



# Connecting our networks

Out & Equal Workplace Summit

6 October 2010

 **ERNST & YOUNG**  
*Quality In Everything We Do*

# About Ernst & Young and Beyond

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- ▶ Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 144,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.
- ▶ Beyond is our Americas network for promoting a lesbian, gay, bisexual, transgender and ally inclusive culture with a mailing list of 1,700 people in 90 locations.
- ▶ For more information, please visit [www.ey.com](http://www.ey.com) or [www.ey.com/us/beyond](http://www.ey.com/us/beyond)

# Who we are

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**Chris Crespo**

- ▶ Americas People Team, Inclusiveness Director at Ernst & Young
- ▶ Steeler and WV Mountaineer fan
- ▶ A Beyond founder & leader
- ▶ Summit #7
- ▶ Has 12 year-old triplets and farm



**Casey Monnerjahn**

- ▶ Reformed finance guy turned People guru
- ▶ Dallas transplant from New Orleans
- ▶ Southwest Beyond Coordinator
- ▶ Summit #5
- ▶ Engaged to a beautiful guy who used to work at Ernst & Young

# Agenda and objectives

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- ▶ Connecting with ERGs in your own company
  - ▶ LGBT in multiple locations
  - ▶ Other diverse groups
- ▶ Leveraging strategies and tools to align with your organization's strategy and leverage its culture and tools
- ▶ Working with other organizations
  - ▶ Non-profits in your community
  - ▶ Other companies - inside or outside your industry
- ▶ Panel followed by Q&A
  - ▶ Soliciting other ideas for connecting networks and people

# Connecting LGBT groups

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- ▶ Form a leadership group – steering committee, team, etc.
- ▶ Connect virtually with conference calls, website, virtual teams, etc.
  - ▶ Pulls in smaller locations which may not have critical mass
  - ▶ Enables anonymous participation
- ▶ Leverage events like Out & Equal Summit with virtual planning, teaming and leadership opportunities
- ▶ Team on activities or working on challenges

# Connecting with other diverse networks

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- ▶ Working together on a shared goal/with shared purpose
  - ▶ Community service or fundraiser
  - ▶ Holding an affinity network fair to raise awareness of all the activities, benefits and ways to get involved in networks
- ▶ Maximizing budgets – allocating funding to those even in the smallest of markets, where there is a need
- ▶ Branding your organization as a leader
  - ▶ Panels of network representatives at local diversity conferences
  - ▶ Recruiting diverse candidates
- ▶ Building networks with greater personal awareness

# Strategy, culture and tools

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- ▶ Align network goals and values with those of the company
- ▶ Communications
  - ▶ Telling our stories and putting faces on people of all ranks, roles and offices – video, social networking, Coming Out Day
  - ▶ Varying the medium & mix to engage differing interests
  - ▶ Clarifying the business case for LGBT inclusion – awareness
- ▶ Generally
  - ▶ Incorporating input and consensus without getting mired in it
  - ▶ Emphasizing the role and leveraging the clout of allies and executive sponsors
- ▶ Aligning with other company initiatives– recruiting, marketing, corporate responsibility, supplier diversity, business development

# Working with other organizations

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- ▶ Working with non-profits in your community
  - ▶ National sponsorship with local reach: Out & Equal Regional Affiliates, local Chambers of Commerce, HRC dinners
  - ▶ Local non-profits provide networking and development opportunities that can then expand locally and nationally
- ▶ Collaboration with other companies
  - ▶ On shared challenges and issues – Self-ID project
  - ▶ With competitors on shared industry issues – PSAI
  - ▶ Through other initiatives – Supplier Diversity
- ▶ Providing added value to clients and targets
  - ▶ Working together on activities
  - ▶ Collaboration and working with non-profits locally

# Our panelists are . . .

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## Paul Greenall

- ▶ McKesson Corporation
- ▶ San Francisco
- ▶ Director of IT Internal Audit
- ▶ Chair of *OPEN*, which launched company-wide earlier this year
- ▶ Summit # \_\_

## Greg Sampedro

- ▶ Merck
- ▶ West Point , PA
- ▶ Senior Manufacturing Engineer supporting the manufacture of Sterile Vaccine products.
- ▶ Co-President of Merck Rainbow Alliance
- ▶ Summit #\_\_

## Sarah Stuart

- ▶ Google
- ▶ Manager on the Global Diversity and Talent Inclusion team
- ▶ San Francisco now, but been around
- ▶ Supports the Gayglers
- ▶ Summit #\_\_

## Casey Monnerjahn

- ▶ Ernst & Young
- ▶ Reformed finance guy turned People guru supporting Southwest
- ▶ Is tired of talking about Katrina
- ▶ Southwest Beyond Coordinator
- ▶ Summit #5

# Panel questions

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How else do you:

- ▶ Make the most of connecting with ERGs in your own company – both LGBT in other locations and other diversity groups?
- ▶ Work with other organizations in your community and your industry – both non-profits and other businesses?
- ▶ Leverage strategies and tools to align with your organization's operations and leverage its culture and tools?
- ▶ Connect networks and people?

# Better together?

Absolutely! Our differences are what energize our culture at Ernst & Young. That's why it's important to us to support our lesbian, gay, bisexual, and transgender people and allies – creating an environment where everyone can bring their whole selves to work. Because achieving our potential as a firm begins with helping our people realize their potential as individuals. It makes all the difference to our success.

What's next?  
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