

FEATURED PANEL

AWAY FROM HEADQUARTERS: TAKING EQUALITY BEYOND THE BORDERS

Kate Bishop (Moderator)

Yvette Burton

Donna Griffin

Rachel Tiven

Jamison Green

Michael Guest

| Room: Fiesta 5

Corporations based in the United States have been leaders in adopting policies and programs designed to make their workplaces safe for their LGBT employees. Many extend those same policies to locations outside the U.S. What are the challenges which these companies face when operating in countries where local culture does not readily accept LGBT people? What are the responsibilities these companies have in advocating for change to ensure its local and expatriate employees can safely be themselves at work? A panel of experts from different sectors discusses the challenges and opportunities of supporting LGBT workplace equality beyond our borders.

[Target audience: general]

FEATURED PANEL

BEYOND TALENT MANAGEMENT: INCLUSION AND CORPORATE SOCIAL RESPONSIBILITY

Bill Donius

Mark McLane

Paula S. Jones (Moderator)

Shelley Freeman

Antonious Porch

| Room: Fiesta 6

In some companies, the principal focus on inclusion is internal, closely tied to the recruitment and retention of the brightest and best employees, while responsibility for corporate citizenship is outward looking, and often managed by a different part of the organization. In other companies, commitment to inclusion is clearly integrated with the organization's corporate social responsibility strategy. How should a company's diversity strategy be visible in its external activities, especially when looking at issues important to LGBT employees? A panel of senior executives will discuss the realities and the possibilities in this featured panel, sponsored by Genentech.

[Target audience: general]

A ROADMAP FOR INVESTING IN THE LGBT MOVEMENT: BUILDING STRATEGIC PARTNERSHIPS BETWEEN NONPROFITS AND BUSINESSES

Chad Boettcher

Eric Douglas

Patricia Evert

Paul Massey

Advanced | Room: Coronado EF

Advancing equality for all requires a well-funded, robust network of LGBT organizations across the country working toward that goal. Nonprofits must engage and cultivate an active and diverse support base that includes not only individuals and foundations, but also strategic partnerships with businesses/corporations. The Gill Foundation, in partnership with Weber Shandwick, and with support from HRC and Out & Equal, have developed a toolkit with innovative and practical recommendations on how nonprofits and businesses can collaborate to expand investment in the LGBT movement within a framework of meeting business needs and philanthropic goals. This workshop explains the project and the product.

[Target audience: general]

BROADENING YOUR ERG: REACHING OUT TO BLUE-COLLAR EMPLOYEES AND MANUFACTURING LOCATIONS

Chris Heckle
Thomas R. Fox
Elizabeth (Beth) Rowland
Laura Bissmeyer
Carlos Ferreiro

Intermediate | Room: Coronado CD

Learn to identify the institutional and people barriers to reaching out beyond your company's headquarters location and the various means available to overcome them. Listen to our panel as they share their experiences educating and supporting LGBT beyond headquarters, both the successes and the failures. You will have the opportunity to develop a strategy for your organization and leave the workshop with an action-based framework you can apply upon returning to work.

[Target audience: employee resource group members]

BUILDING AND RETAINING A TALENT PIPELINE OF LGBT EMPLOYEES

Jaime Presutto
Al Sczweck
Lora Yates

Intermediate | Room: Acapulco

Many companies seek to develop and maintain a pipeline of diverse candidates and employees. However, the traditional "hooks" that work for most employees are not always as reliable when it comes to your LGBT workforce. In this interactive workshop, we will identify organizational gaps that lead LGBT employees to keep one eye open to opportunities on the outside, and will develop a path forward to prevent unwanted leaks of our LGBT workforce.

[Target audience: general]

BUILDING EXECUTIVE SUPPORT FOR LGBT WORKPLACE EQUALITY AND YOUR EMPLOYEE NETWORK

Ann Dunkin
Adam Wolf

Intermediate | Room: Coronado S

Does your employee resource group struggle to create meaningful change within your company? This workshop, one of the Summit's most popular, will help you learn how to build a supportive network of executives within your company. You'll learn about tools and processes used to raise executive awareness and create an LGBT diversity business case. You'll also learn how to establish executive sponsors and an advisory board, creating the foundation for change. You'll receive tools you can use right away.

[Target audience: employee resource group members]

CREATING A DYNAMIC LGBT LISTENING STRATEGY TO DRIVE CHANGE IN YOUR ORGANIZATION

Kristin R. Slavish

Raymond W. Baumruk

Intermediate | Room: Fiesta 2

LGBT employees have a powerful point of view to share. At Hewitt, we have taken a progressive approach to capturing the LGBT experience through the use of surveys, focus groups, interviews and storytelling. In this engaging workshop, employee resource group leaders and human resources professionals will gain insight into how Hewitt has surfaced the needs and concerns of its LGBT associates, and how they have used the results to drive change within the organization. In addition, we will share lessons learned and best practices in research and understanding of LGBT employees through our client consulting. As a result, you will be able to create a strategy for arming yourself with compelling information in order to act as powerful change agents in your organization.

[Target audience: human resources and diversity professionals]

CULTURAL COMPETENCY FOR LEADERS, PART 2

Laurie B. Lippin, Ph.D.

Stephanie Puentes

Introductory | Room: Coronado R

This workshop is a continuation from Session 1. The 21st Century LGBT leader must understand the intersections of race and ethnicity with sexual orientation in order to create an inclusive organization. Using a five stage model of cultural competency, participants in this experiential workshop will examine the impact of multiple social identities within the LGBT community. The workshop continues in Session 2.

[Target audience: general]

DEMYSTIFYING INSURANCE: BASIC AND TRANSGENDER BENEFIT NEEDS

George Scurlock

Ellen Ritter

Jacqui Charvet

Intermediate | Room: Coronado MNP

Do you ever wonder how your medical plan is put together? This workshop will offer a look at some of the basic insurance terms and processes that you may need to know in order to assist in updating your employer's medical plan. It will focus on the needs of transgender employees, with an eye to the HRC Corporate Equality Index changes.

[Target audience: general]

DRIVE YOUR CAREER THROUGH TURBULENT TIMES

Evan Tsamas
Damian Murphy
Effin Logue
Jacqueline R. Allen

Introductory | Room: Cancun

This session will be based on a workshop that was successfully delivered by the Pride NYC Professional Development Committee in 2008. Key discussion points include: your role in managing your career; development planning; networking and marketing yourself; resumes and interviewing; and career stallers and stoppers. Tumultuous times create great career opportunities if you are tenacious.

[Target audience: general]

ELEPHANTS IN THE ROOM III: ISSUES THAT NEED TO BE ADDRESSED BUT OFTEN AREN'T

Jessica Plock
Jason Bricker
Brian Legg
Allison Alavi
James Jones

Intermediate | Room: Durango 2

As we did during the 2007 and 2008 Out & Equal Summits, we will continue to focus on the difficult issues that LGBT leaders face, as both professionals and as leaders of their respective employee resource groups. We have chosen issues that, based on our experience, often arise in new or mature employee resource groups but that do not have any "easy" answers. This is intended to be a highly interactive session with input from attendees actively encouraged. Presenters will leverage the Out & Equal Summit Discussion Group to continue the discussion at the conclusion of the Summit.

[Target audience: employee resource group members]

EXECUTIVE SPONSORS: USE 'EM OR LOSE 'EM

Casey Horton
Richard Wohletz
Lawrence Harrington
Joan Pertak
Eldon Hills
Steve Bowman

Intermediate | Room: Baja

Executive sponsors are a vital resource to employee networks as mentors, advisors, and in the case of the LGBT networks, as highly visible champions. How do you build a good working relationship between network leaders and executive sponsors? PepsiCo, Raytheon and Ernst & Young share their experiences in developing these relationships. Whether together for several years or only a few months, our panelists will provide best practices for establishing, maintaining and leveraging strong sponsor or leader relationships.

[Target audience: employee resource group members]

HOW TO BE INCLUSIVE IN THE WORKPLACE

Amanda Simpson

Intermediate | Room: Fiesta 7

Teaching inclusiveness does not work. Originally presented at the 2001 Summit, this extremely popular and effective workshop has been presented every year since. Updated for 2009, this interactive and experiential workshop will explain why, and, through various exercises, participants will explore inclusivity in the workplace, while learning how to make true change. Participants will explore the techniques that managers and co-workers need for businesses to operate effectively. Case studies, policies and practices regarding gender variant employees will be used as examples so that participants will become familiar with methods and skills they can use to shape an inclusive workplace.

[Target audience: general]

IS AGE JUST A NUMBER? FOUR GENERATIONS OF LGBT PEOPLE IN THE WORKPLACE

Simma Lieberman

Joel Brown

Robin Tucker

Intermediate | Room: Fiesta 3

There are now four LGBT generations in the workplace and community. Are we all that different or do we just think we are? When was the last time you had a meaningful conversation with someone twenty years older or twenty years younger than you about their experiences and perceptions of life and work? Do you care? This session will be an open discussion of generational differences, similarities, assumptions and perceptions.

[Target audience: general]

IT'S OKAY IF YOU'RE STRAIGHT

Stephanie Peel

Introductory | Room: Durango 1

Are you a straight ally? Open relationships are productive relationships. Being open as a colleague is not a passive exercise. It often requires taking the first step, taking a chance, and putting yourself out there. It may mean sharing something personal about yourself and being comfortable asking others about their lives as well. Join us for an interactive session, which will explore how PricewaterhouseCoopers is engaging our straight community with our latest resource "I am open," where we highlight the relationships of eighteen individuals at PricewaterhouseCoopers, both straight and gay, who have built strong, open working relationships with one another.

[Target audience: general]

LEARNING 2.0: PERSONAL AND PROFESSIONAL GROWTH THROUGH COMMUNITIES OF PRACTICE AND SOCIAL LEARNING

Arend Schuring

Ravel Thai

Introductory | Room: Fiesta 9

How could you benefit from “tweeting” or “blogging”? This interactive workshop provides insight on how to harness the power of Web 2.0 to learn informally – whether to enhance your job-related skills, collaborate with a virtual team, or simply learn a new hobby. Using this knowledge, we’ll discuss how this type of forum can help create or enhance a community of practice within your organization.

[Target audience: general]

PERSISTENCE AND RESISTANCE: WORKING WITH LEADERSHIP TO EVOLVE TRADITIONAL WORKPLACE PARADIGMS

Greg Ligotti

Lynda Pires

Tom Johnson

Rodrigo Sampera

Introductory | Room: Coronado AB

Clorox's Pride employee resource group has experience in engaging leadership at all levels through the cycles of resistance, persistence and assistance. An important milestone was reached in 2008 when Clorox CEO Don Knauss became the first Fortune 500 CEO to appear as a keynote speaker at Out & Equal's Workplace Summit. Clorox Pride will share its methods of truly engaging leadership at Clorox as well as tactics that have worked and not worked at other key Bay Area employers.

[Target audience: employee resource group members]

PICTURE THIS: USING PHOTOS AND PERSONAL STORIES TO MAXIMIZE THE IMPACT OF PRESENTATIONS

Louise Young, Ph.D.

Christine Pappas, Ph.D., J.D.

Introductory | Room: Fiesta 1

Maya Angelou commented that people may forget what you said but will remember how you made them feel. Complex ideas and concepts can be conveyed using a few thoughtfully chosen images. This workshop is a case study of a presentation by Louise Young, Out & Equal Trailblazer Award winner, whose recent presentation on LGBT issues at a small university in Oklahoma provided a powerful and unforgettable experience for its audience of faculty, students and townspeople.

[Target audience: general]

TAX TALK: MANAGING TAX OPPORTUNITIES FOR LGBT PEOPLE AT WORK AND AT HOME

Lester Thompson

Amanda Keton

Introductory | Room: Coronado Q

Do you know how LGBT status can benefit you for tax purposes? It is not frequently understood that since government agencies do not recognize LGBT relationships, this presents a number of significant tax-related opportunities for LGBT persons, in both minimizing workplace-related taxes as well as personal tax savings. This workshop will present information on those "benefits" of marriage inequality as well as strategies to avoid significant risks in a government audit of your tax returns.

[Target audience: general]

THE CARE AND FEEDING OF STRAIGHT ALLIES AT WORK: WHAT LGBTS MUST KNOW FOR SUCCESSFUL INCLUSION

Jean-Marie Navetta

Jody M. Huckaby

Intermediate | Room: Fiesta 10

Everyone wants straight allies in their employee resource groups, but not everyone is successful in attracting, engaging, and retaining allies after the initial ask. PFLAG – the original ally organization – launched a program in 2007 specifically designed to try a new approach to providing LGBTs and existing allies tools to attract new supporters. Find out about the research used to launch the effort, the strategies employed, and how LGBT professionals can deploy these proven strategies to attract, educate and keep allies engaged at work.

[Target audience: employee resource group members]

THE NETWORK OF ALL NETWORKS

Michelle Fullerton

Stefano Nappo

Daniel Winterfeldt

Petra Braybrook

Intermediate | Room: Fiesta 4

Inter-organizational networks are employee resource groups that are not tied to one particular employer, but rather allow individual LGBT employees from a shared background to support each other and make their overall sector more gay friendly. Two of the most successful of these groups in the United Kingdom are the InterLaw Diversity Forum for LGBT Networks and the Interbank LGBT Forum. This workshop will showcase these two groups, and allow participants to gain an understanding of how and why they were set up to replicate their success.

[Target audience: employee resource group members]

THE ONLY GAY IN THE GOVERNMENT

Emanuel Souza

Nancy L. Tommelleo

Michael H. ("Mike") Frankel

Carla Fisher

Lori Lewis

Intermediate | Room: Coronado G

Did you ever feel like you were the only gay in your workplace? Learn how the U.S. EPA's regional LGBT employees banded together against seemingly insurmountable odds to gain official recognition and to become one of the most active LGBT groups employed by the U.S. government. Participate in an interactive dialogue that identifies barriers, discusses strategies for overcoming those challenges, and lays out what the public and private sector can learn from each other.

[Target audience: government and higher education professionals]