

Q+ : A BUSINESS RESOURCE GROUP DEDICATED TO THE LGBTQ+ COMMUNITY AND ALLIES

Company name : Alter Domus

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

Our LGBTQ+ Business Resource Group (BRG) met for the first time in July 2023. Since then, our BRG has grown by welcoming many 'Champions' and by offering everyone a space of trust where personal initiatives are supported whenever possible, during Pride Month events but also throughout the year.

Context

LGBTQ+ is one of the 6 pillars supported by Alter Domus Inclusion framework together with Gender, Ethnicity, Disabilities, Cognitive & Neurodiversity, Socio-Economic.

Objectives

The objectives of Q+ :

- Work with our Diversity, Equity & inclusion committee to set the agenda for initiatives and activities to support members of the LGBTQ+ community
- Provide a space for LGBTQ+ employees to address issues that affect them
- Promote a sense of community and belonging for LGBTQ+ employees
- Ensure that attraction, retention and promotion of our talent is inclusive for LGBTQ+ candidates and employees

Approach

Q+ provides support and mentoring opportunities for members of the LGBTQ+ community at Alter Domus.

Impact

Positive contribution to the Diversity & Inclusion index we monitor through our People Engagement survey with a score of 8.2 in 2023 and 8.4 in 2024, putting us +0.3 above Professional Services benchmark.

« To do »

Beyond words, add concrete actions by sponsoring and actively participating in visible and committed events. Alter

Domus is, for example, proud to have been a sponsor of Lux Pride in 2024 and 2025.

« Not to do »

Don't create siloes between your Business Resource Groups. Build bridges, share means and practices as there is no competition among BRGs but rather a positive corporate momentum at the service a place where everyone belong, at the intersection of everyone's unique identities.