



Welcome to Out & Equal's June 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, you are listening to:

["Shaping Lesbian, Gay, Bisexual and Transgender Workplace Equality,"](http://www.outandequal.org/2009SummitVideo)

<http://www.outandequal.org/2009SummitVideo>

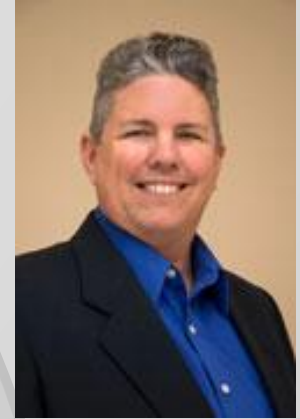
Federal Perspectives: What we are celebrating this Pride!



Presenters:

Pat Baillie (O&E), Julie Kruse (Immigration Equality), Justin Tanis (NCTE)

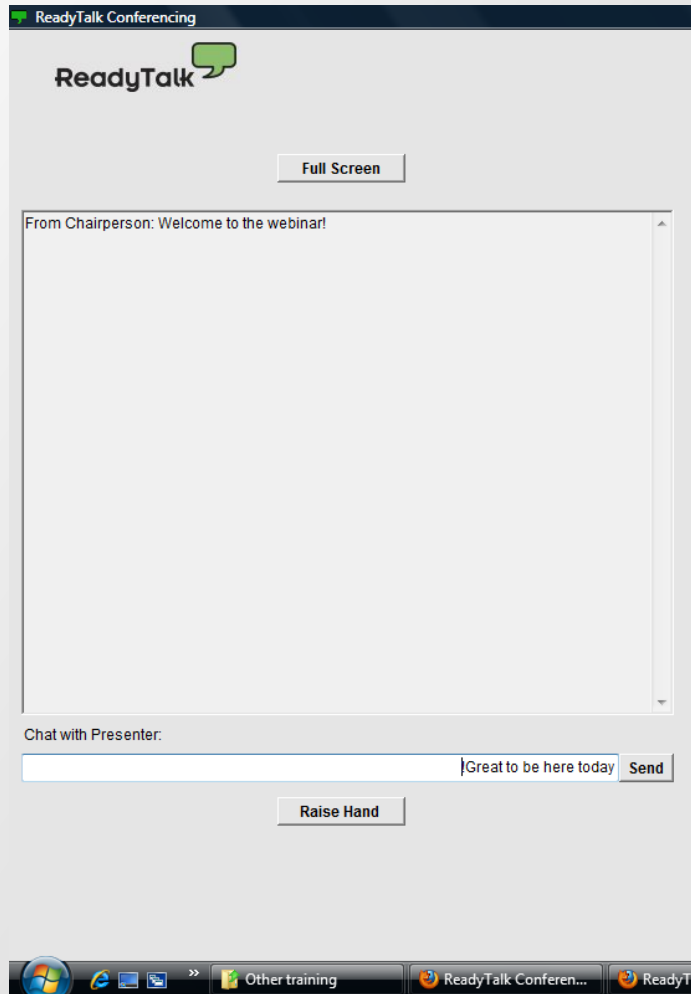
Moderator: Pat Baillie



Announcements

- ◎ **July 20 - Part II – Transgender Intensive**
- ◎ **Oct 5-8 – Annual Summit – Los Angeles -**
<http://outandequal.org/summit-2010> (registration opens July 1!)
- ◎ Check www.outandequal.org for more info on:
 - Upcoming Training - <http://www.outandequal.org/training-programs>
 - Regional Affiliates - <http://www.outandequal.org/regional-affiliates>
 - Employee Resource Groups -
<http://www.outandequal.org/resources/groups>
 - CareerLink - <http://lgbtcareerlink.com/>

ReadyTalk Features



- Lines are muted
- Use chat to ask questions during the presentation (chats go to the presenters)
- Technical problems, raise your hand and check the chat box!
- Cut & Paste links from chat
- Polling – select an answer, submit and see results

Federal Perspectives: What we are celebrating this Pride!



Presenters:

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Moderator: Pat Baillie

Federal Updates



Presenter:

**Pat Baillie, Associate Director of
Training & Professional
Development, O&E**

- ⦿ Federal Local Law Enforcement Hate Crimes Prevention Act of 2009 (Matthew Shepard Bill) – passed and signed into law in 2009



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- ⦿ Employment Non-Discrimination Act (ENDA), S 1584/HR 3017 – employment protections for sexual orientation and gender identity





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- ⦿ Employment Non-Discrimination Act (ENDA), S 1584/HR 3017 – employment protections for sexual orientation and gender identity
- ⦿ Military Readiness Enhancement Act of 2010, H.R. 1283, S. 3065 - Repeal of Don't Ask, Don't Tell



U.S. Immigration Law: Challenges to Recruitment and Retention of LGBT Employees



Presenter:
Julie Kruse
Policy Director
Immigration Equality

BUSINESS COALITION

for the Uniting American Families Act

Add poll

How many of you have a partner who is not a US citizen?

Yes

No

Not applicable

Overview

The Issue: Immigration inequities for LGBT people



Overview

The Issue: Immigration inequities for LGBT people

The Solution: Uniting American Families Act



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The Ask: Join the Business Coalition for the Uniting American Families Act



Overview

The Issue: Immigration inequities for LGBT people

The Solution: Uniting American Families Act

The Ask: Join the Business Coalition for the Uniting American Families Act

The Advocates:
Immigration Equality



The Issue

- ◎ US immigration law does not recognize same-sex couples.
 - American gay and lesbian employees with foreign national partners cannot sponsor those partners or their children for immigration benefits.
 - Foreign national gay and lesbian employees may not bring non-American partners with them to the U.S. on the dependent visas that other employees use.



The Issue

Damaging impact on US-based corporations:

- **Lost talent**
 - Hurts Recruitment
 - Hurts Retention



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- **Lost productivity**



The Issue

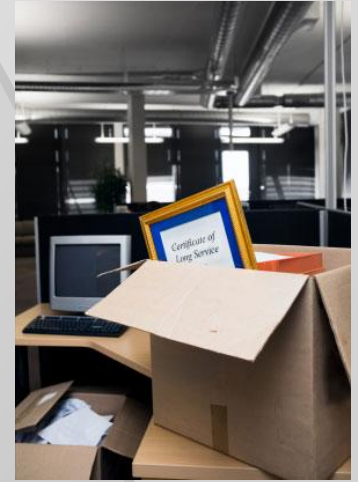
Damaging impact on US-based corporations:

- **Lost talent**
 - Hurts Recruitment
 - Hurts Retention
- **Lost productivity**
- **High cost** of relocations/retraining/other work-arounds



The Issue

- Very few options exist for companies who want to keep LGBT employees facing family separation.
- Relocating a key employee to offices in the UK, Australia, Canada, or another country that recognizes same-sex couples for immigration.
- Hiring a key employee's partner in order to sponsor that person for a work visa.



The Issue

- ⦿ When these options are exhausted, the result is loss of talent.
 - “Novartis wanted to hire an MD from Switzerland who had experience leading clinical trials, which is hard to come by – but the job was in the US and there was no way to bring her partner and their daughter to the States. In the end, she took a job with Roche, our competitor, who could place her in a senior position in Basel.”



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 - “I’m concluding a two-year training program soon. I could get a visa anywhere, but the real advancement is at our home office in New York. But I can’t move there if my partner can’t come with me.”



The Washington Post

Separation Anxiety

Gay couples should be allowed to stay together in the United States.



Same-sex couples seek immigration benefit

The New York Times

Bill Proposes Immigration Rights for Gay Couples

The Solution

- The solution is the **Uniting American Families Act (“UAFA”)**.
 - UAFA is a bill in Congress that would allow U.S. citizens and residents to sponsor their lesbian and gay life partners and children for immigration to the United States.
 - UAFA would amend US immigration law by adding the term “permanent partner” next to “spouse.”



Current status of the legislation:

- UAFA - S. 424 / H.R. 1024
- Leads: Sen. Patrick Leahy (D-VT) and Rep. Jerry Nadler (D-NY).
- Cosponsors: 125+ Reps, 24+ Senators
- The House Reuniting Families Act (“RFA”) – HR 2709-also includes the text of the Uniting American Families Act.



The Solution

- ◎ Both bills are slated to become part of Comprehensive Immigration Reform (“CIR”).
- Senate
- House
- White House



Request for Support

- ◎ Corporate support is critical to passing the legislation.
- Five Business Coalition for UAFA corporations have lobbied Congress – in person – for passage of UAFA.
- The Business Coalition for UAFA holds lobby days focused on the business need for UAFA.

“Things we can fix ourselves, we fix internally.
This is a problem we can’t fix alone.” - Cisco

Request for Support

Current Members of the Business Coalition for UAFA

- American Airlines
- Bausch & Lomb
- Carlson
- Cisco Systems
- Diageo
- The Estee Lauder Companies
- Intel
- Marriott International
- Medtronic
- Nike
- Omnicom
- Pfizer
- Replacements, Ltd.
- Starwood Hotels

- ◎ The Business Coalition for UAFA letter was sent to the full House of Representatives in June 2010

BUSINESS COALITION for the Uniting American Families Act

June 23, 2010

Dear Honorable Senators and Members of Congress:

The undersigned represent the vast number of U.S. corporations who support the values and principles that are at the core of the Uniting American Families Act.

Our companies represent diverse industries, from pharmaceuticals to hospitality to technology. What we share is frustration at seeing our lesbian, gay, bisexual, and transgender (LGBT) employees treated differently under U.S. immigration law than their colleagues.

We have each worked to help American employees whose families are split apart because they cannot sponsor their committed, permanent partners for immigration benefits. We have lost productivity when those families are separated; we have borne the costs of transferring and retraining talented employees so they may live abroad with their loved ones; and we have missed opportunities to bring the best and the brightest to the United States when their sexual orientation means they cannot bring their family with them.

We have long supported LGBT employees facing immigration discrimination and we will continue to support them, but the real solution is for Congress to amend the Immigration and Nationality Act to recognize same-sex permanent partners. Passage of the Uniting American Families Act (H.R. 1024/S. 424), the Reuniting Families Act (H.R. 2709), or the inclusion of permanent partners in comprehensive immigration reform would accomplish this necessary goal.

We endorse this legislation not only as a matter of fairness, but because we cannot afford to lose our most precious resource: talent.

Sincerely,

Business Coalition for the Uniting American Families Act

American Airlines ~ Fort Worth, Texas
 Bausch & Lomb ~ Rochester, New York
 Carlson ~ Minneapolis, Minnesota
 Cisco Systems ~ San Jose, California
 Diageo ~ Norwalk, Connecticut
 The Estee Lauder Companies ~ New York, New York
 Intel ~ Santa Clara, California
 Marriott International ~ Bethesda, Maryland
 Medtronic ~ Minneapolis, Minnesota
 Nike ~ Beaverton, Oregon
 Omnicom ~ New York, New York
 Pfizer ~ New York, New York
 Replacements, Ltd. ~ Greensboro, North Carolina
 Starwood Hotels ~ White Plains, New York

COALITION MEMBERS

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Fort Worth, Texas

Bausch & Lomb
Rochester, New York

Carlson
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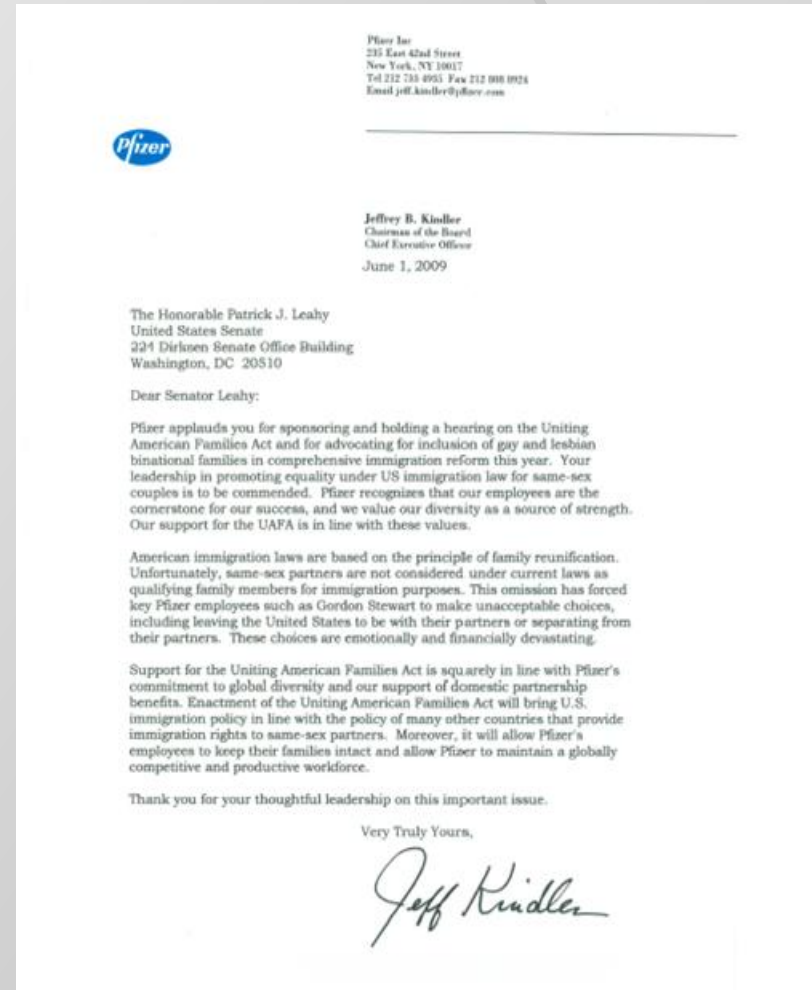
Pfizer
New York, New York

Replacements, Ltd.
Greensboro, North Carolina

Starwood Hotels
White Plains, New York

Immigration Equality
Washington D.C.

- Join the Business Coalition for the Uniting American Families Act
 - Sign on to the Business Coalition for UAFA letter.
 - Have your CEO write an additional endorsement letter to your members of Congress.



Request for Support

- Help make UAFA an internal company priority:
 - Collect the stories of affected employees
 - Share instances of those who have left the company, declined an offer, needed a transfer, or declined a transfer due to US immigration restrictions



Request for Support



◎ Lobby Capitol Hill

- Come with us to the next Business Coalition for UAFA lobby day
- Coordinate with your DC Government Affairs division so that lobbyists are available to attend critical hill meetings and make phone calls to members of Congress at key junctures.
- Have your CEO write an additional endorsement letter to your members of Congress.

Request for Support

- ◎ Other opportunities to support the issue:
 - Co-author an article in a Diversity & Inclusion or Human Resources publication
 - Co-author an opinion article in *The Economist*, *Wall Street Journal* or other business news outlet
 - Sponsor an event with Immigration Equality
 - Become an Immigration Equality corporate sponsor



The Advocates

- Immigration Equality is the national non-profit leading the fight for UAFA.

Immigration Equality is the only organization devoted to the intersection of LGBT issues and immigrant rights. The organization is headquartered in NYC with a policy office in Washington.

www.immigrationequality.org

The screenshot shows the homepage of Immigration Equality. At the top, there is a navigation bar with links for ISSUES, ABOUT US, COMMUNITY, PRESS ROOM, IMMIGRATION BASICS, RESOURCES AND PUBLICATIONS, and BLOG. Below the navigation bar, there is a main content area with several sections:

- Advancing equal immigration rights for the lesbian, gay, bisexual, transgender, and HIV-positive community**
- HIV Travel Ban**: Repeal Moving Forward
- Take ACTION!**: Legislation for binational couples, Help end the HIV Travel Ban
- Immigration Equality keeps making history!**: On Capitol Hill. In the Media. Follow our progress here. MAKE HISTORY donate now
- Highlights**: HIV Ban Repeal Penultimate Step, Take action on the ban; UAFA Momentum, The NY Times on the Hearing, CNN on UAFA, Frequently asked questions, Find updates on our blog, People article, Detroit News on families; Reuniting Families Act, Take action to support RFA, The SF Chronicle on RFA Advocate: RFA introduced
- DONATE**
- SIGN UP!**: GET OUR NEWS UPDATES:
- Our Issues**: BINATIONAL COUPLES, ASYLUM, TRANSGENDER ISSUES, HIV ISSUES, DETENTION
- SEARCH THIS SITE:** Google Search
- ARTÍCULOS SELECCIONADOS EN ESPAÑOL**

BUSINESS COALITION for the **Uniting American Families Act**

“It’s all about talent . . . We thirst for talent.”



Thank you.

Transgender Passport Guidelines



Presenter:

**Justin Tanis, Community
Education & Outreach Manager,
NCTE**

Importance of Passports

- ⦿ Allow travel between countries
- ⦿ Increasingly important as identification documents
 - Proof of citizenship
 - Hiring



Previous Passport Policies

- ◎ Change gender marker:
 - Letter from physician stating that irreversible gender reassignment surgery had been done
- ◎ Amended passports
- ◎ Problem: transgender people outed at borders
 - Discrimination and potential violence
 - One size doesn't fit all
- ◎ Transgender people may be wary



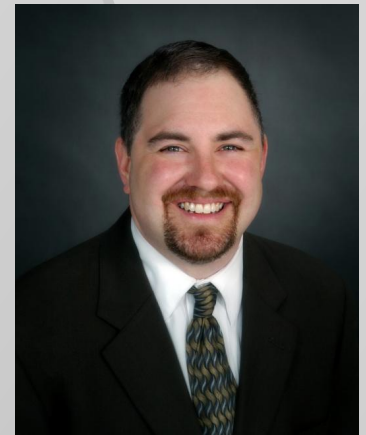
New Passport Policy

- New guidelines from the State Department:
 - Physician certification that person “has had appropriate clinical treatment for gender transition to the new gender”
 - Must be internist, psychiatrist, endocrinologist, urologist or gynecologist



Other improvements

- Specific instructions to passport offices
 - No additional medical questions
 - Guidance about respectful treatment
- Consular Record of Birth Abroad (CRBA)—new guidelines apply as well



Areas of concern

- ⦿ Limitations on types of physicians
- ⦿ Follow up on implementation



How this impacts businesses

- ⦿ Consistent ids make it easier for hiring / new hires
- ⦿ Easier for employees to travel abroad
 - Safely
 - Without potential administrative delays
- ⦿ Employees can make their own decisions about being out as transgender at work



To change passport

- Visit our website at www.TransEquality.org for step by step instructions about making passport changes
- Contact our offices with specific questions about their situations
- Leave as much time as possible before international travel



Federal Policy Changes



Presenter:

**Pat Baillie, Associate Director of
Training & Professional
Development, O&E**

- ⦿ Grant some benefits to same-sex partners of federal employees



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- ⦿ National resource center on LGBT aging



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- ⦿ Include gender identity in OPM EEO policy
- ⦿ Provide foreign service benefits for same-sex partners



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- ⦿ Change requirements for transgender applications
- ⦿ Hospital visitation protections



- ◉ Debate over LGBT McDonald's ad in France
- ◉ Kenya discusses anti-gay legislation joining Uganda
- ◉ Iranian lesbian filmmaker & activist granted permission to remain in UK
- ◉ Human rights on state department
- ◉ State department adding gender identity for foreign service
- ◉ Secretary Clinton declaring that gay rights are human rights
- ◉ Upgrades homeland security asylum manual to cover LGBT and HIV issues





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

Closing Comments





Thank you for your participation!

Please complete the short survey at the end of the call!

*Consider a donation to Out & Equal:
<http://www.outandequal.org/about/Donations.asp>*

*Next Town Call on July 29, 2010!
Speaking LGBT across the Generations*

**More questions? Contact Pat Baillie, Associate Director of Training
pbaillie@outandequal.org - 415-694-6521**