General Counsel for
Diversity & Inclusion

GCD&I OUT@Work Program

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The GCG&I OUT@Work Program is an initiative led by the GCD&I LGBTQI+ Expertise Community. It aims to be an LGBTQI+ talent development initiative across the legal industry focusing on leadership modules, communication & visibility program and group initiatives. The purpose of the program is:

- to improve diversity in the workplace by making it more equitable & inclusive for the LGBTQI+ community;

- to provide the LGBTQI+ community with tools for growth, development and visibility.

PROGRAM STRUCTURE

LEADERSHIP SUPPORT & SPONSORSHIP

(GC or Managing Partner as sponsor)

Out Forums

Out & Visible

Out Groups

Based on self nomination and supported by enterprise ERG

The Program at a Glance

Who?	What?	Where?	How?
Any person from the LGBTQI+ community who is out in the workplace, or who desires to be out in the workplace	• The Out Forums will be monthly calls of one hour and fifteen minutes providing the participants to hear from a speaker for 30 minutes followed by a 45 min Q&A and discussion; • Opportunities for visibility will be provided throughout the program and will be entirely voluntary; • Mentorship will be an important part of the program; • Group work focusing on designing initiatives and programs for improving equity, inclusion and diversity in the workplace.	• The Out Forums will be in the forms of calls taking place on a monthly basis between February and July; • Various activities focusing on visibility will be planned for Pride month, LGBT+ History month and other key events throughout the year; • A full day in person even is envisaged in September or October for in person Out Forums, project presentations, networking and other activities.	• As this is a GCD&I community, all signatories of GCD&I and partners are invited to participate: • The GC and equivalent senior person from the partners organization are encouraged to act as executive sponsors of the program within their organization and help give the program visibility; • Applications will be on self nomination basis and, at the request of the applicant, will be treated confidentially.

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