



“ Everyone at RWE should be able to deal openly with their sexual orientation and identity – this is important for each individual and for the entire company. The new LGBT\*IQ & Friends network sets a clear signal for diversity, tolerance and respect. ”

**Markus Krebber**

CFO RWE AG and patron for the LGBT\*IQ & Friends network launch

## About us

- Together we want to make RWE the ideal employer for the LGBT\*IQ community
- We want to make LGBT\*IQ visible – both internally and externally
- We advise and support

## Your contact persons

### Sexual orientation

- Alison Chappell (Swindon)  
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- Janine Ulbrich (Campus Essen)  
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### Gender identity

- Alison Chappell (Swindon)  
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- Michaela Elschner (Campus Essen)  
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# RWE

# LGBT\*IQ & Friends

@ RWE

The employee network for lesbian, gay, bisexual, trans\*, inter\* and queer colleagues and their allies at RWE

LGBT\*IQ  
& Friends

@ RWE

## We are a group of colleagues, who

- have a good experience with being “out” at RWE
- received a lot of support from our colleagues and management
- experience on a daily basis what we can achieve by being ourselves

## We are planning

- various activities to gain more attention for our topic
- info booths, opportunities for exchange in small groups, regional LGBT\*IQ groups and much more



Kick-off of the LGBT\*IQ & Friends working group in Essen, November 2019

## You are not sure if this is the right thing for you?

My biggest support during the process of transitioning were my colleagues

Manuela Neuroth

## Do you want to support us?

- Write an e-mail to us or give us a call, we're happy about everyone who wants to join
- You don't need to be a part of the LGBT\*IQ community; colleagues who just want to support us are equally welcome



Booth at the RWE Diversity Day, May 2019 at the power plant Niederaußem

Honestly: A lot of my fears were unnecessary

Michaela Elschner

## What we do

- We help to implement an open and supportive working environment
- We connect members of the LGBT\*IQ & Friends community at RWE
- We give tips and support during your coming-out at the workplace
- We bring concerns and matters of the LGBT\*IQ community near to our colleagues