



Out & Equal Summit 2010

Identifying, building, and developing an LGBT pipeline of rising stars

08 October 2010

Where are your next leaders coming from?

- ▶ Visible, out executives
- ▶ Leader of employee network group
- ▶ Face of your LGBT inclusiveness initiatives

Who we are



Rosanna Delia

- ▶ Financial Services Manager at Ernst & Young
- ▶ Beyond former local leader, and former national steering committee member
- ▶ Summit #3
- ▶ Live in Brooklyn and have a puppy, Linus van Pelt



Chris Crespo

- ▶ Inclusiveness Director , Am People Team at Ernst & Young
- ▶ Steeler and WV Mountaineer fan
- ▶ A Beyond founder
- ▶ Chair NGLCC BOD
- ▶ Summit #7
- ▶ Has 12 year-old triplets and lives on a farm



Gioia Pisano

- ▶ Inclusiveness Recruiting Leader, People Team at Ernst & Young
- ▶ Love to travel and play volleyball
- ▶ 6 year old daughter and we live in NJ
- ▶ Beyond Ally
- ▶ Summit #2



Pat Wiley

- ▶ Ernst & Young alum: Summit #3
- ▶ Beyond executive sponsor
- ▶ patwileyfolkart.com
- ▶ www.hellowallet.com
- ▶ SAGE Board
- ▶ pat@hellowallet.com

Objectives

- ▶ Attracting and recruiting LGBT individuals
- ▶ Engaging LGBT individuals to create and build a pipeline of future leaders
- ▶ Developing and promoting LGBT individuals into leadership positions
- ▶ Supporting LGBT leaders and sustaining the pipeline

Attracting and recruiting

- ▶ Overall strategy
- ▶ Branding as an employer of choice
 - ▶ Talk about your LGBT inclusive activities
 - ▶ Message to the recruits, career services, faculty
- ▶ Recruiting LGBT diverse candidates
 - ▶ Embedding into your existing recruiting
 - ▶ Student conferences with career fairs
- ▶ Tapping the experienced LGBT market
 - ▶ Referrals from your workforce
 - ▶ Conferences
 - ▶ Websites

Engaging LGBT talent

- ▶ Create a safe environment to be “out” or not
 - ▶ Policy, awareness training, benefits, etc.
 - ▶ Inclusion of LGBT in programs and processes
- ▶ Leverage affinity groups to build connections
 - ▶ Spell out the benefits for those involved
 - ▶ Mentoring – among LGBT individuals or reverse mentoring
 - ▶ Role models – LGBT “out” executives
 - ▶ Variety of activities – development, community action, networking
 - ▶ Encourage involvement of allies
- ▶ Survey for interests and needs (members/non-members)

Developing and promoting

- ▶ Identify those with natural leadership traits
- ▶ Align with strategy and goals – people, quality, growth
- ▶ Develop leaders
 - ▶ Coaching, mentoring, training, feedback
 - ▶ Experiences and opportunities
- ▶ Leverage opportunities for visibility with leadership
- ▶ Position for promotion

Supporting and sustaining

- ▶ Understanding culture/needs: individual, business, ERGs
- ▶ Positioning on the “out” continuum
- ▶ Optimizing rewards in all their forms
- ▶ Recognizing the many faces of leadership
- ▶ Coaching and ongoing support
- ▶ Keeping it fresh
- ▶ Letting go

Discussion

- ▶ Attracting and recruiting LGBT individuals
- ▶ Engaging LGBT individuals to create and build a pipeline of future leaders
- ▶ Developing and promoting LGBT individuals into leadership positions
- ▶ Supporting LGBT leaders and sustaining the pipeline

Questions



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.

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