

FEATURED PANEL

EVERYONE COUNTS: VOLUNTARY SELF-IDENTIFICATION PROJECT UPDATE AND REVIEW OF DRAFT REPORT

Howard Solomon
Terry Hildebrandt
Ralph Carter
Elena Baca (Moderator)
Chris Crespo
Samir Luther

| Room: Fiesta 5

After three years of development, the LGBT Self-Identification Community of Practice has released a report that can be used by employers to begin offering voluntary self-identification to their employees. The report is designed to present the current best practices to help workplaces count their LGBT employees. The report provides an overview of the options for tracking LGBT employees and examples from companies that currently gather this basic but crucial information. The executive board of the Community of Practice group will present its key findings and provide insights into the next step in workplace diversity.

[Target audience: employee resource group members]

FEATURED PANEL

THE NEW REALITIES FOR LGBT EMPLOYEES AFTER ENDA

Brad Sears (Moderator)
Lee Badgett
Gary Gates
Malcolm Lazin

| Room: Fiesta 6

ENDA is anticipated to prohibit employers from discriminating on the basis of sexual orientation and gender identity. This forward-leaning panel will explore the impact of ENDA and the next frontiers for LGBT employees in achieving workplace equality. Topics covered will include ENDA's religious exemption, limitations on enforcement of ENDA, and remaining inequalities in employee benefits and taxation of those benefits. The panel will also address what federal anti-discrimination laws have and have not accomplished for other protected groups such as racial minorities and women, and what LGBT employees can learn from those experiences

[Target audience: general]

"MY NAME IS ... AND I WANT TO RECRUIT YOU" - DEVELOPING A COMPREHENSIVE PLAN FOR LGBT RECRUITING

Casey Christensen
Luzerne V. McAllister II

Intermediate | Room: Coronado Q

This workshop will give a complete overview of a successful LGBT recruiting program. It will specifically address LGBT candidate sourcing/posting strategy development, development and execution of targeted LGBT messaging, leveraging local LGBT resource groups, developing metrics around LGBT recruiting efforts.

[Target audience: human resources and diversity professionals]

A RAINBOW OF GENERATIONS: UNDERSTANDING AND DEVELOPING CAREER STRATEGIES FOR DIFFERENT LGBT GENERATIONS

Sarah Wazirzada
Ali Leverage
Lester Thompson
Aubrey Hone
Jordan Freitas

Introductory | Room: Cancun

Join us for a panel discussion, starting with an overview of the difference in the generations at large in society and more importantly diving into a deeper exploration of the generational differences in the LGBT community. What can we do to leverage those differences into something even more positive for the future? The purpose of this program is to become familiar with the generational differences and how those differences shape our views of the world and the workplace – especially in regard to creating and sustaining effective and viable LGBT efforts in the workplace – and to be aware of those differences that can impede success of these initiatives.

[Target audience: general]

AFTER THE DUST SETTLES: REBUILDING YOUR ERG

Ann Dunkin
Stephanie Puentes

Intermediate | Room: Coronado AB

In today's corporate environment, change is the only constant. Significant organization changes like mergers, acquisitions and divestitures can adversely affect even the most robust employee resource group. When the dust settles you may find you've lost key people and resources and your membership is no longer engaged. So how do you go about rebuilding your ERG? In this workshop you will learn how to assess your situation, rebuild your alliances, develop realistic objectives and re-energize your membership.

[Target audience: employee resource group members]

ALLIES, OUR FRIENDS IN THE COMMUNITY: HOW TO DISCOVER AND INCLUDE THEM IN YOUR EMPLOYEE RESOURCE GROUP

Martine Roy
Ellen Koutsikos

Intermediate | Room: Coronado S

What is an LGBT ally? Where are they? How can I engage them? Why does your corporation need allies? What's in it for them? What would their role be? Join IBM employee resource group leaders in an interactive session in which they will answer these questions and share their story of how they successfully launched their ally initiative and recruited 350 allies in one afternoon.

[Target audience: employee resource group members]

BEYOND TRANSITION: ISSUES FACED BY TRANSGENDER INDIVIDUALS AND THE NEED FOR EQUAL WORKPLACES

Zoe Kuznia

Liisa Eisenlohr

Intermediate | Room: Durango 1

A brief overview of transgenderism is presented, with a look at transition options a transsexual may access. Personal experience is discussed in the context of workplace assistance. A discussion of the difficulties that transsexuals face when they lose their existing network, as well as the lack of support provided to family and friends. The panel concludes with an overview of socio-economic issues faced by transsexuals and possible solutions, including the role played by workplace equality.

[Target audience: general]

BLING BLING: HOW TO BEDAZZLE YOUR LGBT RECRUITING EVENT AND USE TECHNOLOGY TO ATTRACT DIVERSE TALENT

Anne Evans

Jordan Freitas

Introductory | Room: Yucatan 3

Looking for a way to get the most out of your LGBT recruiting event? Wonder how you can use technology to improve your diversity recruiting efforts in general? This interactive workshop will highlight new ways to transform an event into a multi-purpose affair and explore how technology can complement your overall recruiting efforts. While the main goal is to recruit top diverse talent, learn how an event and the use of social networking sites can accomplish much more. Join Ernst & Young in this engaging discussion for all the answers you'll ever need about hosting an outstanding multi-purpose LGBT recruiting event and using technology for recruiting purposes.

[Target audience: human resources and diversity professionals]

HOW TO BREATH LIFE AND HEALTH INTO YOUR ERG

Laurie Mancuso

Thomas R. Fox

Intermediate | Room: Coronado CD

How is the health of your employee resource group? What is your current enrollment? How active are your members? Is your leadership discouraged and waning? Are company resources being pulled back or reduced? These are challenging times for many employee resource groups. Learn about the journey that the Lambda Network at Kodak has embarked upon to address these very issues.

[Target audience: employee resource group members]

I'M THE ONE THEY CALL: WORKING WHILE CARING FOR AGING FAMILY MEMBERS

Michael Adams, Esq.

Melanie Rowen, Esq.

Paul L. Frene

Mary Blanchett

Intermediate | Room: Coronado R

LGBT people provide significantly more hours of caregiving to family and friends than their heterosexual counterparts. Yet many LGBT people don't think of themselves as caregivers and, thus, do not avail themselves of the corporate and community support that is available to make their responsibilities more manageable. Join SAGE, the National Center for Lesbian Rights and MetLife to learn more about what caregiving looks like in our community, employment law regarding the Family Medical Leave Act and how it affects LGBT family members, and SAGE's award-winning caregiving program for LGBT caregivers.

[Target audience: general]

LESSONS FROM THE CENTER MOVEMENT ON INCLUSION: A PANEL DISCUSSION ON BEST PRACTICES FOR YOUR GROUP

Guido Sanchez

Terry Stone

Clarence Patton

Leslie Ann Thompson

George Westerman

Intermediate | Room: Baja

This workshop will present a panel discussion on racial diversity inclusion work happening at LGBT community centers across the country. This groundbreaking work is part of a collaboration between the LGBT Pipeline Project and CenterLink: The Community of LGBT Centers. It will highlight some of the best practices around racial diversity inclusion practices, which can easily be adopted and applied by community leaders, group leaders or employee resource group leaders for their own groups and organizations. The panel features perspectives from the diversity/inclusion trainer, community center executive directors, the national leaders of the program and a community center board member who is also an active member of IBM's corporate employee resource group.

[Target audience: LGBT community leaders ERG members]

LGBT SUPPLIER DIVERSITY, THE CORPORATE EQUALITY INDEX, AND YOUR COMPANY

Victoria Fulkerson

Justin Nelson

Chris Crespo

Tim Ruddell

Intermediate | Room: Fiesta 9,10

The HRC Corporate Equality Index will be scoring corporate America on its ongoing firm-wide external engagement with the LGBT community, a new CEI category that includes corporate supplier diversity programs with demonstrated utilization of certified LGBT suppliers. Learn how your company can build an inclusive supplier diversity initiative that reaches and engages certified LGBT business enterprises. Attendees can expect to hear an overview of the NGLCC's certification process for LGBT-owned business as well as insight on how corporations can connect to certified LGBT suppliers and build or expand their programs to be fully inclusive. NGLCC Corporate Partners Ernst & Young and KPMG will share the experience of internal implementation and provide tools that you can use to make the business case for LGBT Supplier Diversity at your company.

[Target audience: organizational leadership, executives, and management Supplier Diversity and Purchasing Professionals]

MAKING MEANINGFUL CONNECTIONS: MENTORING THE JUNIOR LGBT COMMUNITY AT DEUTSCHE BANK

Sonelius Kendrick-Smith

Corbin Wong

Tony Pruitt

Louisa Ling

Intermediate | Room: Fiesta 4

Members of the Rainbow Group Americas, Deutsche Bank's LGBT employee resource group, will deliver a presentation on a new program they are piloting, called the RGA Mentoring Program. The program is aimed at junior Deutsche Bank employees and is intended to provide them an avenue of support and guidance in a safe, nurturing atmosphere. The objectives of the program include: providing mentees an opportunity to build relationships with senior RGA members; educating and increasing mentees' exposure to the LGBT community within Deutsche Bank and the broader community; providing mentees with an opportunity to voice their concerns or discuss issues regarding their self-awareness as it relates to the company or the corporate environment; and providing mentees with personal development opportunities and guidance toward mentees' professional development.

[Target audience: general]

MOVING BEYOND "OUT" - GAIN ALLIES AND INFLUENCE YOUR SUCCESS AT WORK AND PERSONALLY

Amanda Simpson

Intermediate | Room: Coronado EF

In life, and specifically in our workplaces, other people make choices about you that determine your success and happiness. Once you are out, whether it's fair or not, others often view you through their LGBT filter first. However, the more you are liked, the more probable it is that people will stand with you rather than in your way. Amanda Simpson will discuss how you can boost the critical elements of your personality so that others will like you more. Being likeable brings out the best in others and will assist you in handling life's challenges with poise.

[Target audience: LGBT community leaders]

REMAKING THE LGBTQ BRAND: RECOGNIZING THE CULTURAL IMPLICATIONS OF BEING LGBT IN THE WORKPLACE

Joel A. Brown

Simma Lieberman

Intermediate | Room: Fiesta 1,2

Being LGBTQ means many things to many different people. However, unless LGBTQ culture is understood within its proper context, as something more than merely behavioral, business professionals will have difficulty supporting any broad-based cultural competency programs that focus on sexual orientation. In sustaining diversity initiatives in the workplace, it is imperative to understand the "cultural" foundation of what it means to be LGBTQ in order for those initiatives to be meaningful, long-term and successful. This workshop is designed to critically examine the beliefs and perceptions of what it means to be LGBTQ, in order to lay a foundation for a more sophisticated review of LGBTQ issues in the workplace.

[Target audience: general]

SUCCESSFUL ADMINISTRATION OF TRANSGENDER GUIDELINES: THE BOEING COMPANY

Connie Summers

Michelle Smith

Intermediate | Room: Acapulco

The Boeing Company was a recipient of the first HRC Workplace Innovation Award for the administration of Transgender Guidelines. Since the creation of our transgender guidelines four years ago, Boeing has tested and adjusted them based on the experiences of transition team members. This workshop will discuss in detail Boeing's process for administering the guidelines as well as the improvements that have been made from the perspective of a transition team leader, a transitioning employee and a human resources generalist.

[Target audience: human resources and diversity professionals Engineering and Aerospace Professionals]

TRANSHEALTH: DEMYSTIFYING THE TRANSGENDER EXPERIENCE

Ryan Polly

Introductory | Room: Yucatan 2

Transgender patients are often misunderstood and mistreated because of a lack of knowledge and training surrounding the level of care they need. This session will focus on the essential knowledge needed to provide good quality care. The workshop is interactive and skills oriented, providing participants with information and strategies to use in their current work settings. People working in healthcare as well as transgender patients seeking to advocate for their own healthcare needs are encouraged to attend.

[Target audience: health care and pharmaceutical professionals]

WHERE ARE ALL THE WOMEN? INCREASING WOMEN'S PARTICIPATION IN LGBT EMPLOYEE RESOURCE GROUPS

Patricia Wiley

Brenda Jimenez

Rachel Spencer

Intermediate | Room: Yucatan 1

At least once in their lives, most women have found themselves as the only woman in a room of men at an LGBT employee resource group meeting or event. After that experience, they may or may not have come back. But employee resource groups can't be successful without the participation of women – the other 50 percent. Join a panel of ERG leaders to learn what strategies they've employed to successfully engage women as members, allies and leaders.

[Target audience: employee resource group members HR & Diversity Professions; Audience]

WHERE DO WE GO FROM HERE? PROPOSED AND PENDING LEGISLATION AFFECTING LGBT RIGHTS IN THE WORKPLACE

Michelle E. Phillips, Esq.

Angela M. Duerden, Esq.

Intermediate | Room: Durango 2

This workshop will explore the myriad of federal and state proposed or pending legislation that has the potential to impact LGBT rights in the workplace. Upon completion of the workshop, participants will be able to identify key legislative proposals, their likelihood of passage, and their impact on LGBT employee rights. Participants and presenters also will strategize on ways to stay informed and how individuals can make an impact on federal and state legislative developments.

[Target audience: general]

WILL YOUR LOVED ONES BE LEFT OUT: THE UNIQUE FINANCIAL CHALLENGES FACING THE LGBT COMMUNITY

Kyle D. Young, CFP(r)

Steven W. Schmitt, CFP(r), MBA

Introductory | Room: Fiesta 7,8

The LGBT community is faced with an ever-changing maze of complex financial challenges directly related to the federal and state recognition, or lack thereof, of our relationships. During this workshop, Kyle and Steven will highlight the many unique financial challenges facing the LGBT community, regardless of one's relationship or economic status. These very real, and often devastating, barriers may be avoided through proper and extensive planning techniques. This event is sure to leave you with a number of ideas and thoughts on how to best prepare and organize your financial life.

[Target audience: general]

YOU DON'T JUST NEED A BUSINESS CASE, YOU NEED A BUSINESS PLAN

Mike Craig

Will Crane

Intermediate | Room: Coronado MNP

Everyone has ideas about what your employee resource group should be doing – from policies and benefits to social networking – you name it. So how do you focus and make it all happen? Learn about the tools and processes Chevron PRIDE uses to create a successful multi-pronged business plan that's made Chevron a leader in LGBT workplace issues. Chevron PRIDE's leadership team will be on hand to help participants begin to craft (or refine) their own business plans.

[Target audience: employee resource group members ERG Leadership]

YOU.COM: BUILDING YOUR BRAND THROUGH SOCIAL NETWORKING

Jim Bellanca

Nathan Knight

Intermediate | Room: Coronado G

You've heard about Web 2.0 technologies like Facebook, Twitter, Out & Equal Professional Network on Groupsites and LinkedIn. You likely have completed at least one online profile. Technology's role in networking is nothing new, but not everyone takes advantage of the capabilities. This workshop introduces Web 2.0 and shows how LGBT professionals can leverage tools to promote their personal brand, establish and sustain relationships, build networks beyond geographic and generational lines, and strengthen organizations. Also, see how one global organization encourages connecting people through social networking inside the firewall.

[Target audience: general]