



It's Not About Counting Heads: Creating Truly Inclusive Network Groups

Background:

It's been said that diversity isn't about counting heads, but about making heads count. Creating an ERG-based diversity engagement strategy that accomplishes this goal isn't always easy, but the benefits are tremendous. Culturally-inclusive ERGs are able to better serve organizations and provide support to less visible populations. Network groups that create partnerships yield great educational opportunities, help to dispel stereotypes, and develop more inclusive workplace culture. In this session, participants will learn about why inclusion of communities of color is so important to LGBTQ ERG work and the role that people who are LGBTQ can play as allies to people of color. Participants will also better understand inclusion vs. diversity and take on some of the biggest challenges around inclusion outreach. There will also be an opportunity to brainstorm and share ideas with other participants to create new inclusion efforts and develop the tools to start boosting inclusion in your ERG.

Content Overview:

- Examine the complex realities faced by LGBTQ people of color in the United States today with a brief look at demographics, economic disparities, and modern movements for racial justice;
- Consider the impact that personal, informational, and operational challenges have on our ability to create network groups that are truly inclusive to LGBTQ people of color in the workplace;
- Discuss what it means to be an ally to people of color and the ways that employee resource groups can make, sometimes difficult, changes to create more inclusive space; and
- Gain access to great resources, materials, and tools to help ERGs started on the journey to create a more diverse and inclusive engagement strategies

Recommended Session Length:	90 minutes
Target Audience:	LGBTQ/Ally network group leadership
Participant Materials:	Handouts
Additional Information:	This session requires pre-workshop consulting time to understand your organization's goals, history, and programs. Please schedule at least one month in advance so this time can be scheduled so PFLAG can deliver a responsive, personalized session.

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing jhenkel@pflag.org or call (202) 467-8180 ext. 210.