

Fall 2009

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LET US KNOW!

We would like to know more about your 2009 Out & Equal Workplace Summit experiences, including whether you enjoyed your workshops, our new extended workshops and more. Please take our [survey](#).

2009: An inspirational year for LGBT equality

This year has shaped up to be one of the most inspiring in the movement for lesbian, gay, bisexual and transgender equality, with history-making legislation in the works.

We celebrated a successful 2009 Out & Equal Workplace Summit in Florida – attracting nearly 2,000 attendees and some of the world's most well-known leaders – and federal lawmakers passed the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, the first federal law that is specifically inclusive of the full LGBT community.



Out & Equal Workplace Advocates Founding Executive Director Selisse Berry addresses participants at the 2009 Out & Equal Workplace Summit.

President Obama not only signed the act into law, but soon after announced the official end of the HIV Travel and Immigration Ban. It is inspiring to see our federal leaders taking a stand to protect the LGBT community from problems that have existed for far too long.

Federal lawmakers are now considering crucial legislation that would protect the lesbian, gay, bisexual and transgender community from discrimination at work with the fully inclusive Employment Non-Discrimination Act.

Out & Equal has worked tirelessly for more than a decade to assure that the nation's leading corporations provide policies and protections for its LGBT employees in the absence of federal protections. The federal government is now poised to do what most major corporations have been doing for years – putting policies in place that protect employees from discrimination.

While this bill has a good chance of passing, your [help](#) is needed. It is essential that you contact your Senators and urge them to support this bill, known as [ENDA](#). President Obama has said that he is ready to sign this bill. All we need now is for the Senate to act.

It has been an exciting year for growth at Out & Equal as well.

We saw the launch of Out & Equal [LGBTCareerLink.com](#), a unique job search and employment networking website that links diversity-friendly employers with top LGBT talent. LGBTCareerLink allows businesses the opportunity to expand their professional networks and contacts with job seekers and employers who are looking for top-notch talent. In its very

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Follow Out & Equal on [Twitter](#), and join the [Facebook](#) group page, where you can start discussions and post and view participant photos and videos. Check us out now.

ENDA

Join the [One ENDA](#) Facebook page, organized by a number of LGBT nonprofit organizations working together to get the important legislation passed by federal lawmakers.

2009 WORKPLACE SUMMIT SPONSORS

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

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brief history, [LGBTCareerLink](#) has successfully surpassed benchmarks for websites of its size.

[Diversity training](#) has also seen a remarkable increase in the past year. Designed for a wide variety of audiences our training programs are specifically tailored for corporations, mid-to-small businesses, educational institutions, faith communities, governmental agencies, community groups and nonprofit organizations.

During 2009, our [Town Call](#) speaker series, which features guest speakers presenting on current and pertinent topics via one hour telephone conference calls, was expanded to once per month. Each Town Call attracts busy working professionals and employee resource group members across the world.

All of these new and exciting programs and activities, when added to Out & Equal's existing programs, demonstrate an ever increasing assortment of the educational and forward-thinking resources that are open and available to everyone.

Now, while this is all positive news that's worth celebrating, there is still much more work that needs to get done in order for us to realize our vision of workplace equality for all.

By working together on ENDA, we will see our vision of workplace equality for all become reality at workplaces throughout the country.

I am privileged to be part of a wonderful organization and community that brings together a group of diverse individuals and institutions all working toward a common mission.

Let's work together to make change. Together, we can be the difference.

Sincerely,



Selisse Berry
Executive Director

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Your support is needed to assure that lawmakers approve ENDA

A U.S. Senate committee last week took the next step toward crucial legislation that would protect the lesbian, gay, bisexual and transgender community from discrimination in workplaces across the country.

The inclusive [Employment Non-Discrimination Act](#), which enjoys bi-partisan support in Congress, would add sexual orientation and gender identity to existing federal employment non-discrimination laws, making it illegal to treat employees unfairly based on sexual orientation and gender identity.

For the first time since 1994, when the legislation – know as ENDA – was introduced, federal lawmakers appear poised to pass the law, furthering LGBT equality by setting in place workplace protections that hundreds before us have sought.

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“We’re on the verge of making history, but we must continue [contacting our lawmakers](#) to guarantee their support for ENDA, ultimately assuring that every LGBT person can go to work without the fear that so many people experience,” said Out & Equal Founding Executive Director Selisse Berry. “Since starting Out & Equal more than a decade ago, I’ve had the privilege of talking with thousands of LGBT employees. All of them share a common desire – working in environments where they can bring all of who they are to work without fear of discrimination.”

At this point, it remains legal in 29 states for someone to be disrespected, harassed and even fired at work simply because of their sexual orientation or gender identity. The [2009 Out & Equal Workplace Survey](#), released in October, shows that workplace discrimination persists, with 44 percent of respondents indicating they have faced discrimination on the job, and 18 percent indicating they experienced discrimination in the last 18 months.

“We need to continue calling and emailing our federal lawmakers to gain their support, making them hear our voices and remembering our stories when they make their decisions about ENDA,” said Berry. “President Barack Obama has already assured that he will sign the legislation into law when it reaches his desk, and we must assure that it gets to the President’s desk.”

At the 2009 Out & Equal Workplace Summit, John Berry, Director of the U.S. Office of Personnel Management, spoke about ENDA. He said: “We have all we need to win: we have the power of right, and the angels of virtue are on our side. We have the numbers needed and the resources required. We just need to summon the unity, courage and persistence to see this through.”

“We are so close,” John Berry said. “We need to rekindle the fire and the passionate intensity of Stonewall. We need the persistence that animated President Lincoln in his struggle to keep our nation whole and General Grant as he pounded on the enemy’s lines relentlessly until the day was won. And as we fight, keep in mind that our struggle benefits not only ourselves, but all Americans. Each time we act to lift up an oppressed minority, each time we act against discrimination, we add a new ring of life to the American tree of liberty.”

Learn how to [contact](#) your federal lawmakers.

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2009 Out & Equal Workplace Summit a huge success, plans set for 2010 Summit in downtown Los Angeles

National Lesbian & Gay
Journalists Association
PFLAG
Sprint

Media

Echelon
Gay.com
GayDays.com
Here Media



(Left to Right) John Berry, Director of the U.S. Office of Personnel Management addresses attendees of the 2009 Out & Equal Workplace Summit; Members of the Out & Equal Tampa Bay Regional Affiliate hand off the Summit baton to members of the Out & Equal Southern California Regional Affiliate; Deloitte Board Chairman Sharon Allen addresses Workplace Summit attendees.

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The [2009 Out & Equal Workplace Summit](#) was one of the most successful yet, featuring more than 120 workshops and some of the world's most inspirational speakers on current business trends and politics.

Nearly 2,000 people took part in the Summit, held from Oct. 6-9 at Disney's Coronado Springs Resort near Orlando, Florida.

This year included empowering speeches by a number of amazing speakers, including Deloitte Board Chairman [Sharon L. Allen](#), Director of the U.S. Office of Personnel Management [John Berry](#), Author Kenji Yoshino and Disney-ABC Senior Vice President of Global Communications Kevin Brockman.

Out & Equal staff has compiled a Summit trip report as both a [Power Point](#) and [PDF](#) - complete with data and metrics - for you to share your experiences with your colleagues as well as your executive team, helping further move equality forward. In addition, Out & Equal has made available Summit [photos](#) as well as the 2009 Out & Equal Workplace Summit wrap-up [video and videos](#) of Allen's speech, John Berry's speech, Secretary of State Hillary Clinton's congratulatory speech to the Gays and Lesbians in Foreign Affairs Agencies, winners of an Outie Award, workshop presentations, surveys, and more.

"Every year, we strive to offer Summit participants the best experience possible, providing them with the best speakers, workshops, resources and tools to further LGBT workplace equality," said Out & Equal Founding Executive Director Selisse Berry. "This absolutely was our best Summit yet, and we're committed to making future Summits even better."

Judy Jbara, who has attended three Summits, agrees with Berry. Jbara is the Co-Chair of Out & Equal Workplace Advocates' regional affiliate in Southern California, where the 2010 Out & Equal Workplace Summit will be held.

"Words can't begin to express our excitement at having the opportunity to be the 'host affiliate' for the 2010 Workplace Summit in Los Angeles," said Jbara. "There are so many wonderful organizations and programs supporting LGBT workplace equality in Southern California that we partner with and we are thrilled to give them a national stage."

She also says there are "some special surprises in store in the talent and entertainment arena taking full advantage of our proximity and relationships in Hollywood. We truly believe that the 2010 Summit is going to be the best one yet."

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Luis Vera

Senior Corporate Accounts Associate

2009 Out & Equal Workplace Summit resources:

Workshop material: Review the [workshop materials](#) that were provided to us.

Videos: Watch some of the inspirational speeches and other [videos](#) featured at the Summit.

Text of notable speeches: Read some of the [speeches](#) from guest speakers

Outies Winners: Read who won the [2009 Out & Equal Workplace Awards](#).

Photos: View [photos](#).



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2010 Out & Equal Workplace Summit



Plans are already underway for the 2010 Out & Equal Workplace Summit in Los Angeles, set for Oct. 5-8, 2010.

Registration will be accepted beginning in January 2010. Check Out & Equal's [website](#) regularly for updates.

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Excitement for sponsors build for 2010 Out & Equal Workplace Summit

Sponsorship for the 2010 Out & Equal Workplace Summit, set for Oct. 5-8 in Los Angeles, is now open, with dozens of incredible [opportunities](#) for businesses and corporations to put their support behind lesbian, gay, bisexual and transgender workplace equality.

This year, the Summit offered a number of amazing opportunities for [sponsors](#), including team building, making direct connections with thousands of potential customers, networking benefits and dozens of special events.

Pfizer and American Express have already renewed their [sponsorship commitment](#) for 2010. Union Bank has signed up as a brand new sponsor for next year. Top sponsors report being optimistic about the economy continuing to improve and are already negotiating with Out & Equal to secure optimal visibility and leadership roles through multi-year sponsorships.

Several Advocate and Champion level sponsors have expressed their interest in stepping up to higher levels for the 2010 Workplace Summit.

The Gold level sponsorship is popular because it includes the opportunity for an organization to exclusively brand a Summit special event or featured panel, eight complimentary registrations and several other [benefits](#).

Usually, securing a successful sponsorship includes making an early budget request, lining up strong advocacy support from an active LGBT employee network and engaging active support from executive allies. Several exclusive pre-Summit sponsor receptions are now being planned for Los Angeles and other major cities across the country.

For more information about the 2010 Out & Equal Workplace Summit sponsorship opportunities or to view the impressive list of this year's [sponsors](#) contact [Sherrie Holmes](#), Director of Development & Communications at 415-694-6508.

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Out & Equal's diversity training makes history

The 2009 Summit was historic for the Out & Equal training department. Working with the U.S. Office of Personnel Management, the Summit was recognized as official training for federal employees.

Almost 75 federal employees attended and gathered information about best practices and current federal efforts for LGBT

employees.

Training also was authorized for the first time to award human resources continuing education units from the Society for Human Resource Management for the Train the Trainer and Building Bridges courses.

If you missed the Summit, check the [workshop materials](#) for valuable information on all aspects of LGBT workplace equality.

The scope of the training department is growing. Almost 100 people attended the Train the Trainer course at the Summit this year, providing an outreach to many more workplaces on LGBT inclusivity. We also added a new training partner, Global Learning Initiatives, which is working with multimedia online training for LGBT and ally workplace topics. GLI joins Anderson Davis, TransEd and Common Ground as Out & Equal University Partners. You can learn more about each group on the [training web site](#).

November continues to be a busy month, and includes the [November Town Call](#) speaker series. The Town Call will focus on Transgender Mentoring in the workplace, featuring Jamison Green and Lori Fox as our presenters. The Town Call will be on Nov. 19 due to the holidays. [Learn more](#).

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Top reasons to recruit candidates from LGBTCareerLink.com



1. Show off your branded recruiting materials on [LGBTCareerLink.com](#) with other diversity-friendly companies, including [Cargill](#), [Ebay](#), [Deloitte](#), [Kimpton Hotels & Restaurants](#), and others.
2. Seventy-six percent of registered job candidates hold bachelor's degrees, professional certifications and graduate degrees.
3. Fifty-six percent of registered job candidates have six to eight years of solid and progressively responsible work experience in a wide variety of fields.
4. Fifty percent of registered job candidates live in states not known for diversity friendliness and are willing to move out of state for a job at their own expense.
5. Job seekers spend more time on the site and view more pages than Google Benchmarks for other LGBT sites of similar size and recency.
6. Most visitors visit the [Jobs](#) pages first, followed by the [Companies](#) pages.
7. Job-seekers visit an average of 150 times per day, especially Monday-Friday.

By acting now, employers can lock in founding sponsorship rates of \$5,000, which allows one year of unlimited job postings, up to five web pages to display your branded recruiting materials and unlimited candidate searches. LBTCareerLink Hotline: 415.694.6535 or Associate Director of Career Development Resources [Julie Beach](#).

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OUT TAKES: Briefs & Events

Announcing Out & Equal's newest Regional Affiliate

Out & Equal has experienced tremendous growth in its regional affiliate program in 2009, with four new affiliates joining the Out & Equal family. Our newest affiliate is Out & Equal Houston. Houston marks the 18th affiliate for the organization. Other regional affiliates created in 2009 are Out & Equal St. Louis, Out & Equal Indiana and Out & Equal Tampa Bay.

Event benefits Out & Equal Workplace Advocates

Out & Equal Workplace Advocates was the beneficiary of a great fundraising event on San Francisco's Treasure Island on November 11. The event, called "Building Bridges" An LGBT Community Open House, was a collaboration with Jade Studio Productions in celebration of their new facility on the historic island.

Attendees were treated to an evening of eclectic music and diverse surroundings in their studio. Guest speakers included Joe D'Alessandro, president and chief executive officer of the San Francisco Convention & Visitors Bureau, Mirian Saez, Treasure Island director of island operations, Philippe Lee, founder and master photographer at Jade Studio Productions, and Selisse Berry, founding executive director of Out & Equal.

All proceeds are benefiting the Out & Equal programs and scholarship fund.

Out & Equal Metro New York

Dr. David M. Hall, author of "Allies at Work: Creating an LGBT Inclusive Work Environment," will discuss on Nov. 17 the importance of LGBT allies in shaping workplace climates, the business case for a strong ally program, and the cultural competencies required to understand the closet. The event will be held from 5:30 to 8:00 p.m. at PSEG Corporate Headquarters, 80 Park Plaza, Room 101, Newark, New Jersey. It is free to attend.

Out & Equal San Francisco Bay Area

Join us for a power breakfast, moderated panel and a Q&A on "The High Cost of a Silent Epidemic - HIV, Women and People of Color." Learn what you can do to stop the spread of HIV and AIDS in our communities. The event will be held on Dec. 1 from 9 a.m. to noon at the University of California at Berkeley's

Multicultural Center, Martin Luther King Student Union. It is free to attend.

Speakers:

- Belva Davis, Award Winning Journalist (Moderator)
- Dr. David Malebranche, Emory University Professor, 2006-2008 President's Council on AIDS
- Pastor MacArthur Flournoy, AIDS Activist
- Joan Benoit, Native American AIDS Project
- Berta Hernandez Ordonez, La Clinica de la Raza
- Barbara Williams, National Coalition of 100 Black Women

The event is sponsored by Genentech and Kimpton Hotels & Restaurants, and in association with UC Berkeley Health Services.

Out & Equal Atlanta

The Out & Equal Atlanta Regional Council and Advisory Board invites you and your guests to our "All I Want for the Holidays is Workplace Equality" Holiday Party on Dec. 10. Actor Thom Bierdz is our confirmed special guest. Thom plays the role of Phillip Chancellor III on CBS's The Young and Restless. He's reprising a role he held 20 years ago, but now with an important twist. Like Thom, his character on the show has come out - the first principle character in the world of daytime drama to do so. Thom is also a respected artist, with artwork hanging in private collections in Los Angeles, New York and around the world. During the party, he will create a painting that will be auctioned during the program. The event will be held from 6 to 10 p.m. at the Palomar Hotel in Atlanta. Cost is \$20 online, \$25 at the door. All proceeds will benefit the Out & Equal Atlanta Educational Scholarship Program.

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Out & Equal Workplace Advocates

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