Activating Cross Network Collaboration

WELCOME

In this session we'll discuss the importance of partnership across networks and beyond.

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Manager, Equity & Belonging

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Senior Specialist, Equity & Belonging

Zillow

Equity & Belonging at Zillow

Mission: Empowering all ZG employees to create equitable systems and drive social change by building a strong community, amplifying underrepresented voices, and fostering a company culture where everyone can learn, grow, and thrive.

Goals:

- Create clear and inspirational messaging, learning, and engagement around equity and belonging.
- Foster belonging for all employees, with equitable focus on underrepresented employee populations.
- Use our products, platforms, and company culture to create equitable systems for ZG employees and the communities we impact.

Equity & Belonging

Equity

Inclusive systems & development

Belonging

Inclusive practices & behaviors, communities

Our E&B Programs

Ambassador Track

- Facilitation emphasis

E&B Education

- Speaker Series
- Coffee Chats
- Inclusion Cycles

Affinity Networks

ADAPT
ZILLOW GROUP
AFFINITY NETWORK

ZG
Asian/Pacific
Islander
Network

Billow
ZILLOW GROUP

INDIGENOUS
PEOPLES

LATINOS UNIDOS
Zillow Group

ZG Over 40 Network

Women's Impact Network

Zillow

Total Members of all Affinity Networks

2,734

All members grouped by Network

128 Network Leaders

6,480 total members

>50% of employees are members of 1+ networks

ZG Women's Affinity Network = 1,469 (22.67%)
ZG Pride Network = 1,048 (16.17%)
ZG Black Affinity Network = 897 (13.84%)
ZG Asian Pacific Islander Affinity Network = 819 (12.64%)
ZG ADAPT Network = 580 (8.95%)
ZG Latinx Hispanic Affinity Network = 556 (8.58%)
ZG Over 40 Affinity Network = 490 (7.56%)
ZG Veteran Affinity Network = 434 (6.7%)
ZG Indigenous Network = 187 (2.89%)

Support for Our Affinity Networks

Direct Partners in People Org

Internal Systems

Paid time for network leaders (8hrs/ month)

Internal Mobility Liaison

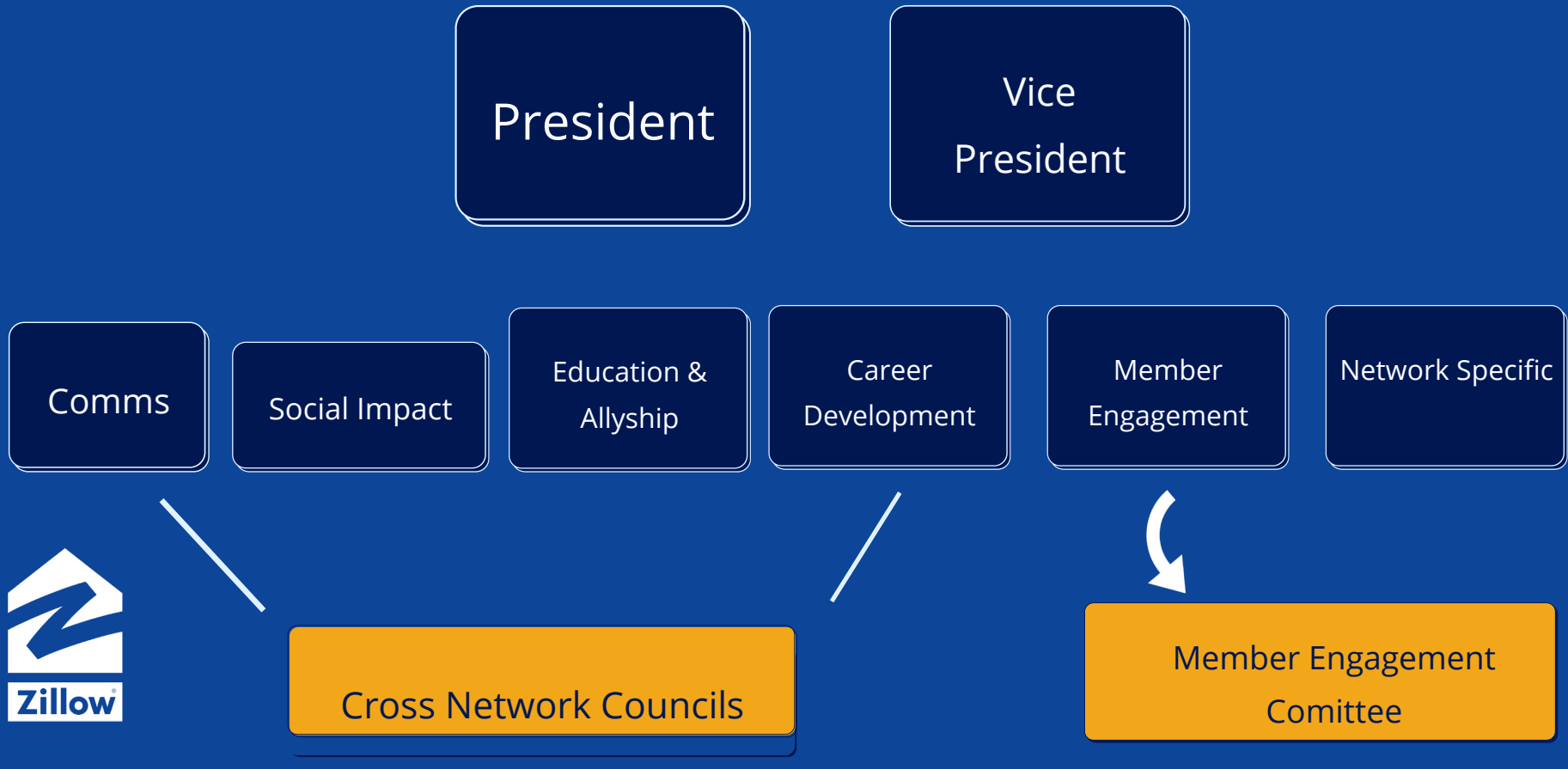
Affinity Network Budget

Training & Development

Network Support Team

Zillow

Council Structure



New for 2021

Consistent Roles

Cross Network Council

Zillow

Alanna Lopez
Billow
Site Leader

Rachel Hout
WIN
Vice President

Allyson Pesta
ADAPT
Director of Education & Awareness

Jonathan Houston
Veterans
President

Leadership Panel

Break Out Groups