

Inside Out

The quarterly newsletter for workplace equality



Summer 2010

IN THIS ISSUE

[Early-bird registration now open for the 2010 Workplace Summit](#)

[Out & Equal to be honored by GLSEN](#)

[Sponsors provide leadership on diversity and inclusion](#)

[Training captures progress in federal policies](#)

[LGBTCareerLink announces "12 Rules of Effective Networking" webinar](#)

[ERG Roundtable held in Silicon Valley](#)

[Out Takes: Briefs & Events](#)

EARLY SPONSORS FOR 2010 OUT & EQUAL WORKPLACE SUMMIT

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

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Join us at the 2010 Workplace Summit!



I am pleased to announce that Out & Equal Workplace Advocates this month kicked off the start of [early-bird registration](#) for the [2010 Out & Equal Workplace Summit](#), set for Oct. 5-8 at the Los Angeles Convention Center.

We strive each year to make the Summit better, helping move lesbian, gay, bisexual and transgender workplace equality forward by offering participants tools and resources that will empower and inspire them in their

workplaces.

I'm happy to say that we are certainly outdoing ourselves this year, offering you more than 100 workshops, dozens of networking opportunities and an inspiring series of speakers, including out country music star Chely Wright.

We have a lot more exciting Summit news in store for you over the next few months, including announcing the finalists for our prestigious [2010 Out & Equal Workplace Awards](#), which will be presented at a special awards dinner that's featured during the Summit.

Our work to achieve lesbian, gay, bisexual and transgender workplace equality is becoming increasingly important, especially as the fully-inclusive Employment Non-Discrimination Act continues to face hurdles in Congress.

As we continue to press for the enactment of this bill, we can work together by utilizing the important resources and tools offered at the Summit to move LGBT equality forward in our own workplaces and our own lives.

That's how progress happens. That's how change happens.

Thank you for everything you do. I look forward to seeing you at the [2010 Out & Equal Workplace Summit](#) in Los Angeles!

Sincerely,

Selisse Berry
Executive Director

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▲ [Back to top](#)

Early-bird registration now open for the 2010 Workplace Summit



[Register now](#) for the [2010 Out & Equal Workplace Summit](#), set for Oct. 5-8 at the Los Angeles Convention Center.

[Don't wait!](#) Online [early-bird registration](#) — at a rate of \$775 — is in effect through July 31 before increasing to \$950. Join us for more than 100 workshops, a rich series of networking opportunities and inspiring speakers.

You won't want to miss the opportunity to experience the Summit, from the full-day series of leadership seminars, the plenary sessions, the daily workshops and the Out & Equal Workplace Awards Dinner.

If you'll be in Los Angeles after the Summit's closing plenary on Friday, Oct. 8, consider joining Out & Equal Workplace Advocates that evening as we accept a [special honor](#) from the Gay, Lesbian and Straight Education Network (GLSEN).

If you have any questions about the 2010 Out & Equal Workplace Summit, please contact Associate Director of Summit & Events [Anthony Bannon](#) at 415-694-6516.

▲ [Back to top](#)

Out & Equal to be honored by GLSEN

Out & Equal Workplace Advocates is proud to announce that it will be honored at the Gay, Lesbian and Straight Education Network's 2010 [Respect Awards](#) on Oct. 8 in Los Angeles.

The [Respect Awards](#) honors those who have played a significant role in furthering equality, regardless of sexual orientation or gender identity/expressions, particularly within the education system.

“Out & Equal is one of the organizations across the country working for a common goal to create an environment where everyone can feel safe to be who they really are,” said Out & Equal Founding Executive Director Selisse Berry. “As the founder of Out & Equal, I am humbled to be recognized for the work we do and especially to receive this honor from such an incredible organization.”

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GLSEN's award ceremony — held at the Beverly Hills Hotel — will take place shortly after Out & Equal concludes the 2010 Out & Equal Workplace Summit at the Los Angeles Convention Center, creating what Berry calls “a perfect opportunity to continue celebrating the strides made in the movement for LGBT equality and the momentum from the Summit.”

GLSEN Executive Director Eliza Byard said in a statement that they are “proud to honor Out & Equal” and that “Out & Equal has played an integral role in working with employers to promote inclusive work environments. Countless LGBT employees are safer and more respected on the job thanks to Out & Equal's years of advocacy.”

[Tickets](#) to the Respect Awards are now [available](#).

 [Back to top](#)

Summit sponsors provide leadership on diversity and inclusion

Please consider joining our prestigious list of companies demonstrating their commitment to lesbian, gay, bisexual and transgender workplace equality through [sponsorship](#) of the 2010 Out & Equal Workplace Summit, Oct. 5-8 at the Los Angeles Convention, where we anticipate 2,500-3,000 attendees.

The deadline of July 23 is only days away to receive all the benefits of sponsorship, including:

- Company logo on Summit signage, website and promotional materials
- Free registrations
- Full color program book ad
- Exhibit hall booth
- Tickets to an invitation-only VIP reception

You can quickly sign up or view various sponsor levels and benefits [online](#) or contact [Dave Bueche](#) 415-694-6510 or [Luis Vera](#) 415-694-6511.

 [Back to top](#)

Training captures progress in federal policies

Out & Equal University has added a new section to the Building Bridges and Train the Trainer programs over the last quarter.

While we haven't seen enough progress in the United States around legislation leading to lesbian, gay, bisexual and transgender workplace equality, we have made some amazing improvements in government policies during the last few months. The definition of families has been redefined for same sex parents under Housing & Urban Development and Federal Medical Leave Act guidelines.

Transgender travelers can now change their passport based solely on medical treatment for transition and couples married in

other countries and states can change their passports to their married names. New policies have also been announced to lift the HIV/AIDS travel ban to the United States and ensure hospital visitation to same sex couples throughout the United States. Federal workers now enjoy some same sex partner benefits, protection based on gender identity, and can access more foreign service benefits.

These changes show a steady acceptance and increase in workplace protections and benefit packages for LGBT employees. Keeping up with all these changes, as well as global changes, is tough. Using Out & Equal's resources — monthly Town Call series, online trainings and Summit workshops — can give you a great start.

Contact Associate Director of Training & Professional Development [Pat Baillie](#), 415-694-6521.

 [Back to top](#)

LGBTCareerLink announces “12 Rules of Effective Networking” webinar

Optimize your networking power in preparation for this year's Out & Equal Workplace Summit and beyond! Self-described “networking enthusiast” Sandy Jones-Kaminski will share her professional insights with you at the upcoming [LGBTCareerLink](#) webinar “[12 Rules of Effective Networking](#).” Beyond self-promotion, networking builds our community for healthier business environments. Discover the truth behind the four myths of networking, gain techniques to grow your professional network and learn strategies to begin a conversation other than the phrase, “What do you do?” Build social capital and grow your professional network with these invaluable skills.

Presenter: [Sandy Jones-Kaminski](#) is an executive-level human resources provider. She has worked with clients to design and deliver successful business development programs and social media strategies. She is the founder and principal consultant of Bella Domain LLC since 2002.

Join us in this virtual discussion. [Register](#) online today!

 [Back to top](#)

ERG Roundtable held in Silicon Valley

Knowing the power of connectivity for employee resource groups, Associate Director of NETWORKS! Stephen Gould collaborated with the San Francisco Bay Area regional affiliate to host another Employee Resource Group Roundtable as part of its series launched last summer.

On May 18, ERG representatives from 10 of the region's largest employers gathered to share knowledge on some key ERG issues.

In opening remarks, Gould offered his perspectives on ERGs

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and the value that they offer to their principle stakeholder groups: employee members, the company and the greater community. The Out & Equal San Francisco Bay Area ERG Roundtable series has focused on some key areas, and in this conversation the focus was on two areas how ERGs are starting to drive the bottom line efforts (value to company); and how they are striving to provide inclusive transgender health benefits (value to employee members).

The introduction was followed by a panel discussion with Scott Beth of Intuit, Anna dos Ramos of AAA and Brian Maxwell of Deloitte. They provided insights into how their companies found business value in the efforts of their ERGs. The roundtable was hosted at Intuit, with additional support provided by Deloitte.

More support like this is available to ERG leaders through Out & Equal's ERG Registry – the largest community of LGBT ERG leaders in the world. [Request a free membership!](#)

 [Back to top](#)

OUT TAKES: Briefs & Events

Out & Equal NY Finger Lakes

On Wednesday, July 14, Out & Equal NY Finger Lakes will host Associate Director of NETWORKS! Stephen Gould, who will discuss Out & Equal programs and the ERG Value Proposition, followed by a reception. This engaging talk will include a robust Q&A and some great networking. For more information and to RSVP, email fingerlakes@outandequal.org.

Out & Equal Dallas-Fort Worth

Out & Equal Dallas-Fort Worth will be presenting a wine-tasting fundraiser this Thursday, July 15 at Times Ten Cellars. Now in its fourth year, this event raises funds for local workplace equality education and community events. With the theme "One Night in Paris," it will be a great way to celebrate and support a great cause. Special thanks to the top sponsors: American Airlines, Sodexo, Texas Instruments, Times Ten Cellars, Ernst & Young, GLEAM, PricewaterhouseCoopers, Raytheon and 7Sur.com. Buy your [tickets](#) online.

Town Call: How do you spell LGBT? A view of the workplace across the generations!

[Register now](#) for Out & Equal's July Town Call. There are four generations in the workplace today and each one has had a different experience of "coming out" as LGBT in the workplace. Traditionalists experienced McCarthyism; Boomers had Stonewall; Gen X experienced HIV/AIDS; and Gen Y saw the birth of the Logo channel and grew up

watching Will & Grace. How have these experiences shaped how to navigate being LGBT on the job? This call will discuss the historical and contemporary differences through the generations and how they connect in the workplace on such topics as recruiting, retention and being “out” at work.

When: July 29 from noon to 1 p.m. Pacific; 1 to 2 p.m. Mountain; 2 to 3 p.m. Central; 3 to 4 p.m. Eastern

Cost: Free

Where: Live webinar

[Register now!](#)

Save the date! Out & Equal to feature India in its first installment of the International Town Call Series

On Wednesday, August 4, 2010, Out & Equal will host the first of its International Town Call series at 8:30 AM Pacific time.

The International Town Call series will take place 2-4 times annually, with each call dedicated to the LGBT workplace experience in a specific country.

The subject of our first International Town Call will be India, and include insights from corporate, legal, employee and local activist perspectives on the environment for employees who identify as part of the local and expatriate LGBT communities. This International Town Call is being organized in partnership with The Council for Global Equality. Look for more information on speakers and registration information soon. Employees with experience working in India or who represent companies with a presence in the country are especially invited to attend. For more information, please contact Deputy Director [Kevin Jones](#).

We're Proud to be Out at Work

San Francisco Pride is always the biggest event of the year, and Out & Equal made a great showing — one of its largest ever. Nearly 100 ERG members marched down Market Street under the Out & Equal banner, showcasing our signature message, “I’m Out at Work!” Marchers wore their company t-shirts, representing Cisco, Chevron, PG&E, Symantec and Visa. The contingent showed a crowd estimated at a million that you can be out at work — and proud. View [photos](#) from the event online.

 [Back to top](#)



Out & Equal Workplace Advocates

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