

## Welcome to Out & Equal 2011 July 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!



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## July Town Call

### The Business Case for Marriage Equality



**Presenters:**

Sarah Stuart, Google

Brian McNaught, Lecturer & Author

Vickie Henry, GLAD

**Discussion Moderator:** Bob Witeck

**Call Moderator:** Kevin Jones, Deputy Director Out & Equal



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# Announcements



- **August 25** – Empowering Allies Tour with David Hall (LA RA)
- **September 7 & 14 (1:00pm PDT)** – Out & Equal University - Taking Lesbian, Gay, Bisexual and Transgender equality from Theory to Reality: Insights from Brian McNaught on where we came from, where we are today and where do we need to go to advance our global human rights movement
- **August 25** – August Town Call – A View from the Top: LGBT Executives
- **Oct 25-28** – Annual Workplace Summit, Dallas (Registration & hotel booking now open!)
- Check [www.outandequal.org](http://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



- Phone lines are muted
- Ask questions by using the chat feature
- Chat is seen by the all 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

## July Town Call

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## Poll

Are you currently...(check all that apply)

- Married to an opposite sex partner
- Married to a same sex partner
- In a domestic partnership
- In a civil union
- Married outside the United States
- Single
- Not applicable



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## Poll

Do you live in a state/country that allows or recognizes:

- Same sex marriage
- Domestic partner
- Civil Unions
- I don't know
- No

## Opening Remarks

- Celebrating New York marriages
- Why we are discussing this now
- Looking at all the options
  - Marriage Equality
  - Civil Unions
  - Domestic Partners
- Federal Benefits
- What is the business case
  - Best Talent
  - Full benefit packages
  - Economic boost





## 2011 Developments in Relationship Recognition



### Marriage

- New York (effective 7/24/11)

### Civil Unions

- Illinois (effective 6/1/11)
- Rhode Island (effective 7/1/11)
- Delaware (effective 1/1/12)
- Hawaii (effective 1/1/12)



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## State Efforts to Rescind Recognition

### Ballot initiative

- Minnesota 2012



### Ballot initiative attempts

- Iowa
- North Carolina

### Legislative repeal attempts

- New Hampshire



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## State Efforts to Win Recognition



### Ballot initiative attempts

- Maine 2012
- Colorado (repeal prior constitutional amendment)

### Legislative efforts

- Maryland
- Colorado (civil unions)

### Lawsuit

- New Jersey (challenging civil union law)



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## Federal Litigation to Win Recognition



### *Perry v. Schwarzenegger*

- CA case challenging constitutionality of Proposition 8
- Trial court held Prop. 8 is unconstitutional
- Appeal to 9<sup>th</sup> Circuit
- 9<sup>th</sup> Circuit certified question to CA Supreme Court re whether Prop. 8 proponents have “standing” to appeal
- CA Supreme Court may hear oral arguments in Sept. 2011



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## Federal Litigation: the Defense of Marriage Act (DOMA)

### First Circuit

(Trial court: DOMA Section 3 is unconstitutional)

- *Gill v. OPM & Commonwealth v. Dep't of HHS*

### Connecticut District Court

- *Pedersen v. OPM*

### New York District Court

- *Windsor v. U.S.*

### California District Courts

- *Golinski v. OPM*
- *Dragovich, et al. v. Dep't of Treasury, et al.*



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## Federal Litigation: the Defense of Marriage Act (DOMA)

### California bankruptcy filings

- *In re Balas*
  - U.S Bankruptcy Court for Central District of California rules DOMA Section 3 unconstitutional
  - Opinion signed by 20 judges
  - U.S. House of Representatives announces it will not raise objections to joint bankruptcy filings

### Other



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## Federal Legislation: The Respect for Marriage



- Introduced in the 112th Congress by Rep. Jerrod Nadler (NY) and Sen. Dianne Feinstein (CA)
- Would repeal DOMA and allow federal recognition of marriages of couples of the same sex

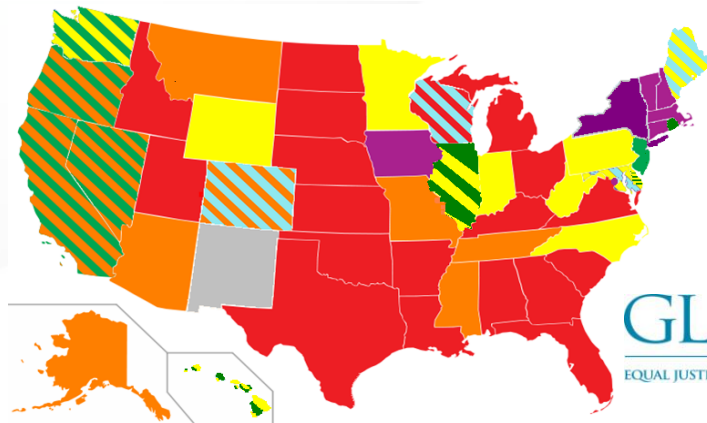
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## Relationship Recognition

- Marriages
- Full partnership recognition (e.g. civil unions, domestic partnerships)
- Partial Partnership Recognition
- No statewide status; no constitutional or statutory ban
- Statute bans marriage between persons of the same sex
- Constitution bans marriage between persons of the same sex
- Constitution bans marriage and other relationship statuses between persons of the same sex

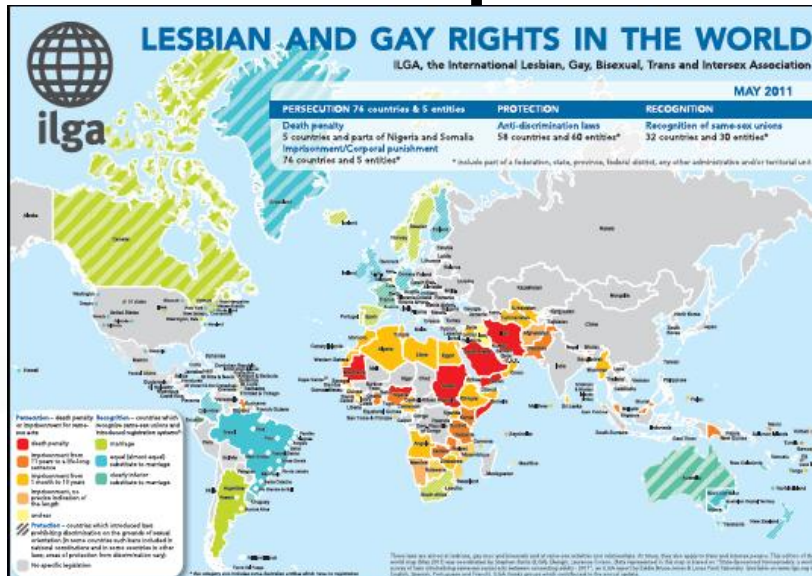


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# Global Perspective



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## Poll

- What is your main role in your company?
  - Senior Management
  - HR Professional
  - ERG Members
  - Manager
  - Employee
  - Other
  - Not applicable

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## Poll

What is your business doing to support equal benefits?

- Providing domestic partner healthcare
- Allowing you to name your partner on insurance and financial documents (401k etc.)
- Tax Equity (Grossing Up?)
- Other?

## What Can Business Do?

- Historical perspective with civil rights
- Google Perspective
  - Doing the right thing for Google employees
  - Encouraging a workplace where everyone can bring their “whole selves” to work
  - Provide additional benefits to achieve parity
- Business Case
  - Human capital is often a company’s strongest asset
  - Attracting and retaining the best talent

Google



# How to Make Change

- Moving to an inclusive climate



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# Images Make a Difference



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Community is important. It becomes your family, your friends and your home. That's why Wells Fargo is committed to working with communities to support their financial stability and growth. In fact, we have made significant contributions to LGBT organizations over the past 20 years and encourage our team members to volunteer. When communities prosper, we all succeed.

We proudly celebrate the 2010 Out & Equal Workplace Summit.



[wellsfargo.com/lgbt](http://wellsfargo.com/lgbt)  
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# Can We See Ourselves?



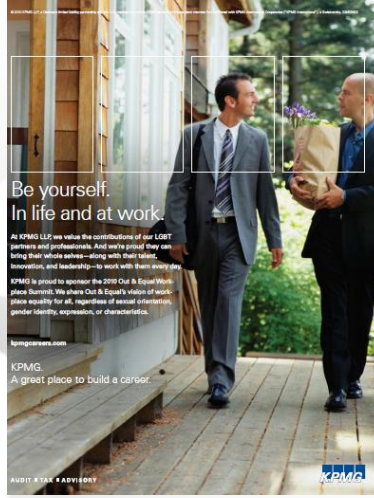
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# What Are The Results?



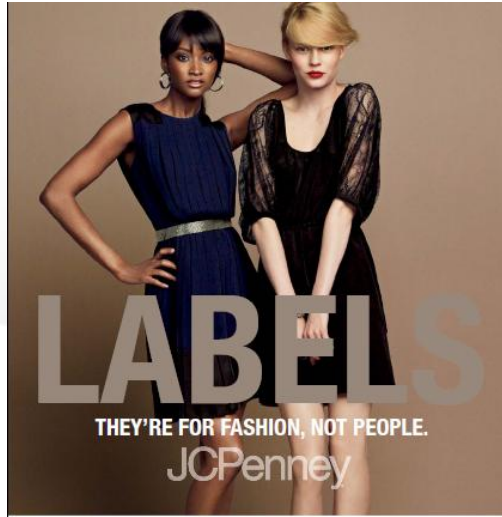
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# Creating Progress

**Gay men and lesbians are more engaged and active social media users\***



**And knowing that, is our business.**

With proprietary tools and our premier partnership with Metrix Combs Communications, we bring unparalleled reach and experience in understanding the attitudes, concerns, attitudes and practices of LGBT consumers.

Our new revolutionary research platform, **Harris Interactive Research (Researcher)** allows us to conduct and analyze online surveys and other survey-based and behavioral data, giving us a never-before-seen 360-degree view of particular consumers.

And since so many gay and lesbian adults have given us the OK to survey them: **Wish: OK!**

**Harris P&P LGBTQuery** – our online omnibus survey – provides timely, accurate answers to all range of questions regarding the highly influential and/or hard-to-reach.

\*The gay and lesbian population is more active on social media than the general adult population. 77% of gay and lesbian consumers of Twitter, compared to 67% of the general population, and 71% of gay and lesbian consumers of Facebook, compared to 61% of the general population. Source: Harris Interactive Research, LGBTQuery, June 15, 2010.

With Harris Interactive. And we know LGBT research. We've been consulting for decades.

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To learn more about us, contact David Kane at 212.339.9448 or [dskane@harrisinteractive.com](mailto:dskane@harrisinteractive.com).



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# What Are The Next steps?

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# What's Next?



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## Questions & Answers

- *How to ask a question...*
  - Online - use chat mode anytime during webinar
  
- *Add to the discussion...*
  - Chat in your comments/thoughts/insights



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## Closing Comments



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Thank you for your participation!



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

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or text the word "equal" to 20222 to make a \$10 donation

Join us for our next Town Call On August 26 on  
A View from the Top: LGBT Executives

More questions? Contact Pat Baillie, Associate Director of Training  
[pbaillie@outandequal.org](mailto:pbaillie@outandequal.org) - 415-694-6521



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