

Welcome to Out & Equal's Feb Town Call

Be sure to dial into the audio portion of the conference at:

866-740-1260 (U.S. & Canada)

Participant Access code: 6946500



Your line will be muted until the Q&A portion

Out&EQUAL

Coming out time: LGBT & Allies!



Workplace
Advocates

Today's Town Call
Sponsored by:



Presenters:
Elizabeth H Brown, PFLAG
David M. Hall, Author
Toni Battle, SFGSA

Sponsor Welcome

Amanda DiPlacado

Account Executive for ReadyTalk

February Town Call sponsored by



out&EQUAL

Announcements



- ! Executive Forum (March 18 – 20 in San Francisco, CA)
- ! Gala Awards Dinner (June 11 in San Francisco, CA)
- ! Annual Summit 2009 – Orlando Florida (October 6-9)

ReadyTalk



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Coming out time: LGBT & Allies!



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PFLAG/Straight for Equality Report



Presenter: Elizabeth Hampton Brown, Director of Policy & Programs PFLAG

About PFLAG National

- ! Parents, Families and Friends of Lesbians and Gays
- ! Founded in 1973
- ! Mission:
 - ! Support
 - ! Education
 - ! Advocacy
- ! 500 affiliates and 200,000 members in the U.S.



The start of Straight for Equality (2007)

“I always wanted to be one of those people who would make things change for my gay friends – I just wasn’t sure how or where to do it.”

- ! A national outreach and education project to empower allies to support and advocate for their gay, lesbian, bisexual, and transgender friends and colleagues.
- ! Not about politics, protests, or confrontations.
- ! About having conversations to get past barriers and start moving equality forward



Why Allies?

- ! They're out there...looking for a home.
- ! Unique perspectives and contributions
- ! Ability to expand the purpose and efforts of your ERG/affinity group
- ! The great answer to the “what now?” question
- ! Possess the power to create workplace climate changes



Straight for Equality in the Workplace

- ! Trainings to **invite, educate** and **engage** straight allies to advance diversity and respect and increase productivity.
- ! Engage local PFLAG chapters to create community connections to advance educational opportunities for allies.

Objectives:

- ! Help teams learn more about the lives of their GLBT coworkers, friends, and family.
- ! Learn that there are many ways to be supportive.
- ! Invite people to learn more, speak up, and realize they can create change.
- ! Go beyond the implementation of policies to create climate and attitude change in the workplace.

the honor of
your inclusion
is requested



Straight for
Equality in the
Workplace

Corporations Talking About Allies...

MetLife



PEPSICO



Coca-Cola

sodexo

CATERPILLAR



MasterCard
Worldwide

 **BOEING**



RAYMOND JAMES

Johnson & Johnson

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Redefining “Straight Allies” at Work

- ! Being willing to learn more about GLBT people in order to understand their unique issues and challenges.
- ! Facing any discomfort or barriers you may have to “coming out” as an ally.
- ! Finding ways to be supportive, whether public or private.
- ! Knowing that there is no one way to be an ally, and that we all come to the title at a different pace.

The Results...So Far



For allies:

- ! More than **80%** of participants never attended an LGBT event before this one
- ! **95%** are likely to attend an LGBT event in the future
- ! **89%** found the recommendations valuable to them
- ! **More than** $\frac{3}{4}$ of participants say they will use the action items suggested in the training

For LGBTs:

- ! Interest in how to attract and engage new allies in different (usually less political) ways

Learn more...

Online:

! www.straightforequality.org



the incredibly detailed honest forthright fully comprehensive completely blunt shockingly simple wonderfully helpful and witty exposition on a topic that sometimes makes people blanch but really shouldn't because this compelling open and straight to the point (no pun intended) little publication will demystify the secret world of gay people and be your tried and trusted

**guide
to being a
straight ally***

In print:

! *the guide to being a straight ally*

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David Hall



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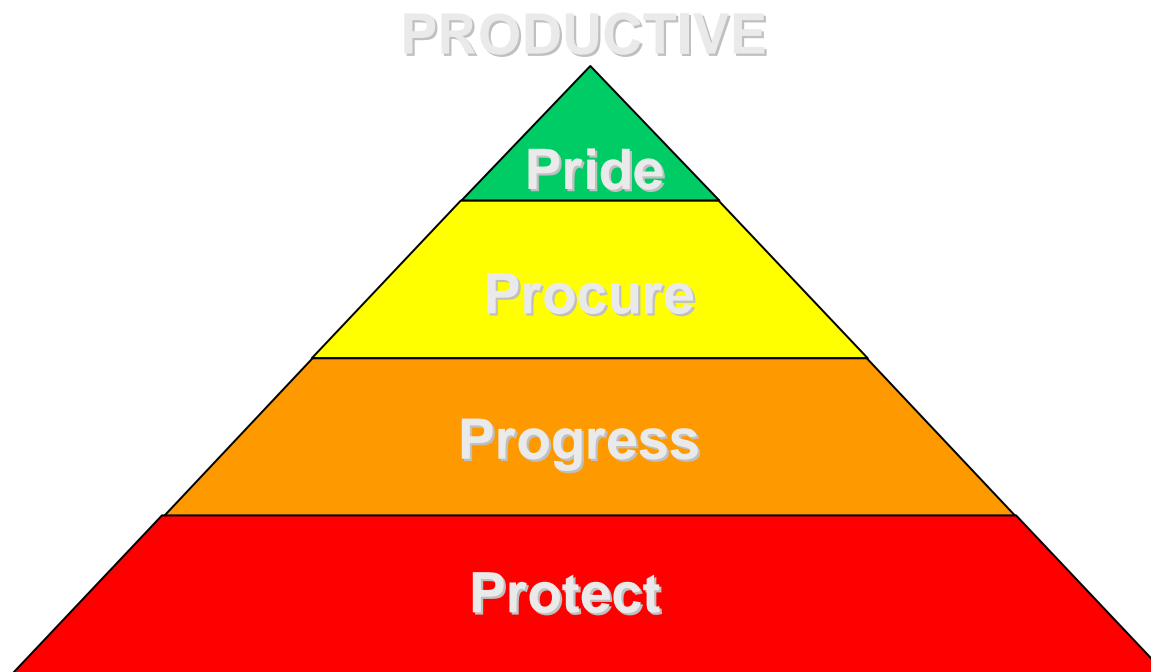


Presenter: David Hall, Author

Where do we start?

- ! Hatred is learned.
- ! Love is learned.
- ! How do we create more allies?

The 5 P's



Stages

Stage Number	Class Identity Stage	Guiding Question
1	Identity Confusion	Am I Gay?
2	Identity Comparison	What Does This Mean?
3	Identity Tolerance	Are There Others?
4	Identity Acceptance	Where Is My Support Network?
5	Identity Pride	Whom Do I Tell?
6	Identity Synthesis	So What?

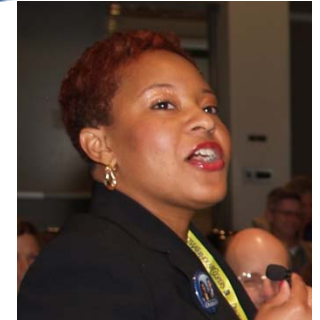
Nelson Continuum

- ! Rejecting Punitive
- ! Rejecting Non-Punitive
- ! Qualified Acceptance
- ! Full Acceptance

Creating A Culture of Awareness in the Workplace



Workplace
Advocates



Presenter: Toni Battle. SFGSA

“Embrace Diversity...Embrace Success”
tonirbattle@yahoo.com

Automatic Advantage

Some of us are born with an
automatic advantage

Manny Brandt, 2005

out&EQUAL

Automatic Advantage

- ! A.K.A. “Unearned Privilege...& MORE!”
- ! Privileges accorded to some individuals because they possess or demonstrate certain characteristics associated with the dominant culture or immediate setting in society, such as being heterosexual, white or male.
- ! These privileges are deeply ingrained into U.S. culture and for this reason it is hard to identify and relinquish them.
- ! WHAT DO YOU DO WITH YOUR AUTOMATIC ADVANTAGE???

Toni Battle/DuWayne Brooks “Embrace Diversity...Embrace Success” Copyright 2005

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Diversity Dynamics

- ! Cultural Identity
- ! Cultural History
- ! Cultural Patterns



Strategies for Skill Set Awareness



Toni Battle "Embrace Diversity...Embrace Success" Copyright 2005



Segregated Skills

- ! Working within personal “comfort zone” (we all have one)
- ! Comfortable with following policy & procedure
- ! Traditional versus non-traditional
- ! Why change? What for?
- ! May isolate as form of protection
- ! May need cultural ally as a bridge

Toni Battle “Embrace Diversity...Embrace Success” Copyright 2005

Integrated Skills

- ! Comfortable with working “within & outside of comfort zone”
- ! Comfortable with not following policy & procedure
- ! Non-traditional versus traditional
- ! Ask why? Why not?
- ! Flexes within various cultural settings, traditions, and norms with ease
- ! Bridges amidst troubled waters

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“Intragrated” Skills

- ! Some of us work under the assumption that because we share the same race, disability, sexual orientation, etc.—that we have the same experience
- ! Not everyone, including those of the same cultural background, have the same experience
- ! Intragrated Skills dictate this awareness and honor those possibilities
- ! Awareness that due to this difference there may be potential intra-cultural conflict
- ! Ability to recognize, respect, and successfully interact and develop relationships within this scope of difference

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ILLUSION OF INCLUSION



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ILLUSION

- ! A fragmented experience of reality which is based on duality and separation.
- ! An erroneous mental representation
- ! A misleading image visually represented.

INCLUSION

- ! Appreciation for the experience of another and acceptance of another's way.

Assimilation

- ! The social process of **absorbing** one cultural group into harmony with another
- ! The process of integration whereby immigrants, or other minority groups, are "**absorbed**" into a generally larger community
- ! This presumes a **loss of all characteristics which make the newcomers different**. A region where assimilation is occurring is sometimes referred to as a "**melting pot**".

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Important to Remember...

- ! Don't allow the illusion of inclusion, to exclude another's right to dignity and respect, due to their difference.
- ! To do so, condones a culture of assimilation even if it warrants a person's denial of their difference.
- ! Unfortunately, this encourages denial of self.

Sacrifices of Assimilation

- ! Denial of self
- ! Self Hatred
- ! None recognition of the individual
- ! Lack of voice
- ! Wall of silence
- ! Resentment of non-participation
- ! “Passing”

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Questions & Answers

How to ask a question...

- ! Online - use chat mode anytime during webinar
- ! Teleconference - dial *7 to ask your question, *6 to mute your line after the question



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Closing Comments



Thank you for your participation!

Please complete our Town Call survey when you exit the webinar!

Consider a donation to Out & Equal:

<http://www.outandequal.org/about/Donations.asp>

Next Town Call:

Thursday, March 26, 2009 on the O&E Outie Award process and winners



More questions?
Contact Pat Baillie, Training Manager
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