

Welcome to Out & Equal 2011 February Town Call

Be sure to dial into the
audio portion of the conference

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

Participant Access code: 6946500

Welcome! Your line will be muted and this session
will be recorded for our archives!



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

February Town Call



2011 Out & Equal Workplace Award Nominations & Summit Workshop Proposals



Presenters:

Glenn Alexander, Kevin Jones, Dave Bueché, Dani Siragusa

Moderator: Angela "Q" Wilson



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

Announcements



- **Mar 8** – Tampa Bay Regional Affiliate celebrates International Women's Day Centennial – presenter Julie Gedro, Tampa, FL
- **Mar 9 - Part V** – Allies Development Webinar with David Hall (previous webinar are recorded and available)
- **Mar 28-30** – Executive Forum in San Francisco
- **Mar 30** – Transgender Intensive (day long course)
Annual Leadership Celebration in San Francisco
- **Apr 14** – O&E Northeast Regional Summit (Rochester, NY)
- **Oct 25-28** – Annual Workplace Summit, Dallas
- Check www.outandequal.org for more info on:
 - Upcoming & Archive 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/>
 - Summit 2011 - <http://outandequal.org/summit-2011>



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

February Town Call



2011 Out & Equal Workplace Award Nominations & Summit Workshop Proposals



Presenters:

Glenn Alexander, Kevin Jones, Dave Bueché, Dani Siragusa

Moderator: Angela "Q" Wilson



Want to sponsor the 2011 Out & Equal Town Calls – contact us!



2011 Summit Overview

Glenn Alexander

Director of Events & Content Delivery



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

6

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.



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

7

2010 Summit Metrics

Attendees: 2,481

Volunteers: 160

Unique educational programs: 136

- Workshops: 110
- Featured Events: 20
- Leadership Seminars: 6
- Plenaries: 3
- Networking Luncheons: 3

- **Workshop presenters:** 224
- **Sponsors:** 119



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

2010 Summit Attendee Demographics



- **States represented:** 44 + D.C.
Countries represented: 22 (*Austria, Belgium, Brazil, Canada, Colombia, Costa Rica, Denmark, France, Germany, Hong Kong, India, Ireland, Italy, Kazakhstan, Mexico, The Netherlands, Philippines, Singapore, Slovenia, Thailand, United Kingdom, United States*)
- | | |
|--|---|
| <ul style="list-style-type: none"> • Human resource/diversity officials: 30% of attendees • Gender identity • Male: 59% • Female: 39% • Transgender: 2% | <ul style="list-style-type: none"> • Sexual orientation • Gay: 53% • Lesbian: 23% • Heterosexual: 19% • Bisexual: 3% • Other/Queer: 1% |
|--|---|



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

Online Resources



- A complete breakdown of 2010 attendee demographics including industry, age, income, sponsors, etc... can be found on our web site:
<http://www.outandequal.org/2010TripReportFinal.ppt>
- Review the 2010 Summit Program Book for workshop descriptions and presenter biographies:
<http://www.outandequal.org/documents/2010SummitProgramBook.pdf>



Want to sponsor the 2011 Out & Equal Town Calls – contact us!



Executive Overview

Kevin Jones
Deputy Director



Why do executives attend?

- Visible statement of their company's senior level commitment
- Personal education on LGBT issues; professional development
- Showcasing their company's leadership; sharing of best practices
- Network building with peers and clients
- Employee engagement and motivation

Executive involvement?



- Participation in workshops and luncheon targeting executives
- Featured speakers and panelists
- Workshop presenters
- Award finalists and judges
- Company representative
- Leader of employee contingent



Sponsor Overview

Dave Bueché
Senior Manager, Development & Communications



What do we mean by sponsorship?

- Out & Equal is 501(c)(3) nonprofit organization
- Individual and corporate donors are key to our continued success

outandequal.org/sponsorship



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

15

Why partner with Out & Equal as a sponsor of the 2011 Workplace Summit?

- Premier global event on LGBT workplace issues
- Diversity strengthens your business
- Countless opportunities for:
 - Networking & relationship building*
 - Acquiring new customers*
 - Meeting with leaders and peers*
 - Join sponsor partners*

Non-sponsor purchases available.



outandequal.org/sponsorship

16



Want to sponsor the 2011 Out & Equal Town Calls – contact us!



← outandequal.org/sponsorship

- Benefits
- Business case and demographics
- Opportunities for executives and allies
- Sponsorship levels
- Purchases, upgrades & discounts

Exciting sponsorship opportunities!

- Presenting (\$100,000)
- Titanium (\$75,000)
- **Gold (\$55,000)**
 - Branding + program book ad
 - Reserved priority seating
 - Prominent booth space
 - Attendee gift bag insert
 - 6 Complimentary registrations
- Champion (\$25,000)
- Advocate (\$15,000)
- In-kind sponsorship



outandequal.org/sponsorship



Summit sponsor fun facts

- 90% of sponsors return
- 53% of attendees from sponsoring companies
- Lower cost and more benefits

2011 Summit:

Cost effective way to stay on the cutting edge of

- Emerging trends
- Best practices
- Current workplace issues
- LGBT talent and recruitment

outandequal.org/sponsorship



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

19

2011 Summit sponsors

PRESENTING

Dell
Hewlett-Packard

TITANIUM

Ernst & Young

GOLD

Wells Fargo

CHAMPION

Goldman Sachs
Kimberly-Clark
Pfizer

ADVOCATE

Aramark, Boeing, Chubb, Eli Lilly, EMC, Google, Hilton, Intel, Johnson & Johnson, New York Life, Perkins Coie, TD Bank, Texas Instruments, UBS, United Technologies



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

20



Sponsorship link:
outandequal.org/sponsorship

For more information or to become a sponsor....

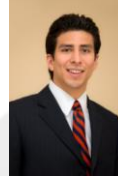
Meet our Development Team



Sherrie Holmes
Director of Development
& Communications
sholmes@outandequal.org
(415) 694-6508




Dave Bueché
Senior Manager
Development & Communications
dbueche@outandequal.org
(415) 694-6510



Luis Vera
Senior Corporate
Accounts Associate
lvera@outandequal.org
(415) 694-6511




Leslie Lewis
Senior Program
Associate
llewis@OutandEqual.org
(415) 694-6522

 Want to sponsor the 2011 Out & Equal Town Calls – contact us! 21



Housing & Registration Overview

Dani Siragusa
Events Manager

 Want to sponsor the 2011 Out & Equal Town Calls – contact us! 22

Registration & Housing

- 2011 Summit Registration will open May 15th
- Three-day Summit registration rates
 - Early \$885; Regular \$1050; On site \$1195
 - 10% discounted registration for all attendees from sponsoring companies
- 2011 Summit housing will open May 15th

Housing Options:

 - Hilton Anatole (\$209 per night for standard room)
 - Additional hotel options to be announced by early Summer
 - Group housing will be available April 1st

Discounted Rates

A discounted three-day registration is available to:

- Workshop presenters and panelists (\$625)
- Students (\$500)
- 2010 volunteers (\$625)
- Scholarship recipients (\$500)



Workshop Overview

Dani Siragusa
Events Manager

Workshop RFP Available

- Workshop proposal submission information and instructions:

www.outandequal.org/documents/WorkplaceSummit2010WorkshopRFPInfoSheet.pdf

Workshop Details

- Full day Leadership Seminars
 - Leadership Seminars are held on Friday, October 28th and are NOT included with a three-day registration
- 4 sessions of 90 minute workshops
 - 20 workshops per session
- 2 sessions of optional 150 minute extended workshops
 - 20 workshops per session
- 6 Featured Panels

Workshop Best Practices

- Inter-company partnerships
- Model diversity in presenters, methods of presentation, and information
- Experienced teachers, presenters, and panelists
- Interactive exercises
- Provide practical take away knowledge and tools kits

Benefits of *Proposal Space*

- Continuously update proposals until time of submission deadline
- Users will have access to any changes to application submission deadline, time frame of the review period, selection period, and notification date
- Search through data base to find presenter, expediting the process of completing presenter information
- All presenters in a proposal can create an account, log in, and make edits to their personal information as well as the proposal content.

How to use *Proposal Space*

- Create an account
- Find the “2011 Out & Equal Workplace Summit Workshop Proposal”
- Complete your proposal: You will be asked to complete your Workshop Proposal in three parts.
- Complete all required fields at your own pace and you’re done!

ProposalSpace™ Returning Users, [LOG IN](#)

[FEATURES](#) [PRICING](#) [QUICK TOUR](#) [WHY PROPOSALSPACE?](#) [QUESTIONS?](#)

Account Login

Email Address


Password

Forgot your password? [Reset it here.](#)

Don't have an account? [Sign up for free.](#)

[About Us](#) [Contact Us](#) [ProposalSpace Blog](#) [Privacy Policy](#) [Terms of Use](#) [Rules of Conduct](#)
 Copyright © 2008–2011 ProposalSpace LLC. All rights reserved. [Trademark Notice](#)

ProposalSpace™ Returning Users, [LOG IN](#)

Share 

[FEATURES](#) [PRICING](#) [QUICK TOUR](#) [WHY PROPOSALSPACE?](#) [QUESTIONS?](#)

New Account

ProposalSpace accounts don't cost anything. And signing up couldn't be easier. Just give us your name and email address and agree to the Terms of Use and you're ready to go!

Concerned about privacy? Your information will only be used if it is necessary to contact you about your submission(s). Find out [how we protect your information](#).

Account Details

All fields are required.

First Name:

Last Name:

Email Address:

I agree to abide by the [Terms of Use](#).

Already have an account? [Log in here.](#)

[About Us](#) [Contact Us](#) [ProposalSpace Blog](#) [Privacy Policy](#) [Terms of Use](#) [Rules of Conduct](#)
 Copyright © 2008–2011 ProposalSpace LLC. All rights reserved. [Trademark Notice](#)

PS HOME | LOG OUT

Share it

HOME MY ACCOUNT MESSAGES

✓ Your account settings were successfully updated.

MY PROPOSALS

You do not have any proposals.

Want to create a call? [Start here.](#)

[START A PROPOSAL](#)

[About Us](#) [Contact Us](#) [ProposalSpace Blog](#) [Privacy Policy](#) [Terms of Use](#) [Rules of Conduct](#)
Copyright © 2008–2011 ProposalSpace LLC. All rights reserved. [Trademark Notice](#)

out & EQUAL
Workplace Advocates

Want to sponsor the 2011 Out & Equal Town Calls – contact us!

33

PS HOME | LOG OUT

Share it

HOME MY ACCOUNT MESSAGES

← BACK

Active Calls

There are currently 9 active calls in ProposalSpace.

| Call | Organization | Submission Period |
|--|-------------------------------------|---|
| 2011 EBAA Scientific Symposium and Poster Session | Eye Bank Association of America | Open through Mon, 28 Feb 2011, 11:59pm EST (6 days from now) |
| Global Deterrence & Defense Symposium 2011 | American Society of Naval Engineers | Open through Sat, 9 Apr 2011, 12:00am EDT (45 days from now) |
| 2011 NASW ILLINOIS STATEWIDE CONFERENCE | NASW Illinois | Open through Fri, 15 Apr 2011, 1:00am EDT (51 days from now) |
| 2011 Out & Equal Significant Achievement Award ("Outies") Nominations | Out & Equal | Open through Fri, 29 Apr 2011, 11:59pm EDT (66 days from now) |
| 2011 Out & Equal LGBT Employee Resource Group of the Year Award ("Outies") Nominations | Out & Equal | Opens Wed, 23 Feb 2011, 8:00am EST (12 hours from now) |
| 2011 Out & Equal Workplace Summit Workshop Proposal | Out & Equal | Opens Wed, 23 Feb 2011, 8:00am EST (12 hours from now) |
| 2011 Out & Equal Trailblazer Award ("Outies") Nominations | Out & Equal | Open through Sat, 30 Apr 2011, 11:59pm EDT (67 days from now) |
| 2011 Out & Equal Champion Award ("Outies") Nominations | Out & Equal | Open through Sat, 30 Apr 2011, 11:59pm EDT (67 days from now) |
| 2011 Out & Equal Workplace Excellence Award ("Outies") Nominations | Out & Equal | Opens Wed, 23 Feb 2011, 8:00am EST (12 hours from now) |

If you are looking to start a TEST proposal, you should click on the special link sent to you by the call administrator.

out & EQUAL
Workplace Advocates

Want to sponsor the 2011 Out & Equal Town Calls – contact us!

34

ProposalSpace™ PS HOME | LOG OUT Share 4

HOME MY ACCOUNT MESSAGES

← BACK TO CALL SEARCH

New Proposal
2011 Out & Equal Workplace Summit Workshop Proposal
Out & Equal

Welcome to the 2011 Out & Equal Summit Workshop Proposal form.
This is our first year using the Proposal Space platform, which now allows users to continuously update proposals until the time they are submitted.

You will be asked to complete your Workshop Proposal in three parts. First you will be asked to give your Proposal a nickname. This is for your use and will help you conveniently return to your proposal if you wish to update it over time. Second you will complete the Content of the proposal which will include all of the necessary information about the proposal. Third you will complete the Persons form, which includes the Primary Contact for the Workshop as well as all of the Workshop Presenters. Once you add a Person, they will be invited to log into the Proposal and make any edits that they may require.

Please read each question carefully before answering. All questions must be answered before we will evaluate your proposal for inclusion in the 2011 Out & Equal Workplace Summit in Dallas.

The last day Out & Equal will accept workshop proposals for primary consideration is **Friday, April 29th**.

Terms

I have read the call for proposals guidelines and understand the nature and purpose of the Out & Equal Workplace Summit, including the primary focus of the Summit is on issues of LGBT workplace equality, workshops are meant as educational sessions for professionals and not marketing for your company or organization, workshop presenters are volunteering their time and will not be financially compensated, and I agree to abide by the guidelines and expectations laid out by Out & Equal Workplace Advocates?

Out & Equal has my permission to make audio, video and photographic recordings of my presentation at the conference for historical record and as an educational resource to attendees?

Audio and visual recordings of workshops may be provided to constituents through www.outandequal.org

As a presenter, I will provide copies of my presentation materials which will be made publicly available on the Out & Equal website. Out & Equal collects copies of presentation materials and PowerPoint slides for educational purposes and historical archives. These are used internally by Out & Equal and are placed on our website (www.outandequal.org) for general public education.

Out & Equal is deeply committed to providing access to all professionals. We encourage presenters to recognize that attendees with disabilities may move, learn, listen, speak, or behave differently and their contributions to workshops are meaningful and valued.

Submission Deadline: Fri, 29 Apr 2011, 8:59pm PDT

[START A PROPOSAL FOR THIS CALL >>](#) ←

Cancel

[About Us](#) [Contact Us](#) [Proposalspace Blog](#) [Privacy Policy](#) [Terms of Use](#) [Rules of Conduct](#)
Copyright © 2008–2011 ProposalSpace LLC. All rights reserved. [Trademark Notice](#)

Want to sponsor the 2011 Out & Equal Town Calls – contact us! 35

ProposalSpace™ PS HOME | LOG OUT Share 4

HOME MY ACCOUNT MESSAGES

⚠ This call is in test mode. Any data you enter will be deleted when the call is activated.

NICKNAME → CONTENTS → PERSONS

New Proposal: Nickname
2011 Out & Equal Workplace Summit Workshop Proposal
Out & Equal

First, give your proposal a nickname so you can keep track of track it in ProposalSpace. Only you and others working on the proposal will see this nickname. You can change it any time.

Proposal Nickname (required):

[CONTINUE >>](#) ←

Cancel

[About Us](#) [Contact Us](#) [Proposalspace Blog](#) [Privacy Policy](#) [Terms of Use](#) [Rules of Conduct](#)
Copyright © 2008–2011 ProposalSpace LLC. All rights reserved. [Trademark Notice](#)

Want to sponsor the 2011 Out & Equal Town Calls – contact us! 36

ProposalSpace™ PS HOME | LOG OUT Share

HOME MY ACCOUNT MESSAGES

Warning: This call is in test mode. Any data you enter will be deleted when the call is activated.

NICKNAME → CONTENTS → PERSONS

ERG Start Up: Contents

2011 Out & Equal Workplace Summit

2011 Out & Equal Workplace Summit Workshop Proposal

Welcome to the 2011 Out & Equal Summit Workshop Proposal form.

This is our first year using the Proposal Space platform, which now allows users to continuously update proposals until the time they are submitted.

You will be asked to complete your Workshop Proposal in three parts. First you will be asked to give your Proposal a nickname. This is for your use and will help you conveniently return to your proposal if you wish to update it over time. Second you will complete the Content of the proposal which will include all of the necessary information about the proposal. Third you will complete the Persons form, which includes the Primary Contact for the Workshop as well as all of the Workshop Presenters. Once you add a Person, they will be invited to log into the Proposal and make any edits that they may require.

Please read each question carefully before answering. All questions must be answered before we will evaluate your proposal for inclusion in the 2011 Out & Equal Workplace Summit in Dallas.

The last day Out & Equal will accept workshop proposals for primary consideration is **Friday, April 29th**.

Schedule

Please note that the 2011 Out & Equal Summit schedule will be slightly different than years past in order to allow for maximum convenience and efficiency.

The working schedule for 2011:

TUES, OCTOBER 25th

| | |
|--------------------|------------------------|
| 11:00 am – 1:00 pm | OPENING BRUNCH PLENARY |
| 1:30 pm – 3:00 pm | Workshop Session 1 |
| 3:30 pm – 6:00 pm | Workshop Session 2 |

WED, OCTOBER 26th

| | |
|---------------------|--------------------|
| 8:30 am – 10:30 am | BREAKFAST PLENARY |
| 11:00 am – 12:30 pm | Workshop Session 3 |
| 3:00 pm – 5:30 pm | Workshop Session 4 |

ProposalSpace™ PS HOME | LOG OUT Share

HOME MY ACCOUNT MESSAGES

Warning: This call is in test mode. Any data you enter will be deleted when the call is activated.

NICKNAME → CONTENTS → PERSONS

IMPORTANT: If you wish to be included in your proposal as contact (primary) or presenter, you must add yourself. ProposalSpace does not add you automatically.

ERG Start Up: Persons

2011 Out & Equal Workplace Summit

2011 Out & Equal Workplace Summit Workshop Proposal

Contact (Primary)
Your proposal must include 1 contact (primary).

None

[Add Contact \(Primary\)](#)

Presenters
Your proposal must include at least 1 but not more than 7 presenters.

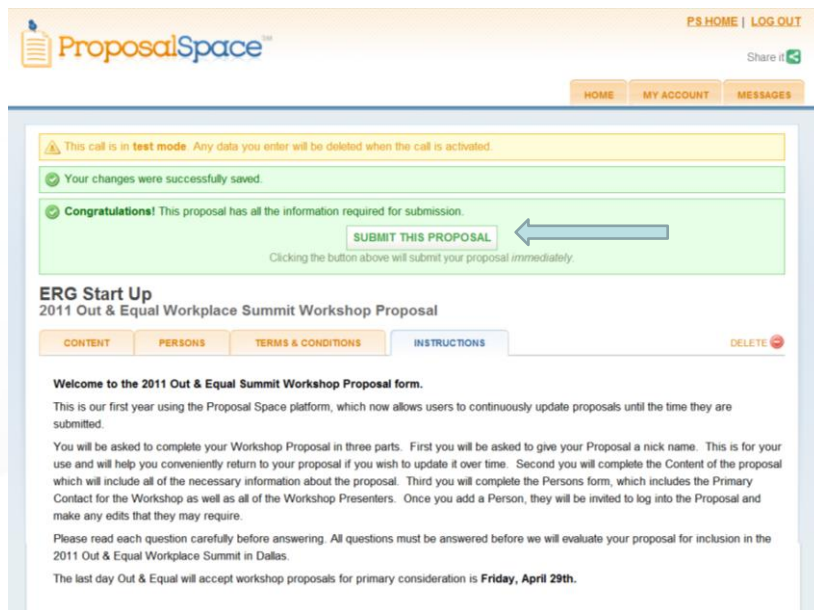
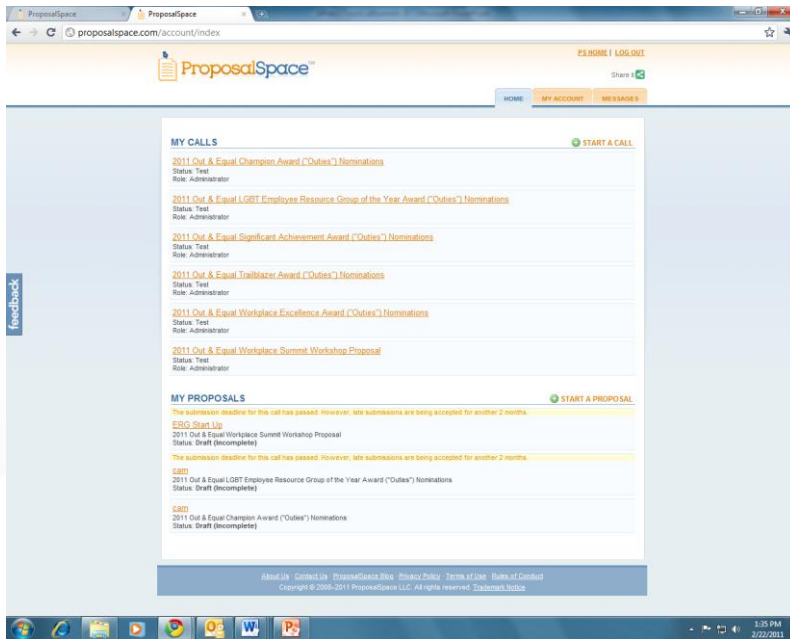
None

[Add Presenter](#)

[SAVE PROPOSAL](#) ←

[Cancel](#)

About Us · Contact Us · ProposalSpace Blog · Privacy Policy · Terms of Use · Rules of Conduct
Copyright © 2006–2011 ProposalSpace LLC. All rights reserved. Trademark Notice



Workshop Deadlines

- **April 30th**: Deadline to submit proposal online
- **June 22nd**: Out & Equal will begin inviting workshops to present
- **July 19th**: Deadline to accept invitation to present and confirm presenters, descriptions, and bios
- **September 24th**: Deadline to provide presentation materials for web site



Want to sponsor the 2011 Out & Equal Town Calls – contact us!



The “Outie” Awards Overview

Kevin Jones
Deputy Director



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

42

The “Outie” Awards

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.

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.

The “Outie” Awards

Lesbian, Gay, Bisexual, Transgender Employee Resource Group 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.

Significant Achievement

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.

The “Outie” Awards

Workplace Excellence

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.

The “Outie” Timeline

1. **Submission of nominations (April 30)**
2. **Request for references (May 21)**
3. **Independent Awards Committee selects finalists (June 25)**
4. **Supplemental information from finalists (July 16)**
5. **Independent Judges select award winners (August 12)**

The “Outie” Process

New aspects of the 2010 process for both individual and organizational awards (the up front reference component).

Independence of awards committee and judges.

Preparation to complete the online application.

The “Outie” Process



REFERENCE: <http://outandequal.org/outie-awards>

ProposalSpace - Windows Internet Explorer
 http://proposalspace.com/proposals/new_details/1308
 Fishermans wharf hotels

File Edit View Favorites Tools Help
 Favorites Political Wire PropSpace Groupsite Stonewall Museum ADP EZ Labor SurveyMonkey Lenos Dashboard Out&Equal Lose It! NYTimes Facebook

ProposalSpace ProposalSpace

JANE JOHN DOE: Contents
 2011 Out & Equal Champion Award ("Outies") Nominations

out&EQUAL
 WORKPLACE ADVOCATES

Welcome to the nomination form for the 2011 Out & Equal Workplace Champion Award. This is our first year using the Proposal Space platform, which now allows users to continuously update proposals until the time they are submitted.
 The Champion Award winner will be a non-LGBT individual who has shown a unique commitment to LGBT workplace equality and will have used his or her talents to further that cause, even at some risk.
 Please read each question carefully before answering. All questions must be answered before we can evaluate your nomination.

The deadline to submit your nomination is April 30, 2011.

Champion Award Nominee Name (required)

Professional Title (required)

Company/Organization (required)

Mailing Address (required)

City (required)

Done Internet | Protected Mode Off 100%

ProposalSpace - Windows Internet Explorer
 http://proposalspace.com/proposals/new_details/1308
 Fishermans wharf hotels

File Edit View Favorites Tools Help
 Favorites Political Wire PropSpace Groupsite Stonewall Museum ADP EZ Labor SurveyMonkey Lenos Dashboard Out&Equal Lose It! NYTimes Facebook

ProposalSpace ProposalSpace

Please list three references for the nominee. Each reference (in addition to the nominating contact) will be contacted by email to answer a survey containing several questions about the nominee and her or his work.
 The references should include a senior executive at the nominee's organization, a business colleague, an external partner and/or a business client, each of whom can speak to the nominee's impact on LGBT workplace equality.

Reference 1 Full Name (required)

Reference 1 Organization (required)

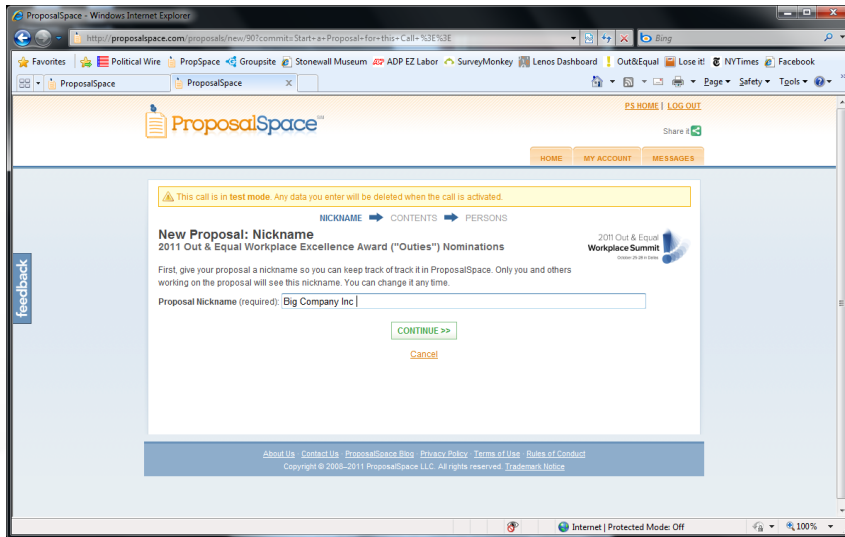
Reference 1 Title (required)

Reference 1 Relationship with Nominee (required)

Reference 1 email address (required)

Reference 2 Full Name (required)

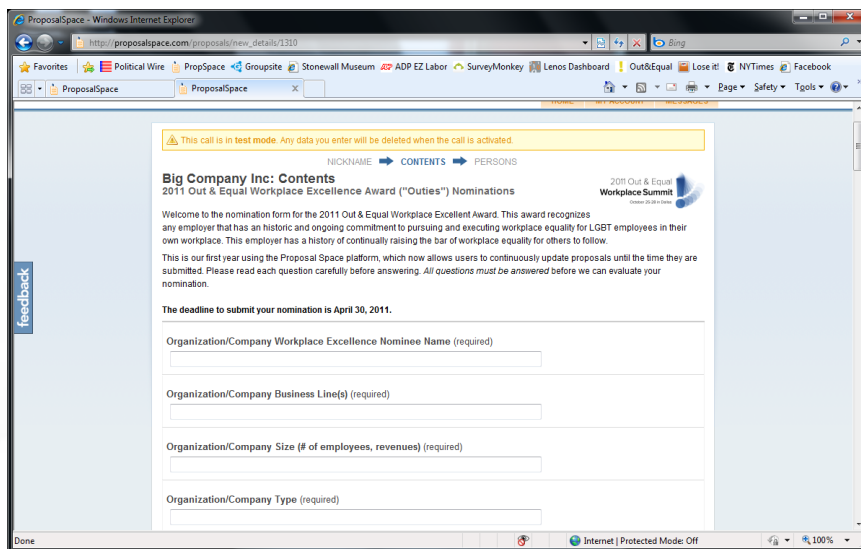
Done Internet | Protected Mode: Off 100%



out&EQUAL Workplace Advocates

Want to sponsor the 2011 Out & Equal Town Calls – contact us!

51



out&EQUAL Workplace Advocates

Want to sponsor the 2011 Out & Equal Town Calls – contact us!

52

PropoalSpace - Windows Internet Explorer

http://proposalspace.com/proposals/new_detail/1310

File Edit View Favorites Tools Help

PropoalSpace

Please provide contact information for one reference.
The reference could include a senior executive of the organization/company being nominated, an employee, an external partner, or business client, who can speak to the impact of the nominee on him/her personally with respect to LGBT workplace equality.

Reference 1 Full Name (required)

Reference 1 Employer (required)

Reference 1 Title/brief job description (required)

Reference 1 email address (required)

Describe briefly the history of the nominated organization as a role model for LGBT workplace equality (250 words) (required)
Limit: 250 words | Word count: 0

Done

PropoalSpace - Windows Internet Explorer

http://proposalspace.com/proposals/new_detail/1310

File Edit View Favorites Tools Help

PropoalSpace

Describe briefly the history of the nominated organization as a role model for LGBT workplace equality (250 words) (required)
Limit: 250 words | Word count: 0

Provide at least two concrete examples of how the nominated organization's achievements put it at the forefront of LGBT workplace equality practice (250 words) (required)
Limit: 250 words | Word count: 0

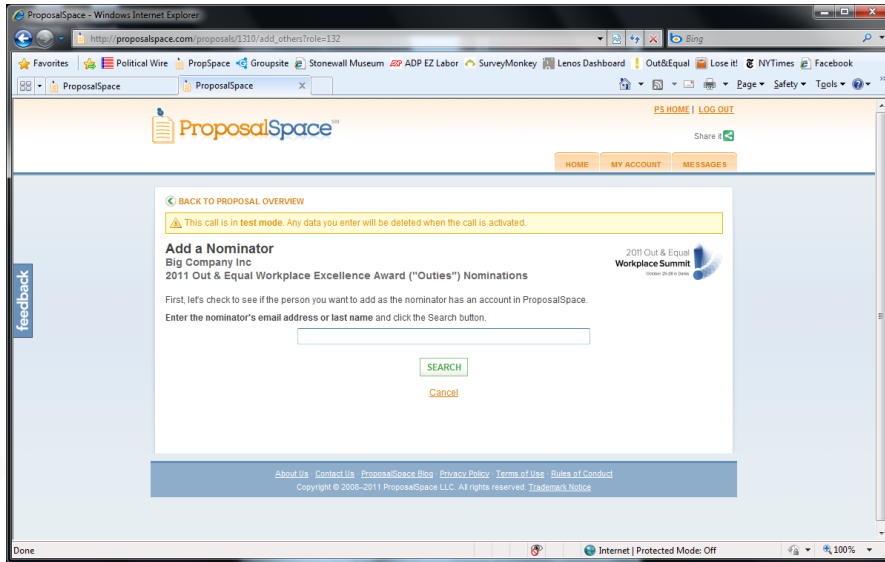
Describe how the nominated organization has had an impact on LGBT workplace equality that distinguishes itself within its industry or the community at large. (250 words) (required)
Limit: 250 words | Word count: 0


Does this organization have the following:

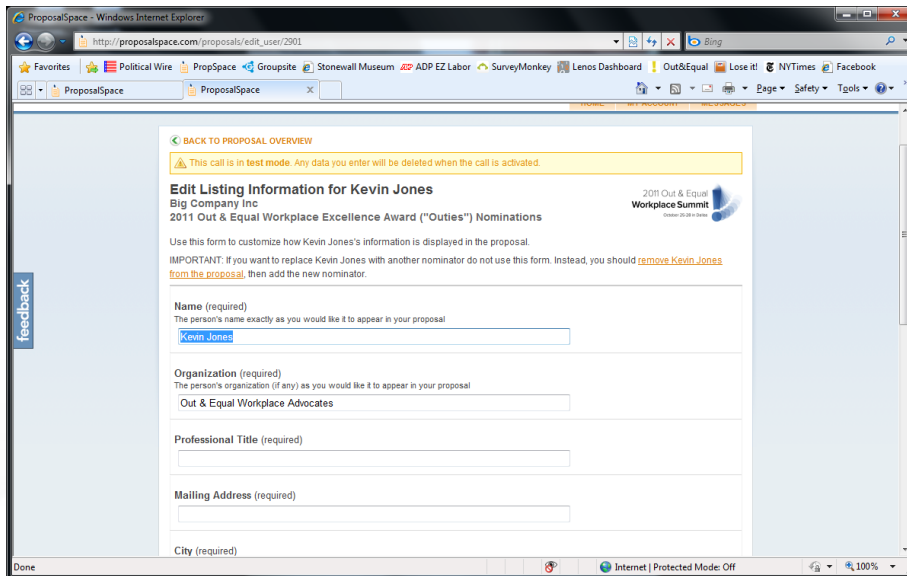
"Sexual orientation" included in its global EEO policy? (at least one required)


Yes
 No
 Wanting on it

Done



 Want to sponsor the 2011 Out & Equal Town Calls – contact us! 55



 Want to sponsor the 2011 Out & Equal Town Calls – contact us! 56



Summary

Glenn Alexander
Director of Events & Content Delivery



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

57

Questions & Answers



How to ask a question...

- Online - use chat mode anytime during webinar
- Teleconference – raise hands, use *7 to unmute to ask your question & then *6 to return your phone to mute

www.outandequal.org



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

58

Closing Comments



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

59

Thank you for your participation!



*Please complete the Course Feedback
(automatic link when you sign off the webinar)!*

*Follow up email on links/resources will be sent or check
<http://outandequal.org/training-programs>*

*Next Out & Equal Town Call:
March 31 – Parenting and the Workplace for LGBT Employees*

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



Want to sponsor the 2011 Out & Equal Town Calls – contact us!

60