

LGBTQ+ Allies ERG

Proposed Team Composition	<ul style="list-style-type: none"> • Sponsors: Dorian LeBlanc • Chair: Kieran Clarke • Vice Chair: Gerard Delaney 	Frequency of Meetings	<p>Regular meeting every 3 weeks</p> <p>Ad hoc meetings as required</p>
ACTIVITIES		OBJECTIVES	
What They Do	<p>Chair</p> <ul style="list-style-type: none"> • Chairs meeting, steers and governs group • Enables the group to develop and implement action plans for each of the strategic objectives. <p>Vice Chair</p> <ul style="list-style-type: none"> • Deputizes for Chair when required • Enables the group to develop and implement action plans for each of the strategic objectives. <p>Members:</p> <ul style="list-style-type: none"> • Contribute ideas and suggestions; proposes solutions and decisions. • Be the voice of the current issues/challenges are in their areas. • Act as drivers for change. • Allies for inclusion. 	In scope	<ul style="list-style-type: none"> • Connecting LGBTQ+ employees and allies across the globe to share experiences, ideas and knowledge • Gathering feedback, concerns and any potential barriers to development from our members • Ensure internal understanding of concerns/feedback of LGBTQ+ employees is communicated and understood • Be Inclusive Champions: Promoting an inclusive workplace for all: LGBTQ+ community and all other intersections • Communicating and sharing the work of the ERG across the company and externally • Knowledge sharing on how a company can be inclusive and welcoming to all
Decision making authority	<p>Agreement among members</p>	Out of scope	
Key Interactions	<ul style="list-style-type: none"> • Internal Comms • Other ERGs • HR 		