



Inside Out

Quarterly news about LGBT workplace equality

Spring 2010

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Make a [tax-deductible donation](#) in support of Out & Equal's work.

The 2010 Out & Equal Executive Forum and Leadership Celebration move equality forward!



Spring 2010 is well underway, and we're working on a wide selection of programs and events to further lesbian, gay, bisexual and transgender workplace equality.

Next week, nearly 50 high-ranking and emerging LGBT corporate leaders from the country's largest businesses will take part in the [2010 Out & Equal Executive Forum](#) in New York City.

The Executive Forum, now in its third year, culminates with one of our most exciting events – our annual [Leadership Celebration](#) on April 21 at the Le Parker Meridien in New York City, where we'll present the 2010 Out & Equal Advocacy Award to civil rights leader and vocal ally Julian Bond.

Please consider [joining us](#) for the Leadership Celebration's special reception (the dinner has already sold out). Tickets are available [online](#) until Monday, April 19 at 5 p.m. PDT.

Excitement is already building for the 2010 Out & Equal Workplace Summit, set for Oct. 5-8 at the Los Angeles Convention Center.

Enter the [Summit Registration Sweepstakes](#) by May 31 and have a chance to win one of three, three-day registrations. The winners will be announced on June 1, officially kicking off early-bird registration to the Summit.

It's through corporate sponsorship of programs like the Executive Forum, the Leadership Celebration and the Summit that I truly see the progress in the movement for equal rights in the workplace, and beyond.

With support from some of the nation's largest corporations – including Executive Forum sponsors Clorox, Deloitte, Disney, HP, IBM and Intuit – thousands of LGBT Americans are benefiting from the progress we make together on LGBT workplace equality.

It's in corporate America where we've seen meaningful change, especially as we wait on the federal government to pass a fully-inclusive Employment Non-Discrimination Act.

The next step in moving ENDA – a markup and a committee vote in the House – appears to be near. Please contact your federal lawmakers today to make sure they know the importance of moving forward on this critical piece of legislation.

Thank you again for helping further LGBT workplace equality – one cubicle, one workplace and one phone call to your federal

EARLY SPONSORS FOR
2010 OUT & EQUAL
WORKPLACE SUMMIT

Out & Equal Workplace Advocates would like to thank its early sponsors. They make important events, such as the Out & Equal Workplace Summit, possible.

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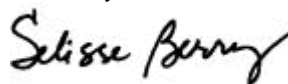
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lawmakers at a time.

Sincerely,



Selisse Berry
Executive Director

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Employment Non-Discrimination Act movement in the House

Federal lawmakers appear poised to vote soon on the Employment Non-Discrimination Act - crucial legislation that would protect the lesbian, gay, bisexual and transgender community from discrimination in workplaces across the country.

Rep. Barney Frank, the longest-serving openly gay member of Congress, says he's hopeful that the legislation - known as ENDA - will soon move forward in the House Committee on Education and Labor, but, at this point, a date has not been set.

Frank recently told blogger Karen Ocamb of [LGBT POV](#) that the most effective way to make a difference is for allies and the LGBT community to get the support of Congress, saying that "there's only one way to do it - it doesn't mean marching, it doesn't mean waving signs. It means calling up their representatives - the members of the House who represent them - and say, please vote for this bill."

Out & Equal Workplace Advocates Founding Executive Director Selisse Berry applauds this effort, saying "this is a pivotal time in the movement for LGBT workplace equality" and that "we're getting closer to achieving the equitable rights that we have sought for countless years and everyone must do what they can to assure ENDA passes."

In the absence of federal legislation, Out & Equal has worked tirelessly for more than a decade to educate the nation's leading corporations on the importance of providing domestic partnership benefits, equal employment opportunity policies and other protections for their LGBT employees.

"Not every workplace is an out and equal workplace, and not everyone feels comfortable coming out at work, and there's a reason for that - a lack of legal protections," says Berry. "We are all hoping that a fully inclusive ENDA will soon be signed into law, providing the essential legal framework that will protect all of us from discrimination. I strongly encourage that everyone contact their Congressional delegates and ask for their support on ENDA. Together, we can help secure the rights that hundreds of people before us fought to achieve."

Call the Capitol Switchboard in Washington D.C. at 202-224-3121 and ask to speak to your representative.

Learn about other ways you can [help](#).

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Enter the 2010 Out & Equal Workplace Summit Registration Sweepstakes

The 2010 Out & Equal Workplace Summit – set for Oct. 5-8 at the Los Angeles Convention Center - is shaping up to be the best, offering a rich series of educational opportunities.

Registration to the Workplace Summit officially opens on June 1, when Out & Equal announces three winners of the [Summit Registration Sweepstakes](#).

[Enter now](#) to win a complimentary registration valued at nearly \$1,000 to attend the [Workplace Summit](#), the world's premier conference on lesbian, gay, bisexual and transgender workplace equality.

Out & Equal Founding Executive Director Selisse Berry says “you won't want to miss this opportunity to experience the Summit, from the welcome reception, innovative workshops, the Out & Workplace Awards and the inspiring closing plenary.”

[Discounted room rates](#) for the Summit attendees will also open at three hotels near the Los Angeles Convention Center – with prices ranging from \$195 to \$225 a night and available on a first come, first serve basis – on June 1.

The deadline to [register](#) for the Summit Registration Sweepstakes is 5 p.m. PDT on May 31. Only one entry per person.

Contact Associate Director of Marketing & Communications [J. Erik Olvera](#) with questions about the Summit Registration Sweepstakes at 415-694-6512.

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Deadline to submit workshop proposals for the 2010 Out & Equal Workplace Summit and Outie Award nominations by April 30

You and your company are invited to submit [workshop proposals](#) for the 2010 Out & Equal Workplace Summit and [nominations](#) for the Out & Equal Workplace Awards by April 31.

Please consider sharing your expertise and knowledge by presenting a workshop at the Summit, set for Oct. 5-8 at the Los Angeles Convention Center.

The 2010 Out & Equal Workplace Awards, [the Outies](#), will be presented during the Summit on October 7. The prestigious awards - now in their 11th year - honor individuals and organizations that are advancing LGBT workplace equality.

Contact Associate Director of Summit & Events [Anthony Bannon](#) at 415-694-6516 if you have any questions about workshops or the Outies.

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Out & Equal encourages participation in the 2010 International Business Equality Index

Out & Equal Workplace Advocates is working with the International Gay & Lesbian Chamber of Commerce to encourage corporate leaders to participate in the 2010 International Business Equality Index.

The International Business Equality Index allows businesses to measure and compare the effectiveness of their internal and external LGBT diversity activities across countries, while comparing their progress with competitors.

Information captured through the Index enables a strategic and consistent approach to improving diversity performance throughout the company.

The Index allows corporations to assess their own progress in hiring and retaining qualified employees, finding diverse suppliers and tapping into the lucrative and often unexplored LGBT market segment.

Out & Equal Founding Executive Director Selisse Berry says "Out & Equal's partner corporations are increasingly expressing interest in expanding LGBT workplace equality conversations to include employees outside of the United States and the Index creates a way for companies to join the conversation."

"Gathering the information necessary to complete the survey by itself is valuable," she says. "But contributing that information on the state of LGBT workplace equality around the world is critical."

Complete information on the 2010 Index is available on [IGLCC's website](#). The 2010 Index Brochure can be downloaded from the website in English, French, Spanish and German.

Watch for more programs from Out & Equal on topics specific to the international workforce – especially at the 2010 Out & Equal Workplace Summit, October 5-8 in Los Angeles.

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April Town Call: Stories from the Street - ERGs in Times of Corporate Change

[Register now](#) for April's Town Call. Over the last few years, we have seen mergers, acquisitions and reorganizations in many sectors of business. Change is happening all around us and employee resource groups (ERGs) are working to maintain their momentum and focus.

Has your ERG been impacted by layoffs? Has the availability of resources been reduced? Have you joined a new company that has a different perspective on LGBT equality in the workplace?

These are just some of the questions we will look at in the Out & Equal April Town Call webinar. Join our presenters as they share their perspectives, best practices and encouragement to continue moving your ERG forward even in times of change.

[Register now!](#)

When: Thursday, April 29

Time: Noon Pacific | 1 p.m. Mountain | 2 p.m. Central | 3 p.m. Eastern

Where: Live webinar

Cost: Free

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First regional affiliate annual report highlights progress over the last decade

As the Out & Equal Regional Affiliate program approaches its 10-year anniversary, Out & Equal is pleased to announce the release of its first [Regional Affiliate Annual Report](#).

The program began with volunteers in New York and San Francisco, coming together to harness the energy of the Out & Equal Workplace Summit in their regions throughout the year.

This energy has only grown – with Out & Equal regional affiliates now in eighteen regions across the country.

According to the report, 165 volunteer leaders coordinated more than 100 events – reaching nearly 9,000 participants across the country in 2009.

Out & Equal's Founding Executive Director Selisse Berry commended the affiliates, saying "with all the countless hours of planning and execution, we couldn't do this important work without these dedicated leaders."

The annual report is designed to serve as a comprehensive report of the program, educating constituents and stakeholders on its growth and benchmarking individual affiliates.

"The regional affiliates are truly at the vanguard where the workplace equality movement is happening, and it is the aim of this report to demonstrate the successes of and opportunities for our current and future affiliates," said Stephen Gould, Associate Director of NETWORKS! and author of the report.

Contact Associate Director of NETWORKS! [Stephen Gould](#) at 415-694-6506 if you have any questions about regional affiliates.

You can read the [full report](#) on our website.

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Out & Equal Philadelphia brings a regional approach to the annual Workplace Summit

Out & Equal Philadelphia hosted the second Northeastern Regional Workplace Summit last month, attracting about 100 participants.

Philadelphia was the first regional affiliate to host such an event in 2008. And this year's follow up did not disappoint.

"For us it was the culmination of a full year's worth of work," said

Out & Equal Philadelphia Co-chair Brent Reinhard. "You don't realize how much goes into putting on the day until you do it. But then the day comes, and everyone enjoys themselves and leaves feeling empowered. You can't ask for more."

The daylong event, held on March 27, featured a dozen breakout sessions, ranging in topics from transgender inclusion to forming and energizing an employee resource Group.

The day began with a keynote address from Out & Equal's Founding Executive Director, Selisse Berry, who was introduced by a representative from one of the event's presenting sponsors, JPMorgan Chase.

Bob Witeck of Witeck-Combs Communication gave the participants insight into the 2010 Census count during his lunchtime keynote address. Witeck's introduction from Rosalyn Taylor-O'Neal, the Chief Diversity Officer of the Campbell Soup Company, gave the group a perspective on managing our differences.

Stephen Gould, Associate Director of Networks! at Out & Equal's national headquarters, applauded the success of the regional event, calling it an inspiring and integral part in the movement toward LGBT workplace equality.

"We are all very proud of the work Philadelphia has done to pioneer the regional summit model," Gould said, adding that similar events will be organized by other affiliates in the future.

In all, 11 companies sponsored the event, including Hershey's, PriceWaterhouseCoopers, Merck, GlaxoSmithKline, Aramark and ING.

Michael Soileau, Philadelphia's other Co-chair added: "The importance of our sponsors and partners becomes clear. Without the help of organizations such as the Independence Business Alliance, Lambda Legal, HRC and others, we wouldn't have been able to put together such a robust program."

Look for [more information](#) in the future on how regional affiliates near you are continuing this process to bring the Out & Equal vision to the regional level.

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Out & Equal Workplace Advocates

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