



“ 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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- Manuela Neuroth (Power plant Niederaußem)
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The employee network for **lesbian, gay, bisexual, trans*, inter* and queer colleagues** and their allies at 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