



**PARTNERSHIP FOR
GLOBAL LGBTI EQUALITY**

RELEVANT UN STANDARDS OF CONDUCT

Standard 2 – Eliminate Discrimination against LGBTI employees in the workplace.

Standard 3 – Support LGBTI Staff at work.



COMPANY

POLICY TITLE

Establishing a Global LGBTIQ Employee Resource Group

ABSTRACT

PepsiCo's Global Diversity & Engagement (D&E) team has decided to invest in creating a global structure for some of its employee resource groups (ERG). The global LGBTIQ ERG, EQUAL, will be its first.

POLICY DETAIL

Context- Organization health surveys have shown that employees, involved in ERGs, consistently returned higher engagement scores across all categories. As a result, PepsiCo's Global D&E team has decided to invest resources into making certain ERGs accessible to PepsiCo employees around the world.

Current Landscape – In preparation for creating ERGs with global models, a North America ERG restructure and alignment process is taking place for all ERGs.

Global LGBTIQ ERG – EQUAL, PepsiCo's LGBTIQ ERG, recently established chapters in Mexico, Spain, and Ireland. With India next on the list, EQUAL has provided the business case for how a formal global structure can add value.

Vision of Future Structure – As the international expansion of EQUAL continues, our goal is to use the new global structure, in the form of an EQUAL Global Leadership Team to allow region/country leads to share best practices, identify major global issues and solutions, create global awareness campaigns, and collect data and insights that can be shared with leadership.

Virtual Interaction – The Diversity & Engagement team is working with EQUAL and the Information Technology teams to ensure ERGs have the best combination of online tools to communicate virtually. This is an important part of the global support strategy.

CONTACT

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DATE

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