



2011 Out & Equal Workplace Summit
RECERTIFICATION CREDIT FORM
 Dallas, TX October 25th – 28th, 2011



Attendees of the sessions listed below **will not** be submitting a program ID number. To earn recertification credit for attending the sessions listed below, please list each session attended as a separate recertification activity to the attendees' online recertification application.

Note: PHR certificants may attend any of the sessions pre-approved for specified credit for general credit as long as the session has been pre-approved.

October 25th, 2011

Sessions pre-approved for Strategic Business Management credit Total _____

- Connecting our networks across locations and companies for greater success
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 1.50
- Global Talent-How IBM develops its future GLBT leaders
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 1.50
- Maximizing business growth: Joining ERG efforts with advertising, marketing, and community efforts
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 1.50

- How has Corporate America Impacted State/Federal LGBTQI Legislation? Life after Marriage Equality in New York?
 Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 2.50

Sessions pre-approved for International Management credit Total _____

- Crossing the border: what U.S. employers can learn from the Canadian experience
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 1.50
- Global Mobility for GLBT Professionals
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 1.50

- The Right to Marry & the Validation of Partnership; Benefits & Implications; Dos & Don'ts
 Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 2.50

Sessions NOT pre-approved for credit

- Breaking Communication Barriers and Authentic Networking
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 0.00
- Coming Out in Faith: Four Generations' Experiences
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 0.00
- USDA-The Last Plantation into Victory Garden-From Pride Celebration to Cultural Transformation
 Date: 10/25/11 Time: 1:30pm-3:00pm Number of recertification hours: 0.00

- Beyond Binaries: Identity and the Sexuality Spectrum
 Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 0.00
- Get OUT in front: Connecting with LGBTQ college students
 Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 0.00



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October 25th, 2011 (Continued)

Sessions NOT pre-approved for credit

- JP Morgan Chase's "Project Molecule: Working in High Performance Teams" Business Simulation
Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 0.00
- "We Are Welcome Here"
Date: 10/25/11 Time: 3:30pm-6:00pm Number of recertification hours: 0.00

October 26th, 2011

Sessions pre-approved for Strategic Business Management credit

Total _____

- Diversity and Inclusion: The New Business Imperative
Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- Leading by Example How ERG Leaders Create Sustainable relations with non-profits
Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- The New CEI
Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- GET SET(c): Leveraging Your Assets, Harnessing Your Power
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50
- LGBT ERG Progression: Building the Roadmap to Business Impact ac Alcoa
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50
- Not Management Material: Comparing and contrasting the LGBT and Asian-American Glass Ceilings
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50
- Taking it to the Streets: Expanding your company's presence in the LGBT community
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50

Sessions pre-approved for Strategic Business and International Management credit

Total _____

- Modeling Diversity-A Provincial Government Perspective (Nova Scotia-Canada)
Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- The Philippines: Ripe for LGBT Employee Networks
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50



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October 26th, 2011 (Continued)

Sessions pre-approved for International Management credit Total _____

- From the statute book to the office: lessons from the UK
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- Globalizing LGBT Inclusion: Trends and Best Practices from the CEI
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50
- IBM Diversity & Inclusion Program in CEE & MEA
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 1.50

- Approaches to Self-ID in Canada: Deloitte and Xerox-Pilots for US Firms?
 Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 2.50

Sessions NOT pre-approved for credit

- Bisexuality 101 & beyond
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Coming out to clients: making LGBT work for you in client relationships
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Creating a LGBT Employee Resource Group in a complex environment: HP EMEA PRIDE experience
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Global Survey Data Revealed
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Helping Up the Next Generation: Leveraging Your ERG for Educational Outreach with LGBT Students
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Unique Financial Challenges Facing the LGBT Community
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00
- Using Drama to Overcome our Drama: Confronting our Own LGBTIQQA Phobias and -isms
 Date: 10/26/11 Time: 11:00am-12:30pm Number of recertification hours: 0.00

- "Money Minute Event: Estate planning for the LGBT Community"
 Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 0.00
- Getting (and Keeping) More LGBT Allies
 Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 0.00



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October 26th, 2011 (Continued)

Sessions NOT pre-approved for credit

- Transgender 101 Transgender information for the non-trans community
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 0.00
- Bi Circles: An Open Discussion on Bisexuality
Date: 10/26/11 Time: 3:00pm-5:30pm Number of recertification hours: 0.00

October 27th, 2011

Sessions pre-approved for Strategic Business Management credit

Total _____

- Growing your ERG beyond its Core: Tactical tips to expand your ERG geographically
Date: 10/27/11 Time: 8:30am-10:00am Number of recertification hours: 1.50
- Out & Proud-Effectively working with headhunters as a Senior LGBT Executive
Date: 10/27/11 Time: 8:30am-10:00am Number of recertification hours: 1.50
- The ABC's of a Successful ERG: Allies, Business-focus and Community
Date: 10/27/11 Time: 8:30am-10:00am Number of recertification hours: 1.50
- Driving Affinity Group Outcomes through Metrics
Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 1.50
- Good to Great: How GLOBAL is Helping J&J Grow Its Business in the LGBT Market
Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 1.50

Sessions pre-approved for Strategic Business and International Management credit

Total _____

- Growing Your Network-An Australian Perspective
Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 1.50

Sessions NOT pre-approved for credit

- Harnessing The Power Of Allies To Create A Productive Work Environment For All Employees
Date: 10/27/11 Time: 8:30am-10:00am Number of recertification hours: 0.00
- The Care and Feeding of Allies During the Out & Equal Summit
Date: 10/27/11 Time: 8:30am-10:00am Number of recertification hours: 0.00



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Note: PHR certificants may attend any of the sessions pre-approved for specified credit for general credit as long as the session has been pre-approved.

October 27th, 2011 (Continued)

Sessions NOT pre-approved for credit

- Ally Empowerment
 Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 0.00
- Promote Yourself! How your LGBT identity can enhance your powerful personal brand in the workplace.
 Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 0.00
- The Pursuit of One Voice-Diverse Perspective Seeking Inclusiveness Within the LGBT Community: WWYD?
 Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 0.00
- The Role that Workplace Equality Plays in the Lives of Transgender Individuals.
 Date: 10/27/11 Time: 10:30am-12:00pm Number of recertification hours: 0.00

October 28th, 2011

Sessions pre-approved for General credit but NOT included in program ID # **Total** _____

- ERGs Working towards Success Across Affinities
 Date: 10/28/11 Time: 8:00am-5:30pm Number of recertification hours: 4.50
- Developing a Strong LGBT Ally Program
 Date: 10/28/11 Time: 8:30am-5:30pm Number of recertification hours: 4.50
- Implementing Transgender Inclusion: Comprehensive Programming to Ensure Workplace Equality
 Date: 10/28/11 Time: 8:00am-5:30pm Number of recertification hours: 6.50
- Inclusion at All Levels From the Board Room to the Stock Room
 Date: 10/28/11 Time: 8:00am-5:30pm Number of recertification hours: 6.50
- LGBT Diversity Leadership Train the Trainer Course
 Date: 10/28/11 Time: 8:00am-5:30pm Number of recertification hours: 6.50
- Cultural Competency/Humility for Leaders
 Date: 10/28/11 Time: 8:30am-5:30pm Number of recertification hours: 6.50



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Submitting your activities for recertification credit hours:

To earn recertification credit hours for attending the sessions listed above please follow the instructions provided below.

Attendees who are seeking both General and Specified credit hours, please follow the instructions provided below to enter your activities to your online recertification application.

1. Enter the **start date of the session**
2. For **type of activity** enter Conference
3. Enter the **end date of the session**
4. **Program ID** - DO NOT ENTER ANYTHING
5. **Title & Description of Program** enter the Title of the session attended (you can put the program id number in this field to reference that this program has been pre-approved by the HR Certification Institute)
6. For **Host Organization & Location** enter organization name and event location
7. For **Specified Credit Hours** - select "The Type of Specified Credit Hours that the session has been pre-approved for" and enter number of credit hours.
8. Hit Submit to save the entry to your online recertification application.

The following courses were not approved per the Approved-for-Credit submission policy. The courses need to be applicable to all HR professionals as well as directly relate to the HR Certification Institute Knowledge Base Guideline.

However, attendees of the sessions listed below can receive General recertification credit hours by submitting the session to their online recertification application on an individual basis providing that the attendees provide a description of how the content of the session will or has helped to expand their HR knowledge and how the knowledge gained will be applied to their HR responsibilities.

- 10/25/2011 3:30 PM 6:00 PM General Beyond Binaries: Identity and the Sexuality Spectrum
- 10/26/2011 11:00 AM 12:30 PM General Bisexuality 101 & beyond
- 10/26/2011 11:00 AM 12:30 PM General Global Survey Data Revealed
- 10/26/2011 3:00 PM 5:30 PM General Getting (and Keeping) More LGBT Allies
- 10/26/2011 3:00 PM 5:30 PM General Transgender 101 Transgender information for the non-trans community
- 10/27/2011 8:30 AM 10:00 AM General Harnessing The Power Of Allies To Create A Productive Work Environment For All Employees
- 10/27/2011 10:30 AM 12:00 PM General Ally Empowerment
- 10/27/2011 10:30 AM 12:00 PM General The Role that Workplace Equality Plays in the Lives of Transgender Individuals.