

# Know Your Company.

<i>Does your company ...</i>	<b>Doesn't Exist</b>	<b>Some Discussions</b>	<b>Recently Implemented</b>	<b>Fully Adopted</b>
Have an EEO statement that includes sexual identity language?				
Have an EEO statement that includes gender identity and expression language?				
Have diversity included in mission / core values?				
Offer domestic partner benefits to team members?				
Have a GLBT-specific employee resource group?				
Have GLBT employee formal self-identification?				
Track: hiring, development/advancement and turnover of GLBT team members?				
Market indirectly to the GLBT consumers?				
Advertise in GLBT-specific publications/TV shows?				
Produce products/services/programs specifically for GLBT community?				
Sponsor any local or national GLBT events?				
Sponsor any GLBT-specific non-profit organizations?				
Have any awards from GLBT-specific organizations?				
Include GLBT topics in the company orientation?				
Offer diversity training which includes GLBT topics?				
Have guidelines in place regarding supporting employees who are transitioning on the job?				

# Know Your Group.

<i>Does your group...</i>	<b>Doesn't Exist</b>	<b>Some Discussions</b>	<b>Recently Implemented</b>	<b>Fully Adopted</b>
Have an internal website?				
Hold events geared at providing networking opportunities for GLBT employees?				
Hold events geared at providing development opportunities for GLBT employees?				
Help connect GLBT employees with mentors?				
Meet with GLBT ERGs of other companies to benchmark and network?				
Meet with other ERGs in your company to benchmark and collaborate?				
Have executive-level sponsorship?				
Regularly meet with leaders from other areas of the company, including:				
Diversity				
Talent Acquisition/Recruiting				
Marketing				
Product/Service Design/Development				
Community Involvement				
Government Affairs				
Have a structure that aligns with company strategy?				

# Identify **PRIORITIES.**

What is/are your company's vision, mission, values, strategies and other goals?

What is/are your ERG's vision, mission, values, strategies and other goals?

# Create & Align Your VISION

Vision:

Mission:

# Develop a STRATEGY and PLAN.

Where is your ERG aligned with your company? Where does it have work to do?

What leaders, teams and areas of your company do you need to engage to help drive goals forward?

What questions do you still need to have answered? What key challenges or barriers do you see ahead?

# Develop Specific TACTICS

STRATEGY or GOAL:	LEADERS TO ENGAGE:
TACTICS: • • •	

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TACTICS: • • •	

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TACTICS: • • •	

## PERSONAL CONTRACT

I will share these Vision and Goals with \_\_\_\_\_ (person, title or team)

during \_\_\_\_\_ (meeting, event etc.)

no later than \_\_\_ / \_\_\_ / \_\_\_