

AWARD NOMINATION

Award Category
**Employee Group
of the Year**

2021
Business & Community
**EXCELLENCE
AWARDS**



Nominated Business: **PRIDE in Celanese**

DETAILS

PRIDE in Celanese not only focuses on LGBTQ+ inclusion at our offices and sites, but also has a strong focus on community engagement. We promote LGBTQ+ initiatives in many ways, which include promoting diversity, equity, and inclusion at work, engaging in volunteering activities in the community, supporting philanthropic efforts, and promoting the development of leaders in our community. Celanese is proud to be recognized as one of HRC's Best Places to Work for LGBTQ Equality and to have achieved a perfect score on the HRC Corporate Equality Index (CEI) for the past three years. We are committed to achieving a score of 100 in the years to come.

Promoting diversity, equality, and inclusiveness in the workplace

Celanese hosts several internal initiatives and learning opportunities for employees focused on LGBTQ+ topics. In June 2021, Celanese hosted a panel discussion with expert guests. Topics for the panel discussion included proposed legislation impacting transgender athletes, a legal overview of the Amanda Sims vs. Tarrant County case, the Equality Act, healthcare in the LGBTQ+ community, and the challenges of hate crimes designation for incidents against LGBTQ+ individuals and our community.

Celanese celebrates National Coming Out Day each year as well. In 2020, PRIDE in Celanese leaders presented on why it is important to come out, difficulties for those who want to come out, and tips to help people come out. ERG members were also encouraged to watch a film about a lesbian couple who were closeted most of their lives and the impact it had on them.

During PRIDE month, PRIDE in Celanese hosted an exhibit on the history of the LGBTQ+ community in Dallas. The exhibit was curated by the University of North Texas Library Special Collections Archive and provided our allies with the opportunity to understand the importance of the history of the community, that may have not been previously well understood. In addition to this

event, PRIDE in Celanese hosted a drag brunch at our Dallas office. This event was held in lieu of the Dallas Pride Parade, which was cancelled. It was a 30-minute show, followed by a panel discussion to give employees more insight into the drag community and the freedom of expression that is presented from it. It also highlighted common misconceptions around the differences between drag performance and being transgender.

In January 2020, Celanese sponsored and attended a Resource Center Youth First event called Friday Family Dinner. The event allows LGBTQ+ youth to come together and interact with mentors in the LGBTQ+ community.

Engagement in volunteer activities in the community

Employees from our Dallas office, organized by our PRIDE ERG, consistently volunteer at Resource Center, which provides programs and assistance to LGBTQ communities and anyone impacted by HIV/AIDS through advocacy, health, and education. Our PRIDE ERG strives to make a positive difference in our communities by donating our time and resources to meet the needs of our community one person, and one project at a time. In fact, one of our Dallas employees was featured in Resource Center's "Volunteer Spotlight" for their longtime volunteering efforts with the organization. This employee said, "Volunteering has always been important to me because it is my way of having an impact on my community and helping those in need. The COVID-19 pandemic has had a profound impact worldwide, and the LGBTQ community and people affected by HIV have been hit particularly hard. Nutritional support, access to healthcare, legal services and advocacy have always been top priorities of Resource Center, and now those needs are more important than ever. Giving my time to support the Center is more important now than ever!" This employee demonstrates the passion for LGBTQ advocacy topics and the high regard for Celanese in the LGBT community.

Celanese also supports several other community-based organizations through direct engagement such as Outlast Youth and Promise House.

- Outlast Youth is an organization whose mission is to reduce and prevent LGBTQ+ youth homelessness in Dallas and surrounding counties. They accomplish this mission through advocacy and education and Celanese has had a board seat since its inception (Secretary and Treasurer).
- Promise House's vision is that every youth has a safe and nurturing place to call home, moving youth in crisis toward safety and success. Similarly, Celanese continues to be highly engaged in both programs and holding a board seat for many years.

Philanthropic efforts within the community

PRIDE in Celanese worked with the LGBTQ+ Liaison from the Dallas Police Department to supply hygiene essentials toward their Bags and Badges event. The support from PRIDE in Celanese allowed DPD to stuff 350 drawstring back packs as part of this homeless outreach program.

In 2020, Celanese participated at a sponsorship level to Black Tie Dinner, which is the largest fundraising dinner for the LGBTQ+ community in Dallas. This was especially important in 2020 due to the lack of resources provided to the LGBTQ+ community due to restrictions that were brought on from the pandemic. As a result, Resource Center, Promise House and Big Brothers/Big Sisters were selected as our designated beneficiaries.

Promise House –Fundraising in conjunction with AT&T and McKesson ERGs, providing lunches to staff and residents throughout the month of November.

PRIDE in Celanese contributed to Dallas Pride’s virtual parade and virtual marketplace.

Promoting the Development of Leaders

PRIDE in Celanese participates in an internal ERG career fair to help develop employees and leaders. The purpose of this career fair is to allow ERG members the opportunity to shadow other departments within the business and develop their career plan within Celanese. The career fair includes discussions from senior leaders and encourages employees to reach out to these senior leaders.

In addition, PRIDE in Celanese has hosted happy hours, which include attendance by many senior executives. Not only is this a fun after-work activity, but it gives employees the opportunity to network with these senior staff. We not only want to be an ERG with purpose but want to highlight the LGBTQ+ community in a positive way, and these events allow us to do that, while fostering development with our ERG members.

OSTEM – PRIDE in Celanese holds a recruiting forum where our PRIDE leaders and employees engage with LGBTQ+ students from various educational disciplines at Texas A&M. This includes a presentation, discussion topics of what it means to be out at work, and the inclusive culture at Celanese. The intent is to expand this to other schools in our recruiting sphere by connecting through each institutions SRGs.

In February 2020, Celanese engaged in a sponsorship opportunity and provided a guest speaker for the North Texas Commission’s Annual Diversity Summit and had an employee represent Celanese as a guest speaker. Speakers and panelists at this event shared best practices to educate and inform attendees on how to be more inclusive and equitable while doing business.

Pride in Celanese

Finally, in 2018, Celanese celebrated its 100-year anniversary and our vision expanded to include the PRIDE ERG globally and we are well on this journey. We are also engaged with our new supplier diversity leader and their program to focus our efforts on LGBTQ+-owned businesses.