

SAMPLE LGBTQIA+ EMPLOYEE RESOURCE GROUP PROPOSAL

Executive Summary

We propose the establishment of an LGBTQIA+ Employee Resource Group (ERG) to promote diversity, equity, and inclusion within our organization. The ERG will provide a safe space for LGBTQIA+ employees and allies to connect, share experiences, and support one another. This proposal outlines the objectives, structure, and benefits of the ERG.

Objectives

1. Create a supportive community for LGBTQIA+ employees and allies
2. Promote diversity, equity, and inclusion within the organization
3. Foster a culture of respect, empathy, and understanding
4. Provide resources and support for LGBTQIA+ employees
5. Enhance the organization's reputation as an inclusive and welcoming workplace

Structure

1. Leadership Team: A chair, vice-chair, and committee members will lead the ERG
2. Membership: Open to all employees who identify as LGBTQIA+ or allies
3. Meetings: Regular meetings will be held to discuss topics of interest, plan events, and share resources
4. Communication: A dedicated Slack channel or email list will be used for communication and updates

Benefits

1. Increased employee engagement and retention: By providing a sense of community and support, employees are more likely to feel valued and committed to the organization
2. Improved diversity and inclusion: The ERG will promote a culture of respect and understanding, leading to a more inclusive workplace
3. Enhanced reputation: The organization will be seen as a welcoming and inclusive employer, enhancing its reputation and attracting top talent
4. Access to diverse perspectives: The ERG will provide a platform for employees to share their experiences and perspectives, leading to more informed decision-making

Action Plan

1. Establish the ERG: Secure executive sponsorship and establish the leadership team
2. Develop a budget: Allocate funds for ERG activities, events, and resources
3. Launch the ERG: Host a launch event and promote the ERG to all employees
4. Plan events and activities: Organize regular meetings, workshops, and social events
5. Evaluate and improve: Regularly assess the ERG's effectiveness and make adjustments as needed

Timeline

- Month 1-2: Establish the ERG and develop a budget
- Month 3-4: Launch the ERG and promote it to all employees
- Month 5-6: Plan and host initial events and activities
- Month 7-12: Continue to evaluate and improve the ERG

Conclusion

The establishment of an LGBTQIA+ ERG will promote diversity, equity, and inclusion within our organization, leading to a more supportive and inclusive workplace. We believe that this initiative will have a positive impact on employee engagement, retention, and overall well-being. We look forward to working with management to bring this proposal to life.