

Uplyfting

LGBTQ Team Members

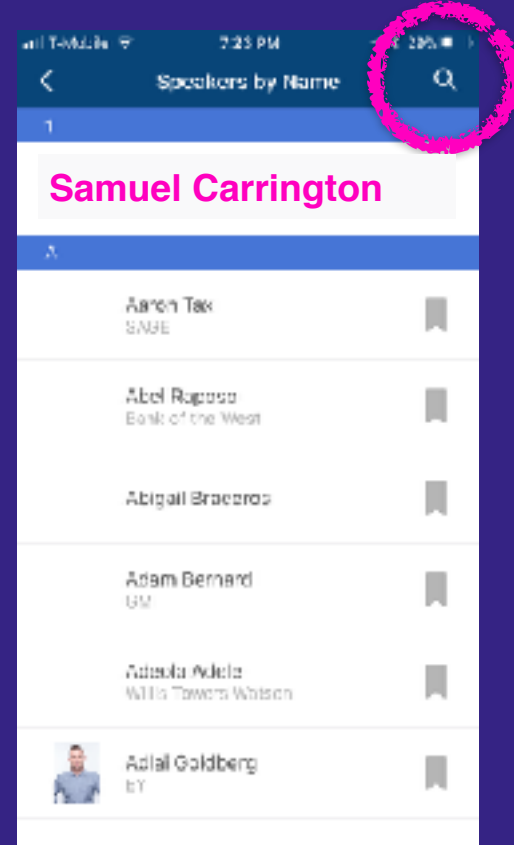
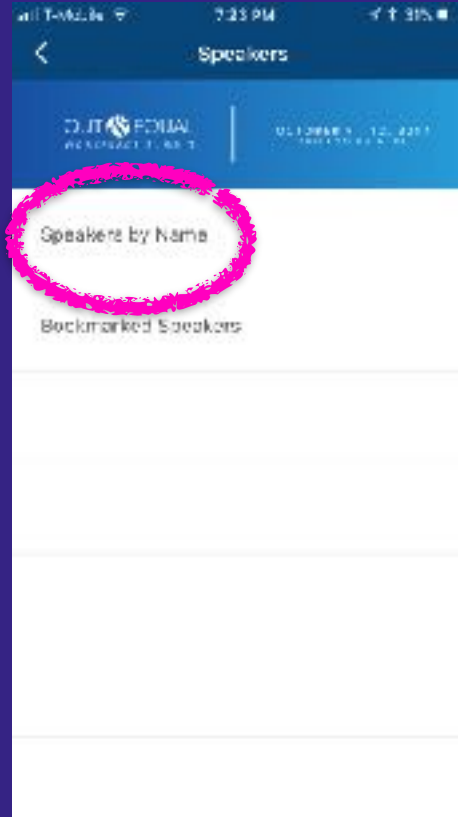
Inclusion, Affirmation, & Empowering ERGs

Samuel Carrington



OUT & EQUAL
2017 WORKPLACE SUMMIT

Handouts Available



**Companies don't
need permission to
do the right thing.**

Lyft's Journey with Gender Inclusion & Affirmation

Empower



Setting the Stage

How an Employee Resource Group made a big change in the cultural conversation at Lyft

Create



Designing & Implementing

Understanding what matters, identifying partners, and making a change

Sustain



Awareness & Resources

Enabling company-wide adoption and support for all team members

Empower

How an Employee Resource Group made a big change in the cultural conversation at Lyft



**“Our COMMUNITY IS STRONGEST when
team members come to work as their
MOST AUTHENTIC SELVES
and we will always support their right to do so.”**

Logan Green, CEO @ Lyft



John Zimmer, President @ Lyft

We lead with Core Values



#BeYourself

*Great communities start with great individuals.
Live authentically and trust your voice.*



#CreateFearlessly

Challenge convention, take risks, and make an impact. If it's broken, fix it. If it doesn't exist, invent it.



#UpliftOthers

*Invest in kindness and always put community first.
Deliver delight and always be a force for good.*



#MakeItHappen

Now. Life is short. Live up front.



UpLyft: Employee Resource Groups

Ascend

Asian & Pacific Islander Community

Forward

Black Employees & Allies

LyftOut

LGBTQIIA Employees & Allies

Unidos

Latino & Hispanic Resource Group

UpLyft Tech

Underrepresented Technical Talent

UpLyft Women

UpLyft Parents

UpLyft Veterans



Promote diversity and create positive change through **advocacy, communication, empowerment, inclusiveness, and respect** while representing and supporting the community we serve.

#BeYourself



Given the status of Employee Resource Groups in your company:

What are 1-2 things that would make a difference now in elevating or empowering the voice & visibility of LGBTQIA team members?



UpLyft1.pdf

Create

Understanding what matters, identifying partners, and making a change



**Start with
people.**



Lyft's Gender Inclusion & Affirmation Policy: Principles



You are the expert on you.
You know your gender identity and pronoun.



You decide when or if.
Lyft supports you whether you keep your gender private or make it public.



Resources for all.
Trans team members and Allies have access to resources.*



Medical necessity.
Transition-related care is medically necessary.

Lyft's Gender Inclusion & Affirmation Policy: **Components**



- Glossary
- Policies



- Resources
- Being Trans @ Lyft



- Transition Plan

#CreateFearlessly



Thinking about Lyft's policy:

What difference would (or do) these principles and components make in your workplace?

What is missing?



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Sustain

Enabling company-wide adoption and support for all team members





Tariq Meyers,
Head of Inclusion & Diversity
@ Lyft

“...inclusive
programming so that
people can actually
LIVE UP FRONT,
to **CELEBRATE**
what it means
TO BE QUEER.”

Implementation

Adoption

Internal Stakeholders; confirm business requirements, update employee handbook

Rollout

Partnering with other ERGs for an All-hands overview of the policy; why it matters, what it means - and a lot of time for Q&A

Expansion

Focused training with highly visible external-facing team members; people team, recruiting

Integration

Institute and incorporate into Allyship training program; integrate conversation about intersectionality

Resources



Lyft's LGBTQIA Employee Resource Group is trained and available to support the policy and related processes



Fully empowered People team who partner with business owners throughout Lyft



Training for all team members, including intersectional Allyship program



A comprehensive plan addressing social and medical transition, including support at work and guaranteed leave

#MakeItHappen



Thinking about everything we've discussed:

What are your questions?

What help do you need?



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THANK YOU!

