



Welcome to Out & Equal's March Town Call

Be sure to dial into the
audio portion of the conference

1-866-740-1260 (U.S. & Canada)

Participant Access code: 6946500

Your line will be muted



Outie Award Nominations & Summit Workshop Proposals



**Today's Town Call
Sponsored by
Out & Equal's Summit & Events Department**

**Presenters:
Anthony Bannon, O&E
Kevin Jones, O&E
Chris Crespo, Ernst & Young**

Announcements



! Out & Equal's National Celebration
June 11th in San Francisco, CA

! 2009 Out & Equal Workplace Summit
October 6th thru 9th at Disney's Coronado Springs in Florida
Online registration and housing opens in early April!

Workplace Award Nominations & Summit Workshop Proposals



Presenters:

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Summit Overview



Presenter: Anthony Bannon, O&E Associate Director of Summit & Events

2009 Summit Goals



Summit workshops and programs share the objective of addressing the evolving learning needs of our participants, from basic skills necessary to understanding the LGBT experience to advanced or specialized topics.

2008 Summit Demographics

States represented: **42 + D.C.**

Countries represented: **17** (United Kingdom, Canada, France, Germany, Belgium, Netherlands, Hungary, South Africa, Namibia, Peru, Brazil, Colombia, Costa Rica, Kazakhstan, Singapore, Australia, and the United States)



Human resource/diversity
officials:

16.6% of attendees

Gender identity

Male: **57.7%**

Female: **39.5%**

Transgender: **2.7%**

Sexual orientation

Gay: **51.7%**

Lesbian: **21.4%**

Heterosexual: **21.1%**

Bisexual: **3.8%**

Other/Queer: **1.8%**

Workshop Proposals



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Professional/ Personal Development Opportunities



Full and Half Day Leadership Seminars (Held Tuesday, October 6, 2009)

- ! 90 Minute Workshops
- ! 150 Minute Intensive Workshops
- ! Featured Sessions

Out & Equal requires proposals from potential presenters of seminars, workshops, intensives, and featured sessions.

Proposal Submission and Acceptance Process

- ! The workshop RFP is available on our website <http://outandequal.org/2009-summit-workshops>
- ! **May 1** – Deadline to submit a workshop proposal
- ! **May 2** thru **June 11** – Review of workshop proposals
- ! **June 29** – Notification of acceptance
- ! **July 31**- Deadline to accept invitation to present and confirm title, description, and presenters
- ! **September 30** – deadline to provide soft copies of all workshop materials (handouts, PowerPoint, multimedia, etc...)

Resources

2008 Summit Program Book:

<http://www.outandequal.org/documents/SummitProgramBook2008.pdf>

Peruse workshop descriptions and presenter biographies to get ideas for your 2009 Summit workshop proposal.

Download the questions that you'll find on the workshop proposal RFP:

http://www.outandequal.org/documents/2009_Call_for_Workplace_Award_Nominations.pdf

You will be required to submit your workshop proposal using our online form, which will become available on April 1, 2009. The form must be completed in one sitting. Out & Equal recommends that you download the questions you will encounter and answer them ahead of time so that you may copy and paste them into the form. This also allows you to pass the proposal between presenters for review before submission.

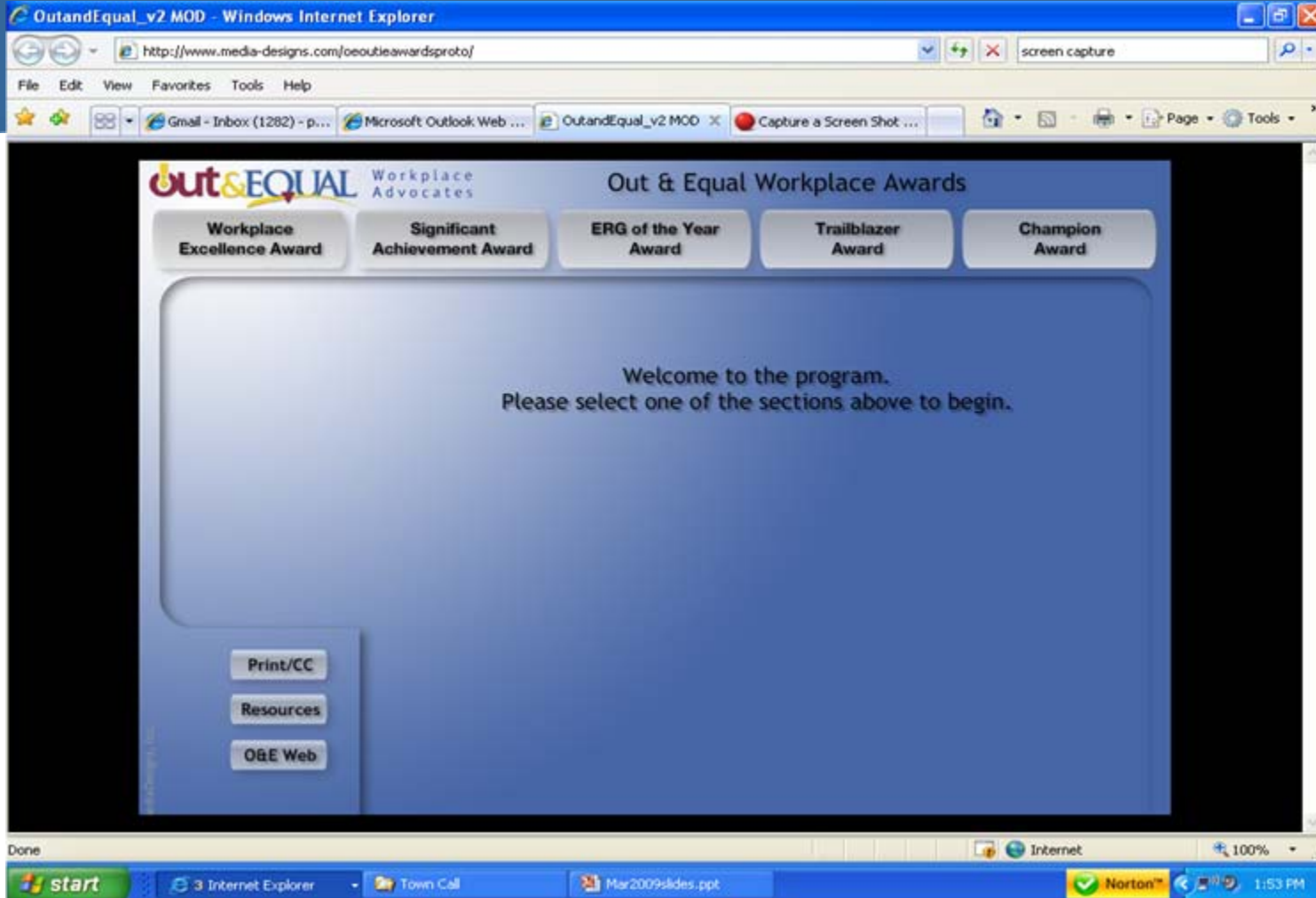
Questions & Answers

How to ask a question...

- ! Online - use chat mode anytime during webinar
- ! Teleconference - dial *7 and ask your question & then *6 to return your phone to mute



New Online Programming Demonstration



**Presenter:
Pat Baillie, O&E**

*Use this link to view the entire program:
<http://www.media-designs.com/oeoutieawardsproto/>*





Viewing an Award Category

OUT AND EQUAL WORKPLACE AWARDS NAVIGATION GUIDE

This Navigation Guide will show you how to access information and updates in this program.

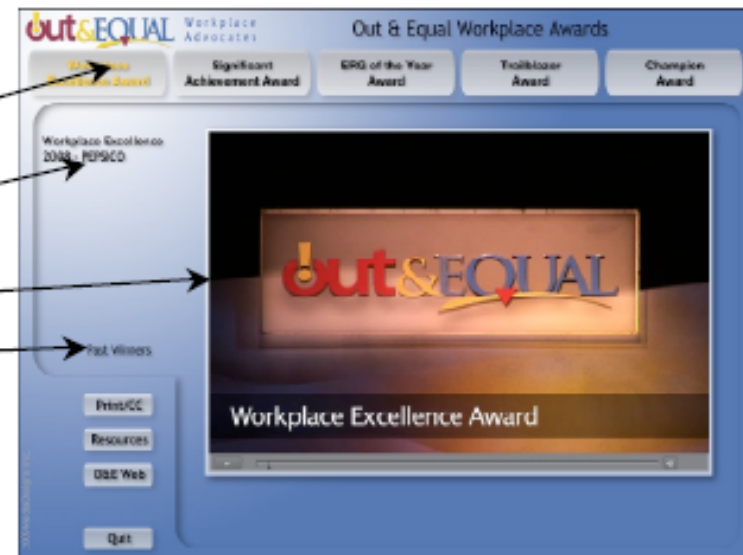
Sections

There are five key sections.

Click on a section button

- to view sub-sections
- to play an introductory movie
- to access section web link

You can click on the movies to stop and start playback.



Use this link to view the entire program:
<http://www.media-designs.com/oeoutieawardsproto/>





Selecting Information to View

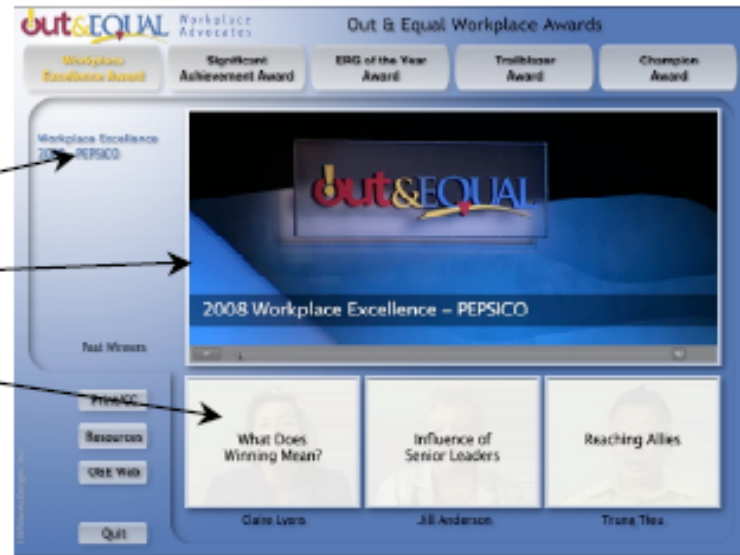
Sub-sections

Sub-sections provide details related to a topic.

Click on a sub-section button

- to play a framing movie
- to play commentary

You can click on the movies to stop and start playback.



Use this link to view the entire program:
<http://www.media-designs.com/oeoutieawardsproto/>





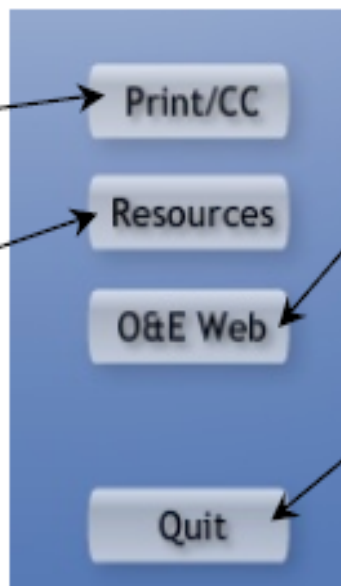
Additional Features

Print/CC

Click to print transcription of audio portion and resources.

Resources

Click to access materials related to the program.



O&E Web

Click to access O&E Website.

Quit

Click Quit button to exit program and view program credits. *Close the browser if viewing program online.*

Use this link to view the entire program:
<http://www.media-designs.com/oeoutieawardsproto/>

Outie Awards



Presenters:
Anthony Bannon, O&E
Kevin Jones, O&E
Chris Crespo, Ernst & Young



About the Out & Equal Workplace Awards

- ! Out & Equal Workplace Awards will be presented at the 2009 Out & Equal Workplace Summit on Thursday, October 8th during the Gala Awards Dinner.
- ! The Out & Equal Workplace Awards (commonly referred to as "The Outies") honor individuals and organizations that are leaders in advancing equality for lesbian, gay, bisexual, and transgender (LGBT) employees in America's workplaces.

Trailblazer Award

This award recognizes an LGBT person who has made a significant contribution to advancing workplace equality. This individual's activities will have made a marked improvement in their own workplace and/or have contributed to equality nationally.

Past Winners

- ! 2008 - Chris Crespo, Ernst & Young
- ! 2007 - Dr. Judy Lively, Kaiser Permanente
- ! 2006 – Emily Jones, Kodak
- ! 2005 - Leslie (Les) Hohman, GM PLUS
- ! 2004 - Robert Burrell, Ford
- ! 2003 - Wesley Combs, Witeck-Combs Communications
- ! 2002 - Dr. Louise Young, Raytheon
- ! 2001 - Mary Ann Horton, Avaya

Champion Award

This award recognizes a non-LGBT person who has played a pivotal role in championing equal treatment of LGBT employees on the job. This individual will have shown a unique commitment to LGBT workplace rights and will have used his or her talents to further that cause, even at some risk.

Past Winners

- ! 2008 - William C. Thompson, Jr., City of New York
- ! 2007 - Ana Duarte McCarthy, Citi
- ! 2006 – Deborah Dagit, Merck
- ! 2005 - June R. Cohen, DuPont
- ! 2004 - Laura Brooks, Eastman Kodak
- ! 2003 - Judy Boyette, University of California
- ! 2002 - William Perez, CEO of SC Johnson & Son
- ! 2001 - Cathy Brill & Lisa Vitale, Kodak

LGBT ERG of the Year

This award recognizes a particular employee resource group (ERG), sometimes referred to as a business group or network that has a proven track record of success in advocating for LGBT equal rights in its own workplace.

Past Winners

- ! 2008 - Hewlett-Packard's HP PRIDE
- ! 2007 - Nike's GLBT & Friends Network
- ! 2006 – GLEAM, Microsoft
- ! 2005 - Chevron Lesbian & Gay Employee Association (CLGEA)
- ! 2004 - Lambda Network at Eastman Kodak Company
- ! 2003 – GLBC at SC Johnson
- ! 2002 - SEA Shell at Shell Oil, Co.
- ! 2001 - Pride at Walt Disney

Significant Achievement Award

This award recognizes any employer that has made significant strides in the past year in advancing a fair and equitable workplace for its LGBT employees, such as: announcing domestic partner health insurance, including gender identity diversity training, or initiating a unique general advertising campaign that includes LGBT people.

Past Winners

- ! 2008 – Goldman, Sachs & Co.
- ! 2007 - Ernst & Young LLP
- ! 2006 – PricewaterhouseCoopers
- ! 2005 - IBM
- ! 2004 - Hewlett Packard Company
- ! 2003 - Chubb Group of Insurance Companies
- ! 2002 – JPMorgan Chase
- ! 2001 - Motorola

Workplace Excellence Award

This award recognizes any employer that has an historic and ongoing commitment to pursuing and executing workplace equality for LGBT employees in their own workplace. This employer has a history of continually raising the bar of workplace equality for others to follow.

Past Winners

- ! 2008 – PepsiCo
- ! 2007 - Wells Fargo
- ! 2006 – JPMorgan Chase
- ! 2005 - Citigroup
- ! 2004 - Kaiser Permanente and Pacific Gas & Electric Company (Tied)
- ! 2003 - NCR Corporation
- ! 2002 - American Airlines
- ! 2001 – IBM

Outie Award Nomination Process

- ! The Outie nomination form is available online at <http://outandequal.org/outie-awards>
- ! **May 22** – Deadline to nominate
- ! **May 25** thru **June 19** – Review of nominations; finalists selected
- ! **July 17** – Deadline for additional finalist materials
- ! **July 27** thru **August 17** – Judges select Outie award winners
- ! **September 7** – Notify Outie award winners
- ! **September 25** – Deadline for award winner videos (to be shown at Awards Dinner)
- ! **October 8** – Winners announced during the Gala Awards Dinner



Resources

Information on past Outie award winners:

<http://outandequal.org/outiewinners>

Find out more about the individuals and companies that have won all the types of Outie awards in the past. Does the individual or company you have in mind for nomination measure up?

Download the questions that you'll find on the Outie award nomination form:

<http://www.outandequal.org/outie-nominations>

You will be required to submit your nomination using our online form, which will become available on April 1, 2009. The form must be completed in one sitting. Out & Equal recommends that you download the questions you will encounter and answer them ahead of time so that you may copy and paste them into the form. Remember that those who end up nominating finalists will be asked to gather additional materials for the panel of judges!

Questions & Answers

How to ask a question...

- ! Online - use chat mode anytime during webinar
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Out & Equal Sponsorship



Presenter: Kevin Jones, O&E Deputy Director



Summit Sponsorship

Signs of Equality: Our Time is Now !



2008 Summit Sponsors

THANK YOU OUT & EQUAL'S 2008 SPONSORS

BUILDING PROGRESS TOGETHER

PRESENTING



GALA



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FRIENDS





Summit Sponsorship



Sponsor and partner benefits

2009 OUT & EQUAL WORKPLACE SUMMIT for LGBT EQUALITY
Disney's Coronado Springs Resort, Walt Disney World, Florida - October 6-9, 2009

LGBT talent advancement, recruitment, customer loyalty, community service



Sponsorship Opportunities
click [here](#) for more info





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Closing Comments





Thank you for your participation!

Complete our March Town Call survey:

<http://tinyurl.com/marchtowncall>

Consider a donation to Out & Equal:

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

Next Town Call:

Thursday, April 30, 2009 on

Faith in the Workplace

More questions?

Contact Pat Baillie, Training Manager
pbaille@outandequal.org - 415-694-6521

