

Out & Equal Resources

Reframed and
Focused for Impact
During these
Critical Times

COVID19 has shocked the world, the economy, and workplaces. Our work – to support workplaces of belonging and to help LGBTQ employees thrive – is more important than ever: If workplaces do not work towards cultures of belonging – if we are divided, suspicious or devaluing of our differences – then the toll of this crisis and feelings of disconnect will only deepen and widen.

Organizations are in the middle of a major stress-test of their systems. Leaders must be strong and forward-looking enough to know that inclusion and belonging are not simply optional or even factors in a competitive advantage, they are imperative for business continuity.

Out & Equal is offering programming – much of it virtual or digital – in this critical moment along five pillars – reframed and refocused for maximum impact:

1 Change Agent Capacity Building & Support

We will help build your organizational capacity through supporting the learning, development and effectiveness of D&I & HR professionals and Executive Sponsors with access to the digital Global Hub, webinars, e-learning and toolkits/resources.

2 ERG/BRG Capacity Building

We will bolster the effectiveness of LGBTQ ERGs with tailorable, out-of-the-box resources, and bolster the ability of D&I teams to bring these best practices to other ERG/BRG groups within their companies.

3 LGBTQ Leadership & Professional Development

We will convene and support LGBTQ employees, from the front lines–to pipeline–to the C-Suite, through our renowned Executive Forum, Roundtables, and affiliated e-learning opportunities. From the closet to you at your best, the world needs you to thrive so you can go on to achieve maximum impact in the world.

4 Global / Regional Programs

We will continue to bring targeted learning and engagement opportunities to communities around the world, and to unique regions like the US South – supporting practitioners in adapting best-practices to specific cultural environments.

5 Building Communities of Belonging

We will sustain our entire community and provide virtual platforms of connection and support for multiple groups within the LGBTQ+ community, as well as provide tailored content on such important issues as Mental Health and Wellness, Cultures of Belonging in Virtual Environments, Preparing for 2020 Summit and more.

Some of these events and resources will be open to all. Some will be available exclusively to partner organizations based on level of partnership. More details will be forthcoming.



CHANGE AGENT CAPACITY BUILDING & SUPPORT

We will help build your organizational capacity through supporting the learning, development and effectiveness of D&I & HR professionals and Executive Sponsors with access to the digital Global Hub, webinars, e-learning and toolkits/resources.

GLOBAL HUB

Revolutionary new web-based tool:

- Centralized Repository of Resources
- Threaded Messages Boards
- Open-Sourced Global Calendar
- ERG Registry

TOOLKITS & RESOURCES

- How to Celebrate Transgender Employees on Transgender Day of Visibility (TDOV) and Year-Round
- What's Your Pronoun? Strategies for Inclusion in the Workplace
- Best Practices For Non-Binary Inclusion
- Workplace Equality Factsheet
- Resources to Support Employee Wellness and Mental Health at Work
- Best Practices for Self-Identification (Self-ID)
- Specific Employee & ERG Engagement Resources for "Remote Belonging" during COVID-19

VIRTUAL CONNECTION & COMMUNITY

Virtual Change Agent Connection:

- CDIO Forum
- LGBTQ Executive Sponsor Forum
- Private LinkedIn Groups for D&I & HR Professionals Focused on LGBTQ Workplace Equality

Webinars & Virtual Learning on topics such as:

- Trans/GNC Inclusion Beyond Transition Benefits
- Generations in the Workforce
- Building Bridges to LGBTQ Inclusion
- Gender in the Workplace
- From Allies to Advocates
- Intersectional Ally Skill-Building
- Building Q-munity



ERG/BRG CAPACITY BUILDING

We will bolster the effectiveness of LGBTQ ERGs with tailorable, out-of-the-box resources, and bolster the ability of D&I teams to bring these best practices to other ERG/BRG groups within their companies.

ERG/BRG PROGRAMING SUPPORT

Resources to support ERG/BRG effectiveness such as:

- Summer 2020 LGBTQ ERG Pride-in-a-Box
- ERG Leaders Meeting-in-a-Box, focused on collaboration and intersectional programming.

O&E Leadership Virtual Keynotes:

Based on company membership level and staff availability, O&E leaders can be scheduled for organizations' events as speakers/panelists.

TOOLKITS & RESOURCES

White papers and Best Practices including:

- Self-Identification of LGBTQ Employees: Rollout Guidance
- ERGs & Generational Differences: Cultivating Community Beyond Labels
- Legacy Building: You've Been an LGBTQ Champion for 20 Years, Now What?

VIRTUAL CONNECTION & COMMUNITY

Webinars & Virtual Learning on topics such as:

- ERGs & Virtual Engagement
- Developing Ally Programs
- Leveraging Executive Sponsors
- Intersectional Programming



LGBTQ LEADERSHIP & PROFESSIONAL DEVELOPMENT

We will convene and support LGBTQ employees, from the front lines-to pipeline-to the C-Suite, through our renowned Executive Forum, Roundtables, and affiliated e-learning opportunities. From the closet to you at your best, the world needs you to thrive so you can go on to achieve maximum impact in the world.

EVOLVED O&E LEADERSHIP PROGRAMS

Executive Forum: In-person event, rescheduled to October 2020 in Las Vegas, and supplemented with virtual learning. It includes the following tracks:

- **Senior Executives:** High-level LGBTQ executives charged with management and budget decisions for a significant business or function.
- **D&I Executives:** D&I executives charged with management and budget decisions for diversity and inclusion programs.
- **D&I and ERG Leaders:** D&I professionals and BRG/ERG leaders at all levels.
- **Leveraging Narratives:** A track for executives and leaders interested in honing their personal story and developing their public speaking skills.

LGBTQ LEADERSHIP PIPELINE

As announced at Summit, Out & Equal and Bank of America have partnered on a leadership pipeline program to increase the number of LGBTQ executives in leadership positions, with a focus on those from underrepresented groups.

Offerings are in advanced stages of development and will be announced soon.

VIRTUAL CONNECTION & COMMUNITY

Webinars & Virtual Learning on topics such as:

- Use Your Privilege & Power for Good
- Mindfulness and Emotional Intelligence
- Cultivating LGBTQ Leaders
- LGBTQ Storytelling
- Leveraging Your ERG/BRG Experience in Your Day Job
- Authentic and Inclusive Leadership



GLOBAL / REGIONAL PROGRAMS

We will continue to bring targeted learning and engagement opportunities to communities around the world, and to unique regions like the US South – supporting practitioners in adapting best-practices to specific cultural environments.

PROGRAMS

US LOCAL/REGIONALLY SPECIFIC

VIRTUAL CONNECTION & COMMUNITY

Virtual Global Roundtables & Webinars

- China
- Brazil
- India

Global & Regionally Specific Resources

- Building Allyship in China: Intersectionality & LGBTQ Programming
- Non-Binary Inclusion: Understanding in Portuguese and Spanish
- Beyond Section 377: Best Practice Momentum in India

Southern States Virtual Engagement

- The Southern Engagement Series
- Southern Virtual Roundtable
- Ongoing Webinars on Special Topics:
 - Religion in the Workplace: Myth-busting and Understanding
 - Fostering “Living Room” Dialogues on Inclusion

Leaders’ Forums and Private LinkedIn Groups for our Planning Committees in:

- China
- Brazil
- India

Private Linked-In Group for Lat-Am (Spanish)

Private Linked-In Group for APAC Region



BUILDING COMMUNITIES OF BELONGING

We will sustain our entire community and provide virtual platforms of connection and support for multiple groups within LGBTQ+, as well as provide tailored content on such important issues as Mental Health and Wellness, Cultures of Belonging in Virtual Environments, Preparing for 2020 Summit and more.

SUMMIT 2020

Although our rapidly-evolving collective circumstances may change, O&E is still planning on Summit in Las Vegas in October.

We will hold virtual events so that our partners can prepare for it, including workshop submission information, Outie Awards and much more.

SUPPORTING CULTURES OF BELONGING

Virtual Environments: Tools, resources and webinars that consolidate and tailor best practices in virtual connection and working from home, fostering cultures of belonging in this unique environment.

The Snowflake Project: Digital resources, speeches, articles, blogs focused on mental health and wellness in the workplace.

VIRTUAL CONNECTION & COMMUNITY

Private Linked-In Groups and Virtual Roundtables for:

- Trans Community
- POC Community
- Bi/Non-monosexual Community
- Genderqueer/Nonbinary Community

