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Pride in Federal Service 2021 Virtual Summit Series

Starting an LGBTQ+ Employee Resource Group

October 25, 2021
2:00-3:30 PM EST



Group Agreements & Guiding Principles

Homophobic, transphobic, or racist comments will not be tolerated and are grounds for removal from the Summit Series.

Experiences and stories shared may differ from your experience. Please welcome the opportunity to learn and embrace curiosity over judgement.

Respect the confidentiality and privacy of speakers; do not share identifying details with others.

Remain on mute when not speaking.

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Session Overview

- What are Employee Resource Groups (ERGs)?
- Panel Discussion
 - Kenneth Walker, NOAA Pride
 - Nell Robinson, PrideVA
 - Jim Mosely, USGS LGBTQ+ ERG
 - Jeremy Wood, Equality USDA
 - Matt Lewis, DOT Pride and former Federal GLOBE board member



Pride in Federal Service: Who we are

Pride in Federal Service is an interagency work group focused on sexual orientation, gender identity and expression nondiscrimination in the federal workplace.

We are a community of practice for federal LGBTQ+ Employee Resource Groups, with 300+ members across 30+ agencies.

PFS is independent of any federal agency, is nonpartisan and independent of any other non-profit, political or lobbying group, association or organization.



Employee Resource Groups (ERG)

Employee Resource Groups, or ERGs, are employee-led groups that connect employees around a common interest, identity, or experience.

ERGs help build a sense of community within an agency or department and serve as a resource for employees who share similar backgrounds or experiences.

Examples of federal-wide ERGs:

- [Federally Employed Women \(FEW\)](#)
- [Blacks in Government \(BIG\)](#)

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Special Emphasis Programs (SEP)

Special Emphasis Programs are different than ERGs. Special Emphasis Programs (SEPs) exist to address historic discrimination in federal employment. Three SEPs are required by law:

- Hispanic Employment Program
- Federal Women's Program
- People with Disabilities

Special Emphasis Program Managers (SEPMs) work with and for agency management to improve retention, recruitment, and professional development of groups that have experienced historic discrimination.



Starting an LGBTQ+ ERG

1. Was there a GLOBE chapter at your agency? Does someone have those founding documents?
 - Update GLOBE documents
 - Start from scratch
2. Gather a group of LGBTQ+ employees and start talking
3. Research your agency's ERG policies and procedures
4. Draft a charter or bylaws consistent with agency policy
5. Obtain agency recognition
6. Hold elections
7. Build membership and identify Senior Champions / Executive Sponsors

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Recent Executive Orders

- [Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#) (EO 13988)
- [Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#) (EO 13985)
- [Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#) (EO 14035)
- [Enabling All Qualified Americans to Serve Their Country in Uniform](#) (EO 14004)
- [Guaranteeing an Educational Environment Free From Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity](#) (EO 14021)
- [Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World](#)



Upcoming Summit Sessions

November 2, 2021 – 12:00-1:00pm EST – Intersex

Registration Link: <https://us02web.zoom.us/meeting/register/tZEIf-yvqz0iGNCKWWM7ACbnbns4Jv2vNv4U>

This session will feature a presentation from InterACT on the topic of understanding what it means to be intersex. Intersex is an umbrella term for differences in sex traits or reproductive anatomy.

November 10, 2021 – 12:00-1:00pm EST – Questioning + Coming Out + Newly Out

Registration Link: <https://us02web.zoom.us/meeting/register/tZEpdUCsqTktEtymlD7Bea60-NaVhfxMLx9a>

This session will focus on the process of questioning and coming out, and navigating being newly out at work.

November 16, 2021 – 1:00-2:00pm EST – Transgender, Nonbinary, and Gender Nonconforming

Registration Link: <https://us02web.zoom.us/meeting/register/tZAld--opjsuHNdQpXbt3g2i-CQCCXqxLpcq>

This session will feature a panel discussion of transgender, nonbinary, and gender nonconforming federal employees.

November 17, 2021 – 1:00-2:00pm EST – Black, Indigenous, People of Color (BIPOC)

Registration Link: <https://us02web.zoom.us/meeting/register/tZ0pceCqrD0iGNUjF2mA2-v3-4CsK9DDyQdd>

This session will feature a panel discussion of federal employees who identify as LGBTQ+ Black Indigenous People of Color (BIPOC).



Thank you!

Please share your feedback on this event!

<https://forms.office.com/g/06VU7eKm13>