



Equality Works

Equality NC (ENC) is deepening its community engagement through the creation of *Equality Works*, a statewide resource for both our Fortune 500 companies and our small to medium-sized enterprises (SMEs) who understand the economic and social benefit of diversity, inclusion, equity and belonging, particularly as it relates to the LGBTQ community.

Equality Works will provide materials, strategies, platforms, and evaluation tools for a more mutually beneficial and transformational relationship between ENC and our corporate partners. ENC fully understands that partnerships are not a one size fits all model, thus we are pleased to offer our corporate partners a menu of opportunities from which to choose on how to engage with ENC in a manner that is in alignment with their areas of focus and business culture.

The mission of *Equality Works* is to work collaboratively, leverage individual corporate experience, information, and resources to enhance the effectiveness of our individual diversity and inclusion programs, and provide professional development opportunities for our partners. The objectives of Equality Works are as follows:

- Discuss the broader issues impacting diversity and inclusion in the workplace
- Share ideas on community programs, issues, and resources
- Collaborate on sponsorship of programs and projects
- Network and share best practices

Engagement Opportunities:

ENC Small Business LGBTQ Resource Guide

The ENC Small Business LGBTQ Resource Guide is a toolkit that will provide SMEs access to best practices on creating and sustaining a welcoming and affirming environment for their LGBTQ employees and consumers. The Resource Guide will include sections that address non-discrimination policies, organizational competencies, community engagement, employee benefits, and current legislative concerns. The Resource Guide will be based on the Human Rights Campaign's Corporate Equality Index (the gold standard measuring Fortune 500 companies' LGBTQ inclusive policies), however the policies will be customized based on size, scope, and scalability of smaller enterprises.

Equality NC Foundation is a 501(c)(3) organization that supports the educational programming work of the Equality NC Foundation. All gifts are tax-deductible.

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Diversity, Equity & Inclusion (DE&I) Consortium

The DE&I Consortium is designed to convene LGBTQ employee resource groups and/or employee networks to share best practices and develop a unified voice. The Consortium will provide an opportunity for these resource groups and networks to create shared initiatives and maximize their impact throughout North Carolina. An additional benefit will be the formation of Executive Roundtables and Lunch and Learns where C-suite executives and CSR leaders can discuss the broader issues impacting DE&I work in various sectors.

Business Equality Symposium

The Business Equality Symposium is an interactive conference scheduled over one to two days to provide information on topics such as diversity and inclusion and cross-cultural education, micro-aggressions, and best practices for combating racial discord and gender discrimination. ENC will work with the corporate partner to build out the agenda with innovative programming and topics that are tailored for different audiences and needs within specific workplaces. Keynote speakers, plenary sessions, breakouts, workshops, and coaching sessions will be facilitated by a variety of corporate representatives, DE&I consultants, ERG leaders, and local LGBTQ thought partners on topics spanning supplier diversity/certification, corporate social responsibility, workplace culture, community engagement, recruitment/retention, and ally support. The Business Equality Symposium is an interactive experience, thus employees are invited to submit ideas for work or life-related topics and learning objectives are established for each topic session.

Business Case for Partnership

ENC is pleased to enhance the 30 years of legislative support we have provided to the business sector on matters impacting the LGBTQ community in North Carolina. Through *Equality Works*, we will be better equipped to offer timely information on sensitive legislation impacting our communities and employees. As the oldest state based advocacy organization in the United States we are prepared to offer a tangible ROI to our corporate partners via programmatic consultation and strategy development for initiatives that directly affect North Carolina employees. Lastly, we are uniquely poised to help with internal and external marketing and media to ensure your business message resonates with people who identify as LGBTQ.

This is not an exhaustive list of engagement opportunities. Equality NC is open to exploring thought provoking panels, innovative projects, and strategic programs that encourage open discourse, optimize talent, and create a work environment where all employees can thrive and succeed based on merit.

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