PRE-PRIDE PLANNING
Getting Your ERG Ready For Pride
Pre-Pride Planning: Getting Your ERG Ready For Pride

This is a Zoom Virtual Learning Session from 12:00 - 1:00 PT / 3:00 - 4:00 ET
Use speakers or headsets on your computer and turn the volume up!

Please use the Question & Answer function to submit your questions throughout the call. This session is being recorded.

Reach out to us directly at hello@outandequal.org
P(EOPLE)
R(ESILIENCE)
I(NFORMATION)
D(IVERSITY)
E(XPRESSION)
Agenda

- Welcome
- Pride Out-of-The-Box: An ERG Guide to Celebrating Pride Virtually
- Building Pride Community and Sharing Ideas
- Questions/Discussion
PRIDE-OUT-OF-THE-BOX

AN ERG GUIDE TO CELEBRATING PRIDE VIRTUALLY

OUT & EQUAL
WORKPLACE ADVOCATES
PRIDE KICK-OFF
A Virtual Townhall with Out & Equal

Join CEO of Out & Equal, Erin Uritus, and the rest of the Out & Equal team as we kick off the month of Pride together on **June 1st at 12pm PT/3pm ET**. Learn more about the history of Pride and why celebrating is important, now more than ever. Come wearing your favorite pride swag and prepare to join in as Erin engages attendees in pride-centered dialogue and activities.

REGISTER FOR PRIDE KICKOFF HERE.
PRIDE BRUNCH BREAK
with Out & Equal

Join Out & Equal on June 15th at 11am PT/2pm ET as we host our very first virtual Pride Brunch Break. Represent your company in style by wearing your Pride-themed swag and bring your favorite drink and snack. Prepare to engage as O&E facilitates virtual opportunities for participants to share stories of belonging and pride in the workplace.

REGISTER FOR PRIDE BRUNCH BREAK HERE.
BRING OUT & EQUAL TO YOU

Would you like Out & Equal to speak at your company during the month of Pride? We’d love to! Out & Equal CEO, Erin Uritus, and Managing Director, Deena Fidas, will be virtually visiting workplaces throughout June and can speak on a variety of topics. Contact Out & Equal at hello@outandequal.org to find out more.
EXPRESS YOUR PRIDE

There are a number of ways to express your pride throughout the workday—even in the virtual world of work.

**Update Your Email Signature:**
Pride Month is a great opportunity to ensure your pronouns are added to your email signature. You can also show your LGBTQ community support by letting others know you are an LGBTQ ally in your email signature, as well.

See the example below for ideas on how to integrate pronouns into your signature:

SUSAN LEE | Human Resources Manager
Inclusivity Matters Inc.
Pronouns: she/her/hers
1234 Smith St., San Francisco, CA 94104
I am an ally of the LGBTQ community and member of <insert your company’s LGBTQ ERG name>.

**Pride-Themed Zoom Backgrounds:** Celebrate and make meetings festive with Out & Equal’s new pride-themed Zoom virtual backgrounds.

[Click here to download.]

**Update Your Profile Picture:**
Demonstrate your pride online by updating your social media profile pictures with Out & Equal’s new pride-themed profile picture frame.

[Click here to download.]
CELEBRATE WITH YOUR ERG:
Activities You Can Do Together
At Home
PRIDE KICK-OFF/ WRAP UP:

• Host a virtual Pride kick-off meeting with your ERG
• Share with Out & Equal
• Bookend the month by wrapping-up the month’s events together
WATCH AND READ TOGETHER: Engage Your Membership in LGBTQ Content

- Engage in your favorite LGBTQ content and art
- Check out our list of book and video suggestions at www.outandequal.org/
- Submit your own at hello@outandequal.org
GET TO KNOW YOUR GROUP!

• What was your first Pride experience? Do you have a favorite Pride memory?
• What does LGBTQ Pride mean to you?
• What do you find inspirational about Pride month?
• Do you have a favorite LGBTQ character from a movie or book? Who was the first LGBTQ character you remember seeing?
• Do you have a LGBTQ hero or role model in your life? What is something that you have learned from them?
• What messages do you hear about LGBTQ people in your daily life? In your family? Friend group? Workplace?
• What advice would you give a young LGBTQ person now? What advice do you wish someone would have given you growing up?
ADDITIONAL PROGRAMMING

• Pride in Yourself – ERG Talent Show
• Host Pride Trivia
• Show Your Pride Day
• Cross-ERG Programming
EXTERNAL CALENDAR
OF ACTIVITIES:

The following template provides a sample itinerary for ERGs to utilize in planning their virtual Pride engagements. Feel free to adapt the calendar on the next page to make it work for your LGBTQ ERG! We hope you can fit in some of our exciting Pride Month activities!
<table>
<thead>
<tr>
<th>Week One</th>
<th>Week Two</th>
<th>Week Three</th>
<th>Week Four</th>
<th>Week Five</th>
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</thead>
<tbody>
<tr>
<td>12:00pm PT / 3:00pm ET Pride Kick-Off — A Virtual Townhall with Out &amp; Equal</td>
<td>Trivia Night</td>
<td>12:00pm PT / 2:00pm ET On-Demand Lunch &amp; Learn Session partners only scheduled in advance</td>
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<td>8</td>
<td>Kick off Pride Month Book and Movie Club</td>
<td>12:00pm PT / 2:00pm ET On-Demand Lunch &amp; Learn Session partners only scheduled in advance</td>
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<td>9</td>
<td>11:00am PT / 2:00pm ET Brunch Break with Out &amp; Equal</td>
<td>Virtual Diversity Walk</td>
<td>12:00pm PT / 3:00pm ET On-Demand Lunch &amp; Learn Session partners only scheduled in advance</td>
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<td>Get to Know Your Group — Virtual Activity with ERG membership</td>
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<td>Virtual Happy Hour with Members</td>
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<td>Pride in Yourself! Talent Show</td>
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<td>Show Your Pride Day!</td>
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<td>Pride Month Book and Movie Club Discussion</td>
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<td>Pride Month Wrap-Up</td>
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Out & Equal Workplace Advocates
Let Us Know.

Sharing community, thoughts, and ideas for June.
What do you currently have planned for Pride Month?
What are you particularly excited about?
Do you have suggestions for other ERGs looking to engage in Pride Month? If so, what?
What’s one question you have for your peers on today’s call?
Q & A
Next Steps

Join our Pride Kick-off: A Virtual Townhall with Out & Equal
on June 1st!
Thank you for your participation.