

BREAKING THROUGH THE GLASS CEILING

June 14, 2019

Vienna, Austria

Session: LGBTI ERGs: Just Copy, Paste and Start

The first actors when 'breaking through the ceiling' are the LGBTI ERGs (Employee Resource Groups). Such LGBTI groups that work within a company have the power to influence the LGBTI agenda within their working environment. Setting-up and using an ERG is easier than you might think We are happy to share with you three positive experiences by ERGs and give you one advice, just copy & paste!



Alex Nusselt

Co-founder of the Global Siemens PRIDE Network, Germany



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Siemens PRIDE

Global network of LGBT+ people and friends,
allies and supporters at Siemens

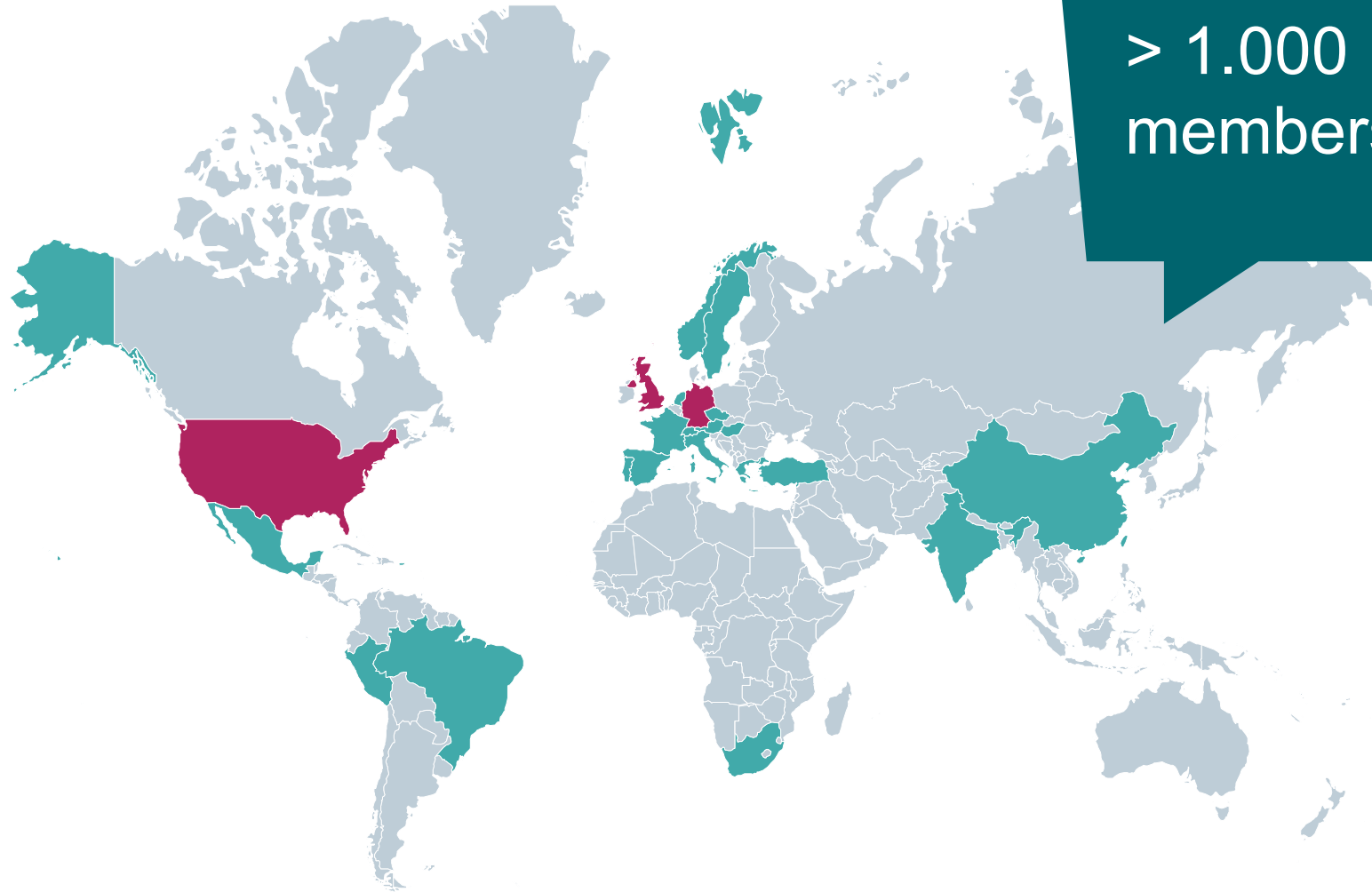
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[siemens.com/diversity](https://www.siemens.com/diversity)

Siemens PRIDE – LGBT+ members



> 1.000 members



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Austria | 
Brazil | Peru
Portugal | |
| 
China | 
Czech Rep. | | |
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France | 
Germany | 
Mexico | 
South Africa |
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India | 
Italy | 
Spain | 
Sweden |
| Greece
Hungary
Norway | | 
Switzerland | 
Turkey |
| | | 
UK | 
USA |

“ Diversity strengthens our innovative capacity, unleashes the potential of Siemens’ employees and thereby directly contributes to our business success.

Janina Kugel
Chief Human Resources Officer
and member of the Managing Board of Siemens AG

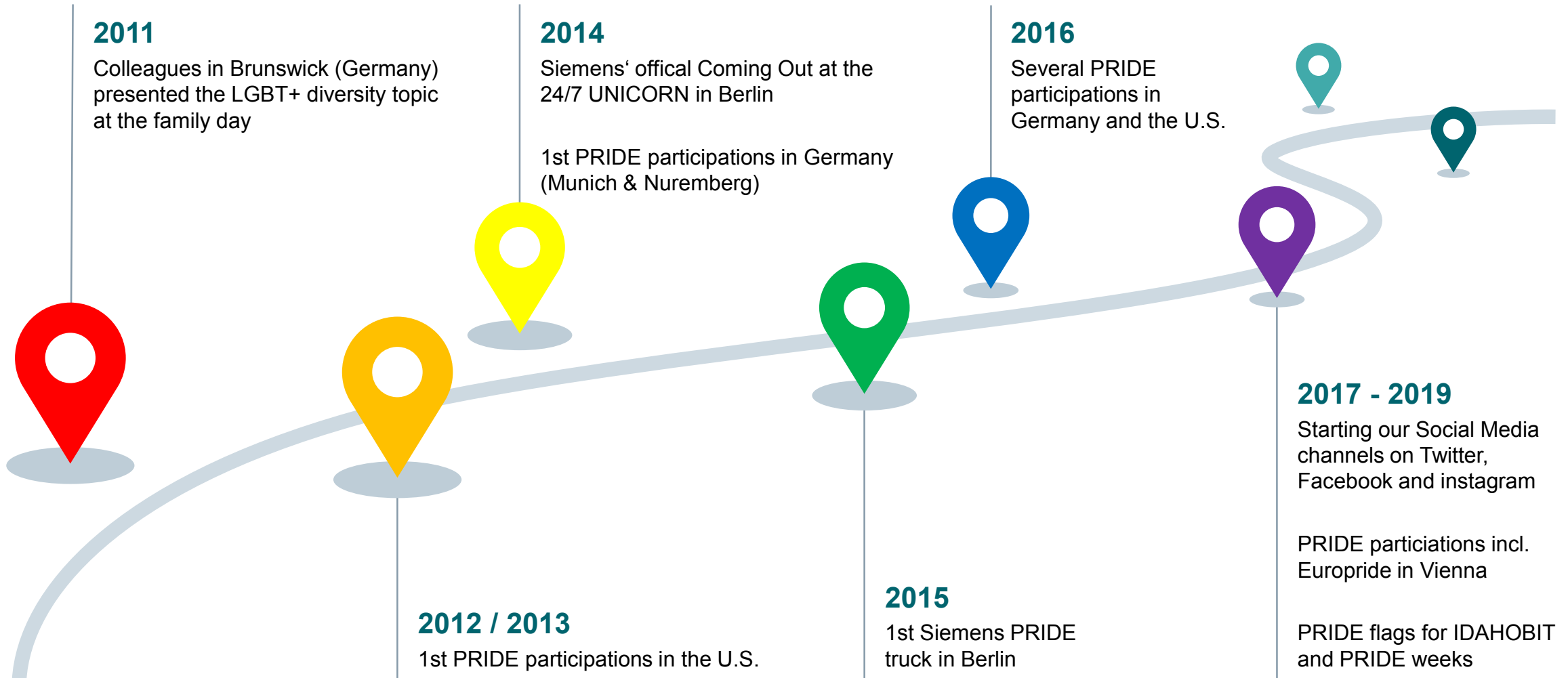


“ We believe that business should be a roles model in promoting an environment of mutual respect, diversity and tolerance.

Siemens fully supports the United Nations Global #LGBTI Standards of Conduct for Business.

Joe Kaeser
President and CEO of Siemens AG

Siemens PRIDE – Brief History



Siemens PRIDE – How do we manage it



Siemens PRIDE – How do we collaborate

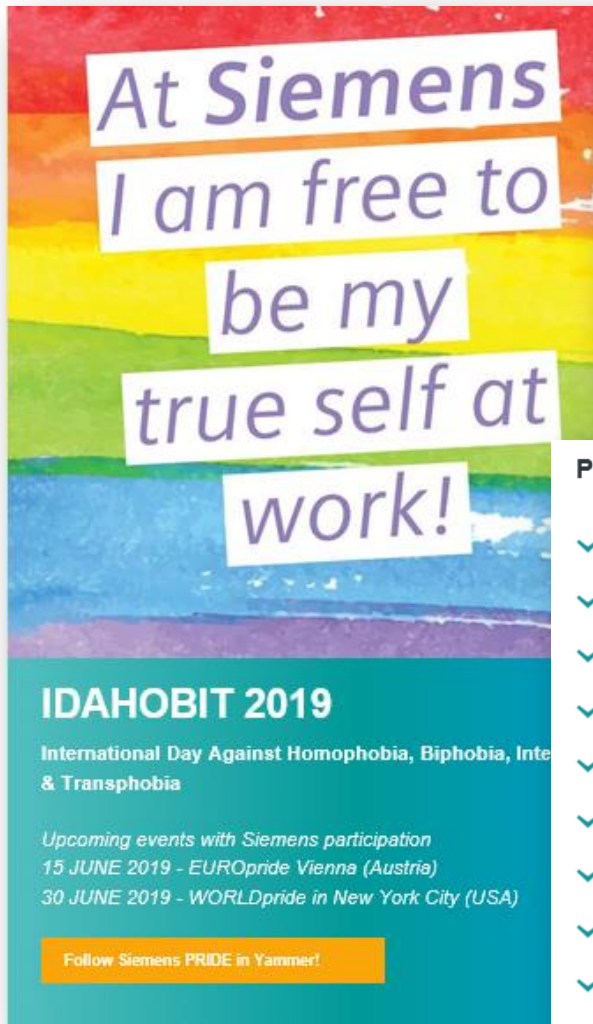
The screenshot shows a Microsoft Teams channel interface. At the top, a teal header reads 'Siemens Cross Collaboration'. Below it is a purple navigation bar with the 'Siemens PRIDE' logo and menu items: 'NEUE UNTERHALTUNGEN', 'ALLE UNTERHALTUNGEN', 'DATEIEN', and 'SUCHEN'. The left sidebar lists various regional PRIDE groups, with 'Siemens PRIDE' selected. The main content area features a post by 'Pan, Julio (SI RSS-AM FIN FLD MGT)' from June 5, 2019. The post text reads: 'Our first Pride Parade of 2019 is already behind us and it was **AMAZING!!** :) Our Chicagoland employees represented Siemens and Siemens Healthineers at the inaugural **Buffalo Grove (IL USA) Pride Parade** on Sunday June 2, showing the large crowd our commitment to diversity and inclusion. Thank you so much to all employees that joined us and helped our entry being a huge success! For more pictures and videos of the parade please check this [Sharepoint page](#).' Below the text are two photos: one of a group of people holding a 'SPARKING DIVERSITY' banner, and another of a decorated Siemens bus with rainbow balloons and flags. On the right, a list of regional PRIDE groups is visible, including Switzerland, China, Germany, Spain, France, Greece, India, and Italy. A floating window in the bottom right corner displays various Microsoft Office 365 application icons.

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Siemens PRIDE – How we create awareness?



What's this? What's the matter?

International Day Against Homophobia, Biphobia, Interphobia & Transphobia
“IDAHOBIT” was launched to recognize and celebrate the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer and Inclusive) community globally on May 17; on this day we stand united as IDAHOBIT and together we champion inclusion & equality to build a better world for the LGBTQ+ community.

This year marks a most poignant event for the **50th Anniversary of the legendary** members of our community resisted

Please select your language

- ✓ English
- ✓ Deutsch
- ✓ Español
- ✓ Français
- ✓ Italiano
- ✓ Português
- ✓ Português do Brasil
- ✓ 中文
- ✓ Nederlands
- ✓ Türkçe

What does this have to do with Siemens?

At Siemens in all our activities, actions, and programs, we want to make the most of the diversity in our workforce. We establish an open work environment for all of our employees, regardless of cultural background, ethnicity, origin, sexual orientation, or gender identity, expression, or characteristics.

We create possibilities for diverse experiences and interactions, with the overall goal of achieving a diversity of minds throughout the company.

What does that have to do with me?

Statistically, Siemens employs at least 25,000-30,000 people worldwide ([Dalia Research](#)) who do not identify as heterosexual. Openly showing your support to your colleagues is important & allows us to all create the more diverse, inclusive & equal workplace that we strive for.

Please help us to show openness and inclusiveness. Look out for local activities!

Your [Siemens PRIDE](#) community

Social Media - #siemenspride

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Siemens PRIDE – What's next?



Found / Initiate

First activities

Find supporters

**Become visible
and grow**

Create awareness

- Face the reality
- Question the reality
- Create transparency
- How inclusive is your corporate culture?
- Who is hired?
- Who is promoted?

**Become an
integral part of
your company's
processes**

...

Thanks! Let's stay in contact

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Alex Nusselt
NewWorker, Intrapreneur & Catalyst

Siemens AG
Otto-Hahn-Ring 6
81739 Munich

Phone: +49 151 11019790
E-mail: anusselt@me.com

Web: <http://www.about.me/alexnusselt>

Tags: #transformation #network #futureofwork #siemenspride

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