



OUT & EQUAL

WORKPLACE ADVOCATES

SHAPING THE FUTURE OF LGBTQ WORKPLACE EQUALITY

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- pride month
 - allies 101
 - intersectionality
 - LGBTQ ERG
 - i belong here

A top-down view of a desk with a laptop, coffee, glasses, a mouse, a pen, and a succulent. The background is split diagonally from the top-left to the bottom-right into a light blue upper half and a light pink lower half. The text is centered on the blue half.

DIVERSITY

INCLUSION

BELONGING



Out & Equal's work has long been about diversity and inclusion, and we've made great strides on that front. Now it's time for us to evolve that work. From this moment on—our work will be about belonging.

In its simplest form, diversity is about counting heads. We need a gay man, a Latina woman, a transgender veteran, a differently-abled millennial—check, check, check, and check. We have diversity.

Inclusion is less simple – there's a turn of phrase in our work, "diversity is about counting heads, inclusion is about making heads count." Inclusion is about leveraging and protecting differences. Inclusion is something a company does for its employees. Inclusion lives in HR handbooks, in healthcare policies, in CEI scores, in D&I strategy.

Diversity and Inclusion is critical. We will always push companies to understand the absolute need for diversity. And we must keep fighting to make sure that those policies include and protect our community. Out & Equal will never back down on expanding diversity or inclusion.

But the heart of our work—the focus of our attention—needs to shift from diversity to inclusion to belonging. Belonging is our holy grail.

Belonging is not top-down, Belonging is interdependence.

ABOUT OUT & EQUAL SERVICES

EVENTS

WORKPLACE SUMMIT

This three-day global conference features hundreds of educational opportunities including workshops, expert panels, networking mixers and plenaries with keynotes from prominent LGBTQ and ally leaders. Over 5,000 employees and experts join together to share strategies and best practices to create workplaces which are inclusive of all sexual orientations, gender identities, and gender expressions. The Summit is sponsored by over 100 companies and organizations who are leading the movement for global LGBTQ leadership.

LEADERSHIP FORUM

The Out & Equal Leadership Forum convenes LGBTQ and Ally leaders from multi-national corporations and federal agencies for two days of professional development and in-depth exploration of the global landscape of LGBTQ workplace equality.

OUT & EQUAL UNIVERSITY

EDUCATION & CONSULTING

Out & Equal University offers a variety of in-person and virtual LGBTQ cultural competency courses and expert consulting to support diversity and inclusion strategies, build employee resource group value and help organizations establish effective LGBTQ-focused initiatives.

RESEARCH INITIATIVES

Out & Equal University's Research Initiatives program collects, analyzes, and reports on critical data regarding LGBTQ workplace equality. Through sophisticated methodologies and research, the program provides analytics on the positive impacts of inclusion and the costs of discrimination, as well as, consolidates existing business and academic research into easily digestible content.

ONLINE LEARNING

This free monthly webinar series brings together diversity & inclusion experts for panel discussions and case studies on current LGBTQ workplace topics. Featuring top-rated workshops from Summit, this live series supports D&I managers, ERG leaders and sponsors, and engaged allies seeking to stay up-to-date on best practices for LGBTQ inclusion. Webinars are recorded and archived in the Out & Equal Library.

For more information, visit outandequal.org/university

ABOUT OUT & EQUAL SERVICES

GLOBAL INITIATIVES

Out & Equal's Global Initiatives Program provides leadership and support for multinational companies and non-governmental organizations (NGOs) around the world to advance LGBTQ workplace equality in diverse regions.

OUT & EQUAL GLOBAL FORUM SERIES

Out & Equal's Global Events brings together executives and LGBTQ leaders to network and share best practices in LGBTQ workplace equality, with a focus on the challenges and opportunities in a specific country or region. Recent Global Events have taken place in India, Brazil, China and Eastern Europe.

BIMONTHLY GLOBAL WEBINARS

Out & Equal holds bi-monthly, country and topic-specific, globally themed webinars with representatives of multinational companies addressing key LGBTQ workplace equality issues and best practices around the world.

OUT & EQUAL GLOBAL FELLOWSHIP PROGRAM

The Out & Equal Global Fellowship Program is a six week intensive Out & Equal experience for visiting international fellows from outside the U.S. to empower, inspire and train them to become leaders for LGBTQ workplace equality in their country.

GLOBAL NETWORKS

Out & Equal manages a number of international networks, including the Global Partner Network and Global Rapid Response Network, designed to provide a conduit for connection and engagement on issues of importance to corporations and the LGBTQ community around the world.

For more information, visit outandequal.org/global

PARTNERS

Out & Equal partners with hundreds of multinational companies and government agencies to provide executive leadership development, comprehensive training and consulting, and opportunities for networking across leading industries.

Contact partnerships@outandequal.org to learn how your company can become one of our Global Corporate Partners.

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WORKPLACE SUMMIT



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SEATTLE, WA



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