



## **It's Not About Counting Heads: Building Truly Inclusive Network Groups**

### **Background:**

It's been said that diversity isn't about counting heads, but about making heads count. Creating a Employee Network Group (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, provide support to less visible populations, and create partnerships that yield great educational opportunities, dispel stereotypes, and develop inclusive workplace climates. In this session, participants will learn about why inclusion of communities of color is so important to ERG work, the role of LGBTs as allies to people of color, understand inclusion vs. diversity, take on some of the biggest challenges around inclusion outreach, brainstorm and share with other participants to create new efforts, and get the tools to start boosting inclusion in your ERG.

### **Content Outline:**

- Clarify why inclusion of communities of color is so important to ERG work
- Understand and be able to articulate the distinction between inclusion and diversity
- Discuss the role of LGBTs as allies to people of color
- Take on – in depth – three of the biggest challenges around inclusion outreach and break through barriers to engagement
- Brainstorm and share with other participants' ideas (and successful programs) to create new efforts in their workplaces
- Get user-friendly tools and resource recommendations to start developing an inclusion strategy in participant ERGs

**Session Length:** 90 minutes

**Target Audience:** Network group members/supporters with basic familiarity of LGBT issues

**Participant Materials:** Custom link to online resource page and worksheets.

For more information on this session, contact Jamie Henkel,  
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