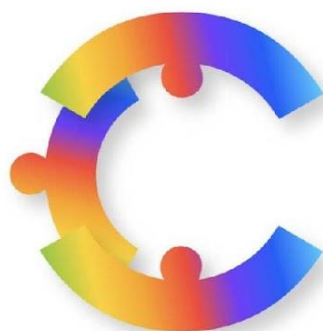




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**PRIDE  
NETWORK  
LEAD**

Project Number: 2022-1-IT01-KA220-VET-000087825

# Description of the professional profile



**CEIPES**



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## INTRODUCTION

The role of Pride Network Lead plays a crucial role in fostering an inclusive and supportive work environment for LGBTQ+ employees. By voicing their concerns, needs, and perspectives, the leader ensures that the LGBTQ+ community's voices are heard by senior management, HR, and other stakeholders. This representation helps shape policies, practices, and initiatives that promote diversity, equality, and inclusivity. Naturally, it is important to note that the requirements and specific configuration of this role may differ based on the unique characteristics and goals of each organization.

Within the project *Pride Network Lead*, we have created a comprehensive description outlining the new role's responsibilities, desired skills, sample tasks, and performance indicators to evaluate the effectiveness of their efforts within the organization. This document aims to provide a universal understanding of the position and its expectations.

We trust this resource will prove valuable for individuals seeking to implement, formalize, or enhance the effectiveness of the role within their organization. We anticipate that it will offer practical guidance and support in achieving these objectives.



## RESPONSIBILITIES

**The primary responsibilities of the Pride Network Lead can include:**

### **ADVOCACY AND REPRESENTATION**

- acting as a spokesperson and champion for LGBTQ+ employees within the company;
- expressing the interests, requirements, and viewpoints of this community to senior management, HR, and other key parties involved;
- contributing to the development of policies and practices that foster diversity, inclusivity, and equality in the organization.

### **COMMUNITY BUILDING**

- creating a sense of community and belonging among employees;
- organising events, activities, and initiatives that bring people together;
- facilitating networking and mentorship opportunities;
- providing a safe space for open dialogue and support.

### **EDUCATION AND AWARENESS**

- promoting education and awareness about LGBTQ+ issues within the company;
- developing and delivering training sessions, workshops, and presentations to help educate colleagues on topics such as LGBTQ+ rights, terminology, allyship, and unconscious biases;
- fostering a more inclusive and understanding workplace culture.

### **RESOURCE AND SUPPORT**

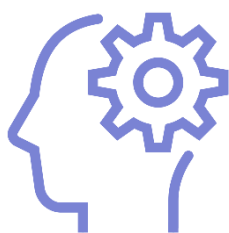
- serving as a resource for LGBTQ+ employees;
- providing guidance, support, and information on various matters;
- offering assistance with navigating workplace challenges;
- connecting individuals with relevant resources and external networks;
- providing a confidential and empathetic ear to listen to concerns.

### **COLLABORATION AND PARTNERSHIP**

- collaborating with other ERGs (Employee Resource Groups), diversity and inclusion teams, and external LGBTQ+ organizations to promote intersectional initiatives and foster an inclusive work environment;
- actively seeking opportunities to collaborate on joint events, campaigns, and advocacy efforts;
- amplifying the collective voice and impact of diverse communities.

## **MEASUREMENT AND IMPACT**

- tracking the progress and impact of the Pride Network's activities;
- collecting feedback, measuring employee engagement and satisfaction;
- assessing the effectiveness of initiatives and policies to continuously improve the support provided to LGBTQ+ employees.



## **THE JOB QUALIFICATIONS**

**Also the competencies of the Pride Network Lead can vary depending on the organization's specific requirements and expectations, but some of them may include:**

### **EXPERIENCE AND KNOWLEDGE**

Demonstrated experience in LGBTQ+ advocacy, diversity and inclusion, or related areas is beneficial. This could include previous involvement in ERGs, LGBTQ+ organizations, or community initiatives.

A solid understanding of LGBTQ+ issues, terminology, and best practices in promoting LGBTQ+ inclusion in the workplace is important.

### **LEADERSHIP SKILLS**

Strong leadership abilities are essential for effectively leading the Pride Network. Previous leadership experience, whether within or outside the organization, is valuable. Leadership skills can include the ability to inspire and motivate others, delegate tasks, resolve conflicts, and drive positive change.

### **COMMUNICATION SKILLS**

Excellent verbal and written communication skills are crucial for an ERG leaders. They should be able to articulate ideas, initiatives, and goals clearly and effectively to diverse audiences. The

ability to listen actively, engage in constructive dialogue, and to use inclusive and intersectional language.

### **RELATIONSHIP BUILDING**

Building relationships and fostering collaboration is key for every ERG leader. The ability to develop strong working relationships with colleagues, senior management, HR, and external partners is valuable. Networking skills and the capacity to engage and influence stakeholders are beneficial.

### **PROJECT MANAGEMENT**

Strong organizational and project management skills are often necessary for planning and executing events, initiatives, and programs related to LGBTQ+ inclusion. This includes setting goals, establishing timelines, managing resources, coordinating logistics, and evaluating outcomes.

### **EMOTIONAL INTELLIGENCE**

Pride Network Lead should possess emotional intelligence to create a supportive and inclusive environment. This includes self-awareness, empathy, and the ability to navigate sensitive discussions and provide support to LGBTQ+ employees.

### **CULTURAL COMPETENCES**

Cultural competence is important for understanding and respecting diverse identities and experiences. A leader of a Pride Network should have an understanding of LGBTQ+ culture, as well as other intersecting identities, and the ability to promote inclusion and equity for all employees.

### **COLLABORATION AND INFLUENCING SKILLS**

Collaboration and influencing skills are valuable for working with various stakeholders and driving positive change. The ability to collaborate effectively, build consensus, and influence decision-making is beneficial in promoting LGBTQ+ inclusion within the organization.

### **CONTINUOUS LEARNING**

A commitment to continuous learning and staying updated on LGBTQ+ issues, best practices, and trends is important. This can include attending relevant workshops, conferences, or training sessions and actively seeking opportunities for professional development.



## KEY TASKS

The leader of a company's Pride Network (ERG) is responsible for various key tasks to promote LGBTQ+ inclusion and support within the organization.

Some of the key tasks of an ERG leader include:

### STRATEGIC PLANNING

The Pride Network Lead plays a crucial role in developing a strategic plan for the Pride Network. This involves setting goals, defining the scope of activities, and aligning the ERG's objectives with the overall diversity and inclusion goals of the organization.

### ADVOCACY AND REPRESENTATION

The leader serves as an advocate and representative for LGBTQ+ employees within the organization. Liaises with senior management, HR, and other stakeholders to voice concerns, proposes initiatives, and influence policies and practices that promote LGBTQ+ inclusion and equality.

### EVENT PLANNING AND COORDINATION

The Pride Network Lead is responsible for organizing and coordinating events, programs, and initiatives that promote LGBTQ+ inclusion. This can include panel discussions, workshops, guest speaker events, diversity celebrations, and awareness campaigns. This person ensures logistical arrangements, secures speakers or facilitators, and promotes participation among employees.

### EDUCATION AND AWARENESS

The leader fosters education and awareness about LGBTQ+ issues within the organization. Organizes and facilitates training sessions, workshops, and presentations to enhance understanding of LGBTQ+ identities, terminology, challenges, and best practices.

### COMMUNITY BUILDING AND NETWORKING

The Pride Network Lead focuses on building a sense of community among LGBTQ+ employees: creates opportunities for networking, mentoring, and peer support. This can involve organizing social events, facilitating employee resource group meetings, and establishing communication channels to connect LGBTQ+ employees across the organization.

### COLLABORATION

The leader collaborates with other ERGs, diversity and inclusion teams, and external LGBTQ+ organizations to foster intersectional initiatives and partnerships. The Pride Network Lead also collaborates with HR and senior management to ensure that LGBTQ+ inclusion is integrated into

the organization's policies, practices, and employee benefits. They work together to implement inclusive HR policies, provide training and education to employees, and address any LGBTQ+-related concerns or issues that arise. His/her actively seeking opportunities for joint events, campaigns, and advocacy efforts, amplifies the collective impact of diverse communities.

### **RESOURCE AND SUPPORT**

The Pride Network Lead provides resources and support for LGBTQ+ employees: offers guidance, mentorship, and assistance in navigating workplace challenges related to LGBTQ+ inclusion. Also can connect individuals with relevant resources, support networks, and external organizations for additional assistance.

### **FEEDBACK, EVALUATION, MEASUREMENT AND REPORTING**

The leader of the pride network collects feedback from LGBTQ+ employees to gauge their experiences, needs, and concerns. This person should seek input on ERG initiatives, events, and policies to continuously improve and adapt their efforts. Regular evaluation and assessment of the Pride Network's impact help measure progress and identify areas for growth.

The Pride Network Lead also tracks the impact of the Pride Network's activities and prepares reports or presentations to share with stakeholders. Measures employee engagement, satisfaction, and the effectiveness of initiatives, and uses data to advocate for further improvements and support for LGBTQ+ employees.



## **THE EFFICIENCY ASSESSMENT & KPIs**

**The success rate of the leader of a company's Pride Network or Employee Resource Group can be evaluated based on several factors, that align with the organization's goals, measure the impact of the Pride Network's initiatives, and reflect the specific context and priorities of the organization.**

**Key Performance Indicators (KPIs) can help measure the effectiveness and impact of their efforts in promoting LGBTQ+ inclusion. Regular tracking and evaluation of these KPIs can provide valuable insights into the effectiveness of the ERG leader's role and guide continuous improvement efforts.**

**Depending on goals and priorities, here are some common KPIs for the role:**

### **EMPLOYEE ENGAGEMENT**

- Measure the level of engagement and participation of LGBTQ+ employees in ERG activities, events, and initiatives.
- This can be assessed through attendance, feedback, surveys, or other forms of employee input.

### **PRIDE NETWORK MEMBERSHIP GROWTH**

- Track the growth of ERG membership over time.
- This indicates the appeal and relevance of the Pride Network and its ability to attract and retain members from the LGBTQ+ community and allies.

### **AWARENESS AND UNDERSTANDING**

- Assess the increase in awareness and understanding of LGBTQ+ issues among employees.
- This can be measured through pre- and post-training assessments, surveys, or other forms of evaluation.

### **POLICY AND PRACTICE INFLUENCE**

- Measure the extent to which the Pride Network's advocacy efforts have influenced company policies and practices related to LGBTQ+ inclusion.
- This can include tracking the implementation of inclusive HR policies, employee benefits, and other initiatives.

### **COLLABORATION AND PARTNERSHIPS**

- Assess the level of collaboration and partnerships established with other ERGs, diversity and inclusion teams, and external LGBTQ+ organizations.
- This indicates the ability of the ERG leader to build relationships and engage in meaningful collaboration.

### **EMPLOYEE SATISFACTION**

- Measure the satisfaction of LGBTQ+ employees with the company's efforts in LGBTQ+ inclusion.
- This can be done through employee surveys, feedback, or inclusion-related indices.

### **IMPACT OF PRIDE NETWORK INITIATIVES**

- Assess the impact of specific ERG initiatives on LGBTQ+ employees and the organization as a whole.



- This can include evaluating the outcomes of events, programs, or campaigns, and measuring changes in employee experiences or perceptions.

## **EXTERNAL RECOGNITION**

- Track any external recognition or awards received by the Pride Network or ERG leader for their efforts in promoting LGBTQ+ inclusion.
- This indicates external validation and acknowledgment of their work.

