

## January 2010

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## Out & Equal Board of Directors

President

## Out & Equal Workplace Advocates welcomes new Board members

Out & Equal Workplace Advocates is proud to announce that three new Board members have joined its governing [Board of Directors](#). They are:

- Ambassador (ret.) [Michael Guest](#), Senior Advisor to the Council for Global Equality
- [Julie Hogan](#), Regional Vice President at Xerox Corp.
- [Megan Wallent](#), General Manager at Microsoft

"I am delighted to welcome our new Board members to Out & Equal," said Founding Executive Director Selisse Berry. "They each bring an incredible amount of dedication and passion to the movement of achieving lesbian, gay, bisexual and transgender workplace equality, and they will help us further our mission nationally and globally."

Guest made national headlines three years ago when he decided to retire from his role as a U.S. diplomat - serving in various positions over 26 years - to protest the lack of equal rights, benefits and protections for partners of gay and lesbian Foreign Service employees. He subsequently served on President Barack Obama's State Department Transition Team, identifying remedies to these policies, which the Obama Administration has since adopted. Guest co-founded and works with the Council for Global Equality, a coalition of 18 human rights and LGBT organizations that seeks stronger U.S. support for LGBT equality at home and abroad. He resides in Washington D.C. with his partner, Alex Nevarez.

Hogan is responsible for Xerox sales, technical services delivery and professional services throughout the San Francisco Bay Area. She has played various roles at Xerox over the last two decades. She joined Xerox as a customer services engineer, held various services operations management positions and general management assignments, including strategy, planning and technology infrastructure. Before joining Xerox, she served in the United States Navy, providing technical support for classified defense computer systems and intelligence projects. She currently resides in San Ramon, California with her partner, Allison Leach.

Wallent has spent more than a decade working for Microsoft,

Kayla Shell, Dell

**Vice President**

Steve Sears, WGBH

**Treasurer**

Tom Johnson, Clorox

**Secretary**

Marcelo Roman, IBM

**Directors**

Michael Guest, Council for Global  
Equality

Julie Hogan, Xerox

Rita Lane, Apple Inc.

Eleanor Mercado, Paul, Hastings,  
Janofsky & Walker LLP

Christine Smith, Deloitte

Kyle Spainhour, Motorola Inc.

Megan Wallent, Microsoft

**Staff**

Selisse Berry

**Founding Executive Director**

Kevin Jones

Deputy Director

Sherrie Holmes

Director of Development &  
Communications

Beatriz Rincón

Director of Finance & Operations

Pat Baillie

Associate Director of Training &  
Professional Development

Anthony Bannon

Associate Director of Summit & Events

Julie Beach

Associate Director of  
Career Development Resources

Pamela Berkowitz  
Operations Manager

Dave Bueché

Senior Manager, Development &  
Communications

Stephen Gould

Associate Director of NETWORKS!

Erik Olvera

Associate Director of Marketing &  
Communications

George Cabral

Executive Assistant

Stanley Ellicott

Senior Communications Projects  
Associate

responsible for delivering multiple versions of Internet Explorer, leading a large team that built major portions of Windows Vista, and currently leads a team in the Windows Server and Tools Division. She's an outspoken advocate of transgender rights, and transitioned on the job in 2007. She chronicled her experiences on [meganwallent.com](http://meganwallent.com), which has generated a wide and varied readership. She resides in Seattle, Wash., with her spouse, Anh, and their children, Peri, John and Daniel.

Berry also thanked outgoing Board members, Tara Bunch, who served four years on the Board, including two years as President, and Amanda Simpson, who left the Board this month after three years to take a senior advisory position within the United States Department of Commerce.

"Tara and Amanda have both played invaluable roles with Out & Equal," Berry said. "We appreciate everything they have done for us, and their commitment to making a difference for the LGBT community. They will continue to be instrumental in the movement for LGBT equality, either through their direct involvement with Out & Equal or by being the voices of our community in their own workplaces."

The new Board members will serve a two-year renewable term beginning this month.

## Out & Equal Executive Forum:

### Applications and nominations being accepted for the 2010 Out & Equal Executive Forum

Out & Equal Workplace Advocates is now accepting [applications](#) and [nominations](#) for one of the most highly-sought conferences for [high-ranking](#) and [emerging](#) lesbian, gay, bisexual and transgender corporate leaders.

The [2010 Out & Equal Executive Forum](#), set for April 19-21 at the Le Parker Meridien in New York City, brings executives together for a unique, two-day experience to work directly with leading experts and take home tangible ways to enhance their effectiveness as leaders in their workplaces. Only a limited number of seats are available for this third-annual event. [Act now](#) if you're interested in being considered for this experience.

"Over the years, we have created a unique program that gives LGBT executives from around the world the opportunity to learn best practices from one another and become examples for millions of people on how to be successful while being true to oneself," said Out & Equal Founding Executive Director Selisse Berry.

At the Executive Forum, participants will:

- Hear from a selection of leading experts on issues that intersect with participants' executive roles, their LGBT identities and their advocacy
- Engage in dialogue with peers on the toughest issues related to

Morgan Falkenrath Green  
Senior Program Associate

Dani Siragusa  
Senior Events Associate

Luis Vera  
Senior Corporate Accounts Associate

the LGBT equality movement

- Gain a greater understanding of their roles as leaders in their corporations and as leaders creating inclusive workplaces
- Learn why what they think, say and do matters to the LGBT and ally community within their companies and beyond
- Learn successful strategies and tactics for an executive to further build and out and equal workplace
- Receive encouragement and coaching from peers on how to be the most authentic and powerful self
- Benefit from expert facilitation to help reflect on and process provocative questions that arise during the Executive Forum

Co-chairs of the Executive Forum this year are [Tara Bunch](#) and [George Kalogridis](#). Bunch, past President and a member of Out & Equal's Board of Directors, is the Vice President of Global Customer Support Operations at HP. Kalogridis was recently promoted to President of Disneyland Resort and has worked at Disney for 38 years.

[Christie Hardwick](#) will again serve as lead facilitator for the Executive Forum, which will feature two inspiring plenary sessions, group work sessions and panel discussions. The Executive Forum concludes with the [Leadership Celebration](#), which includes a reception and special dinner.

Find out if you may [qualify](#) to apply for a seat. We're always looking for new LGBT executives to invite to apply for the Executive Forum. If you know someone who meets the qualifications, please forward a [nomination](#).

If you have any questions about the Executive Forum or the Leadership Celebration, contact Associate Director of Summit & Events [Anthony Bannon](#) at 415-694-6516.

Sponsorship opportunities are still available. Please contact Director of Development & Communications [Sherrie Holmes](#) at 415-694-6508 to learn more about how you and your company can participate.

## Town Call:

### Dare to plan - Develop your ERG programming with impact!

We made it through 2009! So what should we be thinking about for our LGBT and ally organizations during this coming year? There is the potential for incredible change for LGBT employees in the workplace in 2010, and employee resource groups can be a major resource in guiding and informing those changes. For LGBT federal employees, benefits may become part of their compensation package as votes go to the full house and senate on the Domestic Partnership Benefits and Obligations Act introduced in 2009.

In March and April, Census 2010 will arrive, and although still not counting individual LGBT community members, it does provide another opportunity to create more visibility through same sex couples. We're

all anticipating the 2010 passage of the fully-inclusive Employment Non-Discrimination Act, which will provide federal protections for sexual orientation and gender identity. And then there are the annual events - Pride month, National Coming Out Day, Transgender Day of Remembrance and World AIDS Day!

Join this Town Call to engage on ERG resources in development at Out & Equal, and the latest news and the resources that are available to help shape LGBT awareness in 2010 in your organization, in your state and around the world.

[Register for Town Call now!](#)

When: Jan. 28 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

## On the calendar for February

### Building Bridges:

#### Second of three-part live webinar series offered

The Building Bridges Toward LGBT Diversity webinar series is offering the [second](#) of its three-part training course on Feb. 11. This program targets senior executives, managers, human resources and diversity professionals, customer service representatives and the general employee population. Instructors also have experience with social services, faith communities, governmental and educational employers, and provide relevant examples based on the course attendees.

The course is designed to help employers get the most from their employees. This training fosters increased awareness to develop a healthier and safer workplace where all employees are engaged in the mission, increasing the level of comfort for all and improving communication between LGBT and straight employees and the customers they serve.

The [second part](#) of the series, [The Business Case for LGBT Inclusion](#), will include:

- The business case covering national and state laws, company policies/benefits, recruiting, retention, promotion and customer service when employees are fully engaged
- Why allies are needed to promote workplace equality

The [webinar](#), set for Feb. 11, begins at 8:30 a.m. Pacific (9:30 a.m. Mountain; 10:30 a.m. Central; 11:30 a.m. Eastern). It is 75-minutes long.

Regular participant registration is \$49.95 (government and nonprofit rates available).

Learn more about group discounts - for more than five registrations -

by contacting Out & Equal Senior Program Associate [Morgan Green](#).

Part [three](#), [Action Planning](#), will be held on March 4.

Register for [part two](#) and [part three](#) now.

## Out & Equal University:

### Live webinar: Developing a Strong Ally Program

The key to full inclusion in the workplace for LGBT employees is the development of allies. Whether these allies are in management, human resources, within our employee resource groups or in our work groups, allies provide a voice and an outreach that directly impacts the policies, procedures and climate of the workplace. The purpose of this webinar is to discuss and develop action plans for engaging and working with LGBT allies to work toward LGBT workplace equality.

This webinar focuses on identifying the concrete steps to take in changing corporate culture. To do this, we have [Dr. David M. Hall](#), author of the book published by Out & Equal, "[Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment](#)." He will help examine the unique challenges of being out at work as LGBT people and analyze the ways to influence the culture, not just the policy and procedures. Using lecture, discussion and action planning work, the course will develop plans that can move from planning to results.

This course has been submitted to Society for Human Resources Management for Continuing Education Unit Credit and can count for human resources training.

For each webinar, regular participant [registration](#) is \$49.95 (government and nonprofit rates also available).

Learn more about group discounts - for more than five registrations - by contacting Out & Equal Senior Program Associate [Morgan Green](#).

**When:** Feb. 16

**Time:** 1:30 p.m. Pacific; 2:30 p.m. Mountain; 3:30 p.m. Central; 4:30 p.m. Eastern

**Where:** Live webinar

**Presenter:** David M. Hall

## Town Call: Save the date - Feb. 25

### 2010 Out & Equal Workplace Summit overview

Don't forget to save the date for February Town Call, set for Feb. 25. Out & Equal Associate Director of Summit & Events Anthony Bannon will discuss the workshop proposal process for the 2010 Out & Equal Workplace Summit, which will be held from Oct. 5-8 in Los Angeles.

Bannon will also discuss the the nomination and selection process for

the Out & Equal Workplace Awards, known as the Outies and presented during the Workplace Summit.

Out & Equal Workplace Advocates™ is a national nonprofit 501(c)(3) organization. Out & Equal champions safe and equitable workplaces for lesbian, gay, bisexual, and transgender (LGBT) people. The organization advocates building and strengthening successful organizations that value all employees, customers, and communities. Visit our [website](#).



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