

# Starting Your LGBTQ+ Employee Resource Group



## Getting Started

Get leadership buy in. Provide them with data points from the [HRC Foundation report](#) on nearly half of LGBTQ+ employees still being closeted at work.

Gather interest from employees.

Set up the goals of your group. A few questions to consider: Is the ERG just for LGBTQ+ people or are allies welcomed? How should you provide a safe space for discussion, but not forcing someone to out themselves?

## Providing Support

### Programs

- Ask members what they want to learn.
- Share coming out stories.
- Bring in presenters.
- Celebrate PRIDE Month and LGBTQ+ History Month.

### Hiring and Recruitment

- Attend LGBTQ+ Career Fairs
- Visit LGBTQ+ Centers and Groups to talk about your company.

### Retention

- Audit your website, hiring materials and communication for gender diverse inclusion.
- Offer a space of support and discussion.
- Find Consultants to help train and educate your company.



## Other Areas to Consider

Keep in mind the intersectionality of LGBTQ+ identities and race, religion, veteran status, disability and more.

It is illegal to be LGBTQ+ in 70 countries, and you could be given the death penalty in 12 (Forbes, 2020). Create a private group on Discord or #SLACK for your employees where their identity puts them at risk in their country.

