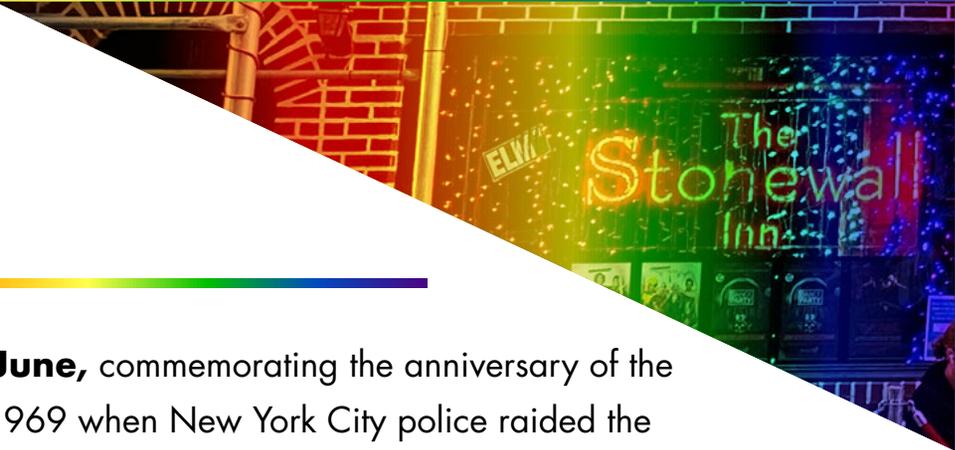


PRIDE- OUT-OF-THE-BOX

AN ERG GUIDE TO CELEBRATING PRIDE

OUT & EQUAL
WORKPLACE ADVOCATES



Pride Month is celebrated every year in June, commemorating the anniversary of the Stonewall Riots. The riots began on June 28th, in 1969 when New York City police raided the Stonewall Inn, a queer club located in New York City. The Stonewall Riots made clear that the LGBTQ+ movement needed to be loud and visible to demand change. After the riots, activists proposed a resolution that a march be held in New York City to commemorate the one-year anniversary of the raid. The first Pride parade was held in 1970 on the anniversary and it is arguably the birth of the modern LGBTQ+ movement.

Pride Month itself was born out of struggle. From the countless, fearless LGBTQ+ advocates who across decades refused to live inauthentically in the face of discrimination, stigma, and violence, to the uprisings at Stonewall and Compton's Cafeteria, to celebrations of life and hope amidst the AIDS crisis, each one building a foundation for a powerful, long-lasting global movement of authenticity and connection for the LGBTQ+ community. Pride was born out of resilience and courage in the face of adversity.

As we go into this year's Pride Month, let's remember some of the core tenets of Pride:

P(EOPLE)

More than flags, marketing efforts or floats, Pride is about the people in the LGBTQ+ and ally community. Remember that our shared humanity is what is both celebrated and at stake in the global fight for full LGBTQ+ equality. For employers, Pride is a wonderful opportunity to showcase images and narratives of your people — from the lesbian mother of two, to the nonbinary millennial to the veteran, gay man, to the proud parent of a transgender teen, the month honors people from every walk of life.



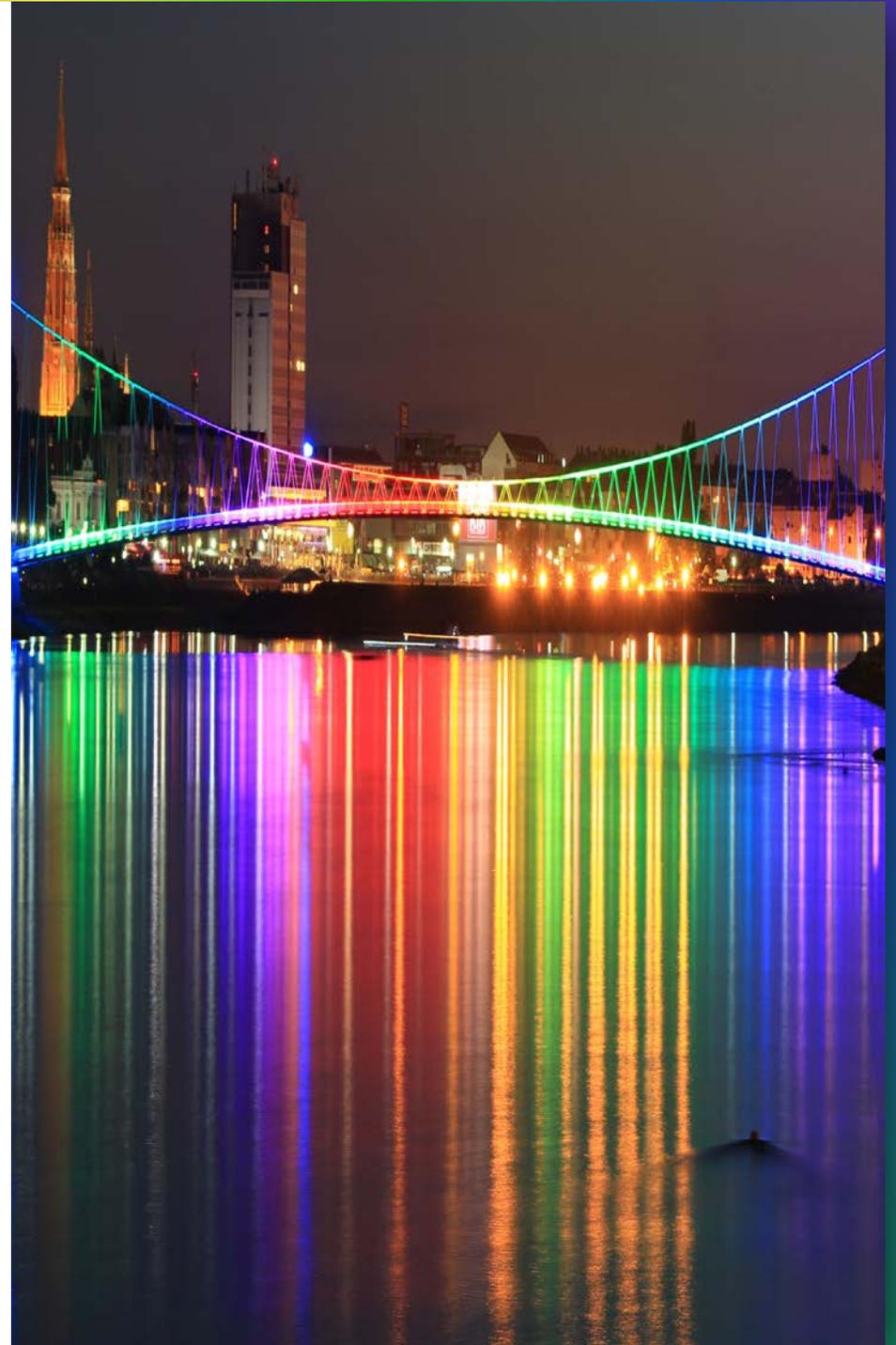
R(ESILIENCE)

Pride stands as a powerful claim of self-worth and community celebration in contrast to historic ostracization of LGBTQ+ people. Community resilience, fortified by humor, dancing, parties and the joy of connection has come to form the hallmarks of Pride.



I(NFORMATION)

Pride serves as an important milestone for employers to share information with their own workforce, customers, and clients about the meaningful ways they engage with the LGBTQ+ community and serve as advocates for equality. From fully inclusive policies to transgender-inclusive healthcare benefits, the profile of common best practices amongst the Fortune 500 and other major businesses has become more robust and equitable for LGBTQ+ employees and their families. In addition, more businesses have weighed in to defend LGBTQ+ civil rights in the public square than at any prior point in history. Businesses cannot take for granted that employees and stakeholders are fully aware of these efforts.



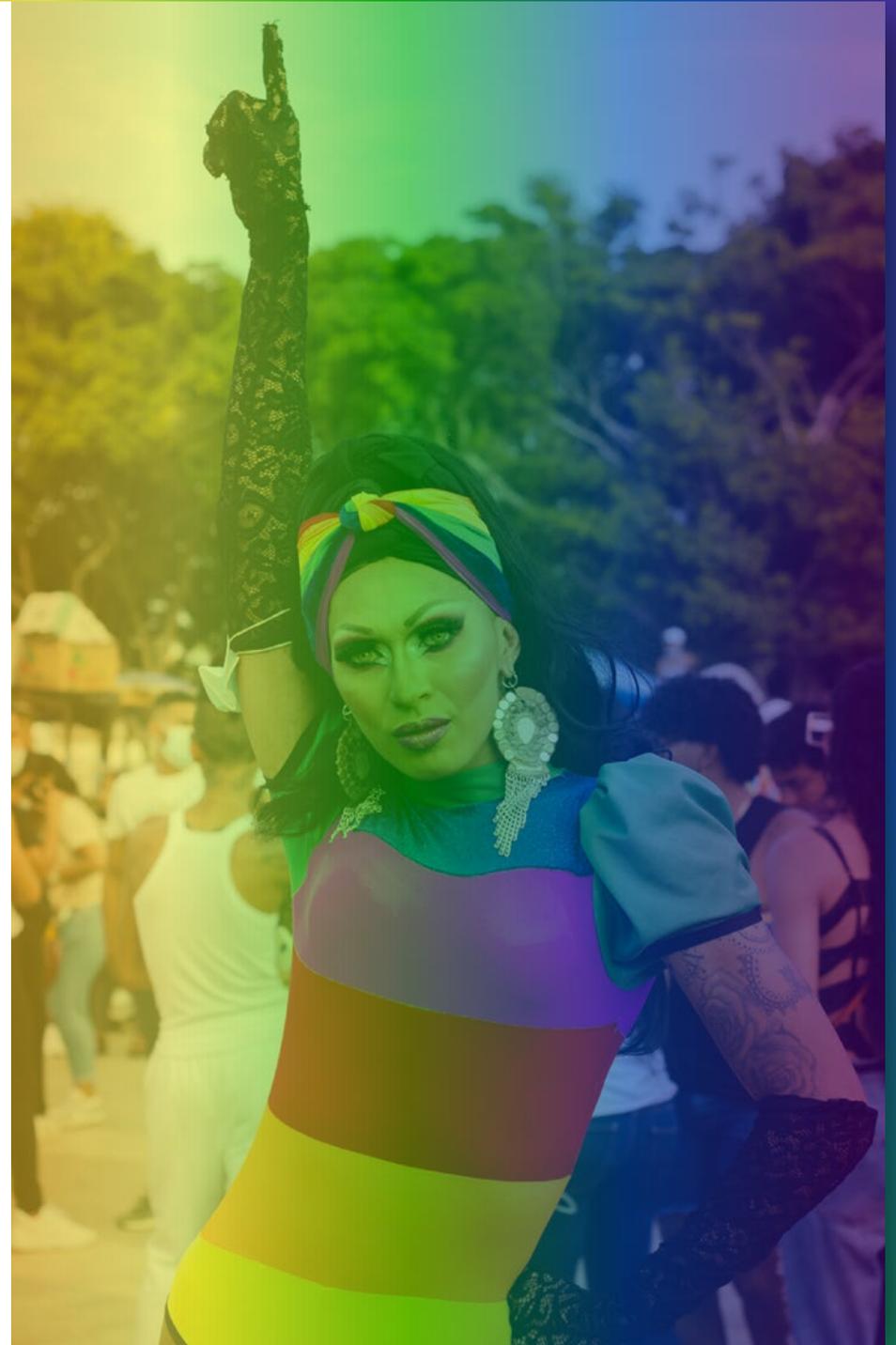
D(IVERSITY)

Pride is the culmination of struggle to fully recognize the diversity of the community. ERGs want to be mindful that the images and stories elevated during Pride Month are as diverse as the community itself — being particularly mindful of often underrepresented Bi, queer, people of color, nonbinary and trans communities. Programming that is intersectional in nature is the most impactful. No one moves through the world with just one identity. Acknowledging these realities is at the heart of intersectionality.



E(XPRESSION)

The visuals that often come to mind from Pride month are colorful, campy, and fun. From tiaras to boas to floats and DJs, Pride is a celebration of individual and community expression. Employees may want to coordinate celebratory Pride Zoom backgrounds, update their email signatures to reflect their pronouns, or join an LGBTQ+ ERG for the first time as an ally.





The following Out & Equal guide provides a set of ideas, tools, and engagement points for Employee Resource Groups everywhere to utilize in building and supporting Pride engagements this year. Join Out & Equal as we continue to celebrate authenticity, community, and belonging with our LGBTQ+ and ally family across the world this June.



JOIN OUT & EQUAL GLOBAL FORUM: The Bonds We Forge Together

Pride is a celebration of the bonds we've forged together and an opportunity for all of us to recommit to building inclusive cultures of belonging for the entire LGBTQI+ community. Join Out & Equal in a Pride Month celebration — Global Forum: [The Bonds We Forge Together](#) — a shared forum for leaders all over the world on Thursday, June 23rd at 8am EST. The Global Forum will bring together hundreds of LGBTQI+ and ally professionals to take on a unique cross-generational approach to Pride and LGBTQI+ workplace inclusion.



PRACTITIONERS FOR CHANGE

[Practitioners for Change](#) is grounded in the awareness that there is an urgent need for intersectional allyship to create structural change. The series supports practitioners as professionals, and as people through three components: Intersectional Learning, DEI Dialogues, and Practitioner Well-Being. Out & Equal will host several exciting sessions during Pride Month that you don't want to miss.



EXPRESS YOUR PRIDE

There are a number of ways to express your pride throughout the workday.

Update Your Email Signature:

Pride Month is a great opportunity to ensure your pronouns are added to your email signature. You can also show support for the LGBTQ+ community by letting others know you are an LGBTQ+ ally in your email signature.

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

SUSAN LIEU | 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-for-2022 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



A graphic of a rainbow Pride flag, tilted and partially cut off by the top right corner of the slide. The colors are red, orange, yellow, green, blue, and purple.

ATTEND A PRIDE CELEBRATION

As Pride events around the world are starting to come back in-person, organize a time to celebrate safely in-person with your ERG! Attend your local area's Pride parade, festival, or other celebrations as a group and represent with your company's Pride swag or Out & Equal gear! (You can order your Out & Equal gear [here!](#)) [Check out the closest Pride near you.](#)

A vibrant rainbow flag graphic is positioned in the top right corner of the slide, partially overlapping the white background. The colors transition from purple at the top, through blue, green, yellow, orange, and red, to pink at the bottom.

PRIDE KICK-OFF/ WRAP-UP

Host a Pride kickoff meeting with your ERG to walk through the events calendar below and get members excited about Pride! Take a photo of your group or a screenshot of your Zoom screen with your ERG members and submit your photos to Out & Equal for a chance to be featured on our social media channels. When the month is over, host an ERG Pride wrap-up session with your members to reflect on your month of Pride focused programming! Tag us at @outandequal on social media!



PRIDE IN YOURSELF— ERG TALENT SHOW!

Pride Month is all about embracing who you are. What better way to do this than by celebrating one another and your unique talents through an ERG virtual or in-person talent show! Encourage members to sign-up and share their talents through online performances. Welcome all talents, big and small, and allow members to be inventive and silly in choosing which talents to bring to the group.

HOST PRIDE GAMES!

Engage with the broader members of your LGBTQ+ ERG and host in-person or virtual Pride games! Try Pride-themed trivia to test your members LGBTQ+ knowledge and pop culture. Kick it up a notch with Pride-themed treats or drinks to enjoy while having fun with one another!

A decorative graphic in the top right corner featuring a diagonal split. The upper portion is a dark background with vibrant, out-of-focus bokeh lights in shades of purple, blue, green, yellow, and red, resembling a rainbow. The lower portion is a solid white background.

SHARE YOUR STORY: PRIDE STORYTELLING GROUPS

Sharing your story has the power to change lives and lead you to a place of empowerment. For those interested in connecting on a deeper level, organize small storytelling groups with 4-5 people each to share your stories with one another and strengthen your storytelling skills. Being able to share your experiences and embrace authenticity with your fellow ERG members is a great way to celebrate who you are this Pride month.

Utilize this [helpful guide from Out & Equal](#) for LGBTQ+ people and allies looking to strengthen their understanding of how to share their stories in the workplace. If you feel comfortable, share your stories and experiences with us this Pride Month at hello@outandequal.org.



WATCH AND READ TOGETHER: ENGAGE YOUR MEMBERSHIP IN LGBTQ+ CONTENT

Host a book or movie club with your LGBTQ+ ERG! Vote on what queer books or movies the club should focus on and gather back at the end of the month to discuss. [Click here for a list of suggestions from Out & Equal and our global partners.](#) (Are we missing any must-have books or movies? Email us at hello@outandequal.org)

SHOW YOUR PRIDE DAY!

Show your LGBTQ+ Pride! Everyone should wear their favorite work appropriate Pride outfit or their company's Pride ERG T-shirts and swag. Submit your photos to Out & Equal at hello@outandequal.org or tag us at @outandequal on social!

CROSS-ERG PROGRAMMING

LGBTQ+ individuals represent a multiplicity of different identities. Prioritize and elevate the intersectional identities of our community by involving other company ERGs in Pride programming.

GET TO KNOW YOUR GROUP!

Pride Month is the perfect time to get deeper engaged with your fellow ERG members. Try these conversation starters during one of your meetings in June in small breakout sessions. You can even do them one-on-one, speed-dating style:

- 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?



PLAN EARLY!

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 this calendar to make it work for your LGBTQ+ ERG! We hope you can fit in some of our exciting Pride Month activities!

Contributors:

Corina Hendren, Senior Associate, Global Stakeholder Engagement

Gabriel de la Cruz Soler, Manager, Global Stakeholder Engagement

Madeline Perrou, Communications Manager

CV Viverito, Deputy Director, Global Programs and Stakeholder Engagement

JUNE 2022

WEEK ONE

Practitioners for Change series happening throughout the month!

1
ERG Pride Kick-off Celebration!

2

3
Kick-off Pride Month Book and Movie Club

WEEK TWO

6
Trivia Night

7

8
Get to Know Your Group—Virtual Activity with ERG membership

9

10
Virtual Happy Hour with Members

WEEK THREE

13

14
Pride in Yourself! Talent Show

15
Storytelling Groups

16

17
Cross-ERG Pride Lunch & Learn

WEEK FOUR

20
Show Your Pride Day!

21

22
Pride Movie Watch Party

23
Out & Equal Global Forum: The Bonds We Forge Together

24

WEEK FIVE

27
Pride Month Book and Movie Club Discussion

28

29

30
Pride Month Wrap-Up