

# The Role of the 2SLGBTQIA+ Executive Network



As the Public Service Pride Network (PSPN) and the 2SLGBTQIA+ Executive Network are welcoming of members of all communities as well as allies, particular activities may vary between individual members.

## 1) Role of the 2SLGBTQIA+ Executive Network within PSPN

- **Advisory** role to Organizations, the Secretariat, or Action Committees on issues, products, policy positions and/or strategy
- **Mentorship** to 2SLGBTQIA+ employees through sharing knowledge and providing guidance
- **Sponsorship** of 2SLGBTQIA+ employees by actively promoting growth and opportunities and/or advocating for career advancement
- **Peer coaching**
- **Engagement** with other Executive Employee Networks (e.g.: Black Executives Network, APEX Ambassador Network) to collaborate, share best practices and advance issues of common interest

## 2) Role of 2SLGBTQIA+ Executive Network members in their own organizations

- **Raise awareness of PSPN and Organizational Pride Networks** at senior management tables
- **Self-identification** as a community or PSPN member, should they feel comfortable with employees, colleagues, and superiors (e.g.: acknowledge pride month, wear Pride pins/lanyards, use of pronouns in signature block and when introducing yourself, self-identify in meetings)
- **Communicating and raising awareness of PSPN events, issues, products, policy positions** in the senior management cadre by sharing PSPN materials and resources (website information, LinkedIn posts, etc)
- **Reaching out to newly appointed executives** in your organization to promote the 2SLGBTQIA+ Executive Network for awareness, or possible membership - this information is available within organizations, as it is collected and provided to APEX for the annual EX Induction Ceremony
- **Encourage representation of 2SLGBTQIA+ employees in career development programs**, prestigious training opportunities when possible through formal or informal nomination processes
- **Providing feedback and input to the 2SLGBTQIA+ Executive Network** representing the interests and emerging needs of their respective organizations either in collaboration with organizational Pride networks, or from one's own perspective
- Embrace **opportunities to connect with 2SLGBTQIA+ employees and contact with other levels of governments** Provincial/Territorial governments or external stakeholders
- In **partnership with Organizational Pride Networks**, where possible:
  - Identify, propose and support opportunities to meaningfully engage across your organization including periodic discussions with senior leaders and the members of the executive community and middle management, based on identified need or benefit to make interventions at the most appropriate level
  - Provide specific and tangible recommendations and advice