift as ERG with a link to your company's products/services (a gender neutral perfume was mentioned as an example), created specifically to applaud or award LGBTIQ+ ambassadors/allies in your company.

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