

OUTLOUD@CRA

2022 REFLECTIONS & 2023 LOOK-AHEAD



Our OutLoud@CRA employee resource group (ERG) seeks to empower LGBTQI+ team members and their allies by providing a forum to collaborate, share, and ideate—with the goal of ensuring that our firm continues to be a welcoming place for all.

2022 at a Glance

- **4x membership growth across all levels**—from junior associates to VPs and practice leaders
- **Enhanced our online presence and awareness** through social media campaigns
- **Fine-tuned our governance structure**, added an executive sponsor, and established an official charter
- **Facilitated inter-office travel** to strengthen OutLoud@CRA's presence within the firm

Held with Pride

- **Organized events to increase exposure and reach for OutLoud@CRA**, including firm-wide info sessions
- **Hosted a speaker event for National Coming Out Day**
- **In honor of Pride Month, hosted a screening of the documentary “The Freedom to Marry,”** followed by a Q&A session with Evan Wolfson, gay-rights advocate and founder of Freedom to Marry
- **Sponsored “Pull for Pride,”** a fundraising effort where weightlifters solicit donations to help promote LGBTQI+ equality

Setting Goals for 2023

- **Increase recruitment and retention efforts** for LGBTQI+ candidates and employees
- **Grow ERG membership** through events that inform and inspire
- **Improve internal and external partnerships** through allyship training
- **Enhance civic- and community-engagement efforts**
- **Continue to educate and raise awareness** for LGBTQI+ issues among CRA employees