

# IC Pride Working Groups

## **Ally Engagement Working Group (AEWG) established in 2014**

The Ally Engagement Working Group (AEWG) will incorporate best practices for developing, training and maintaining LGBT Allies within the IC. The AEWG will leverage existing Ally programs across the IC as well as in both public and private sector in order to develop an Ally program which can be implemented across the IC.

## **Communication and Technology Working Group (CTWG) established in 2014**

The Communication and Technology Working Group (CTWG) will create and maintain a digital presence on various networks for the dissemination of works created on behalf of the IC LGBTQA Affinity Group. By providing the necessary technological infrastructure, this working group will also act a conduit for change by enabling the LGBT+ and ally community within the intelligence field.

## **Extended Enterprise Working Group (EEWG) established in 2016**

The Extended Enterprise Working Group (EEWG) will serve as an advocate for IC LGBTQA personnel in the extended enterprise. The EEWG will work to understand the current climate by collecting measurements and soliciting feedback to identify and respond to key issues that affect this community. The EEWG will address issues of concern for these employees and support IC agency and LGBTQA representatives by identifying and incorporating best practices to better support and integrate them in their agency and IC mission.

## **Intersectionality Working Group (IWG) established in 2017**

The Intersectionality Working Group (IWG) will increase awareness, inclusion, and collaboration with diversity and inclusion Employee Resource Groups (ERGs) across the IC to ensure equal employment opportunity, diversity and cross-cultural understandings are appropriately incorporated into the policies, practices, strategies, and principles of the IC LGBTQA Affinity Network (IC Pride). The IWG will deepen and expand knowledge about intersectionality and LGBTQ issues and create avenues of understanding for executives, encourage people to utilize their unique backgrounds and experience to leverage the power of diverse thinking and realize potential for impact, and partner with other IC ERGs to facilitate networking and collaboration

## **Recruitment and Retention Working Group (RRWG) established in 2014**

The Recruitment and Retention Working Group (RRWG) will research and examine best practices for LGBT hiring and talent management across the IC agencies. The RRWG will develop specific recommendations that can be shared across the IC based on collective best practices and, where appropriate, will assist with implementing these recommendations.

## **Summit Working Group (SWG) established in 2014**

The Summit Working Group (ILSWG) is an annual working group established to create a venue for members of the IC to come together and attend an event to allow for education, collaboration, and networking centered around LGBT inclusion and diversity. The yearly Summit includes keynote speakers, breakout sessions, and panel discussions for intelligence officers. The leadership for this working group rotates as the Summit is hosted by a different IC entity each year.

## **Trans Working Group (TWG) established in 2012**

The Transgender Working Group (TWG) will identify issues affecting transgender IC employees and advocate for trans-inclusive policies and best practices. The TWG will compile and share resources for education and outreach on transgender issues.