

Leadership Lab Day | October 7, 2024

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Strategies for Supercharging LGBTQ+ ERG Impact

Employee Resource Groups (ERGs) have been at the center of workplace advocacy and culture change for decades. These groups have built community, educated employees, influenced workplace policy and practice, and furthered business goals along the way, driving innovation and growth. Out & Equal research (2023) underscores the importance of these groups, finding that 91% of people say that the presence of an LGBTQ+ ERG is part of their assessment of what makes a good employer.

From election anxiety to attacks on diversity and inclusion, ERGs are operating in unprecedented times. Ensuring that the work done in these groups is effective and responsive to changing climate and expectations calls on us all to refine our strategies and reinvigorate our energy.

In this track designed for ERG leaders and key contributors, participants will master new knowledge and skills to meet this moment. With analysis from experts in public policy and social trends affecting our workplaces, this track then springboards to how ERGs can be innovative and constructive partners to their key stakeholders. Participants will be led through practical strategies to ensure that ERG support systems (e.g., Executive Champions and DEI teams) are being utilized effectively, and frame how ERGs can be leveraged as their organizations take their LGBTQ+ inclusion efforts global.

Participants will leave with:

- Strategies and techniques for evolving and diversifying ERG program development;
- Key skills and tactics to maximize working relationships with key stakeholders (e.g., Executive Champions, DEIB teams, HR teams);
- Practical knowledge of how shifts in policy and law influence workplace DEI efforts and how to develop a response strategy;
- Insight into how ERGs can be leveraged as organizations expand their engagement efforts on a diverse global scale; and
- A new network of global ERG change agents.

Shattering the Lavender Ceiling: Trans and Nonbinary Leadership Development

Navigating the state of trans and nonbinary workplace inclusion and belonging means reconciling immense progress with urgent needs. From visibility in media and workplaces to tremendous legal and policy changes, countless examples of positive steps towards inclusion exist.

However, this progress and visibility has not protected the community from a barrage of attacks – many of which have successfully restricted basic rights and generated legitimate fears about basic survival. 2023 research from Out & Equal reveals that 43% of trans and nonbinary workers report experiencing discrimination at work related to their identity. Meanwhile, outside of the U.S., similar assaults on hard-fought progress have forced the transgender and nonbinary community to focus on defending themselves, often stunting efforts towards greater equity.

Taking on the challenges of unprecedented times requires insight, resources, and a plan not just to get through the present moment, but to thrive. In this track – *specifically designed for only nonbinary and transgender participants* – we'll help participants understand the forces that brought us to this place and how to develop strategies for responding to attacks, identify key ways to develop systems for support and development, and deploy program-based efforts to counter opposition and keep work focused on building strong, resilient transgender and nonbinary leaders and work.

Participants will leave with:

- Insight into the forces that created the challenges that are being faced and an understanding of how to effectively discuss this moment;
- An understanding the diverse needs of trans and nonbinary leaders at all stages of career development and a pathway towards developing responsive resources and programs to enable them to thrive; and
- Effective practices to build strength and resiliency for trans and nonbinary leaders.

Please note: This track is designed exclusively for learners who identify as transgender and/or nonbinary.

Cultivating Your Personal Queer Power for Change

You're here, you're Queer (or a Super-Ally), and you're feeling like your resilience is being relentlessly tested. In fact, 32% of respondents to a 2024 Out & Equal survey on the influence of anti-LGBTQ+ legislation on climate reported that they'd experienced mental health issues and 45% said they felt less safe where they live because of attacks on LGBTQ+ rights.

With the challenging landscape of sustained legislative attacks on the LGBTQ+ community and aggressive efforts to end DEI work, being an effective LGBTQ+ (or ally) leader in the workplace doesn't just take brains – it takes resilience, humility, and strategy that is designed to meet these times.

Learners in this track will focus on developing specific skills and understanding how to lead change and care for others while still leaving space for your own care and success. Take on topics like building more psychologically safe workplaces, building skills to influence those around you, exercising allyship inside Queer spaces, and managing your own well-being to prevent burnout.

Participants will leave with:

- Powerful strategies for reframing what Queer (and ally) self-care entails in times of extreme conflict;
- Super-charged communications skills to deliver your message with power and poise;
- New tools and methods for strategic storytelling at work to engage new advocates and allies; and
- Insights on how to cultivate Queer leadership to ensure that your workplace change work is inclusive and responsive to a changing workforce.