

Welcome to Out & Equal 2011 March 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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March Town Call

Our Communities, Our Careers and Our Families: Being an LGBT Parent in the Workplace



Presenters:

Michelle J. Smith, Bear Bergman, Dana Rudolph

Moderator: Pat Baillie, Associate Director of Training



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Announcements



- **Apr 12** – Out & Equal University, Building Bridges toward LGBT Diversity Webinar – Part III (other sessions are recorded and available)
- **Apr 14** – O&E Northeast Regional Summit (Rochester, NY)
- **May 3** – Out & Equal University, Train the Trainer 3 Part webinar starts
- **May 24** – Out & Equal University, Transgender Intensive 3 webinar starts
- **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

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LGBT Parenting Overview

Dana Rudolph



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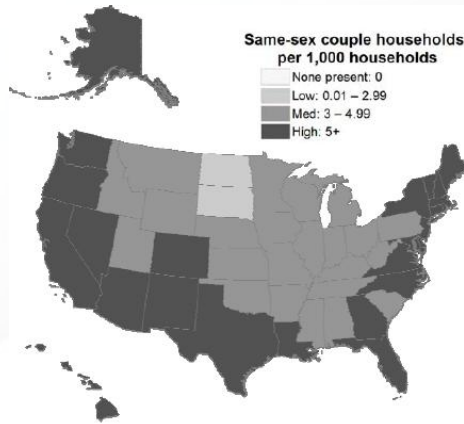
Change Polls

**How many are LGBT parents?
Do you use your workplace benefits
for your child?
Are you treated the same as
heterosexual parents at work?**

What do LGBT families look like?

- Opposite sex partners
- Same sex partners
- Had children together
- One partner came into relationship with a child
- Extended family
- Families of origin
- Families of choice
- Single parents
- Adopted parents
- Foster parents

What does the census say about LGBT families?

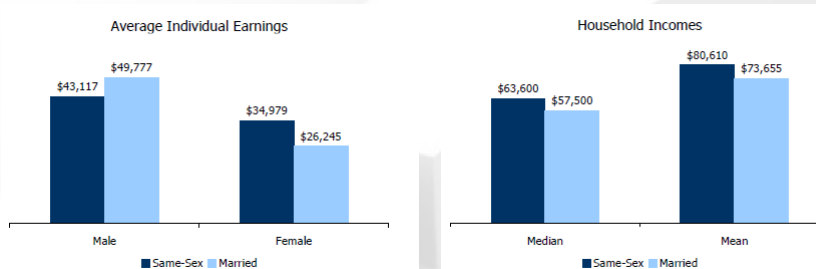


- Same sex partner data only
- 594,391 couples (2000 Census data)
- 776,943 couples (2005 data)
- 8.8 estimated LGB in US (2005 data)

US Census Snapshot – The Williams Institute – December 2007
<http://www2.law.ucla.edu/williamsinstitute/publications/USCensusSnapshot.pdf>

Other facts we know...

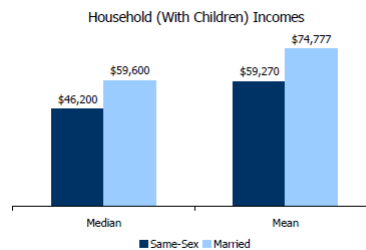
- 51% are male couples, 49% female
- Average age is 40 (48 for the general population)
- 24% are racially and ethnically diverse
- 78% are employed (65% for the general population)



US Census Snapshot – The Williams Institute – December 2007
<http://www2.law.ucla.edu/williamsinstitute/publications/USCensusSnapshot.pdf>

Same sex couples raising children...

- 20% of same sex couples raising children under 18
- Both married and same sex couples average 2 children
- 65,500 of US adopted children live with a lesbian or gay parent



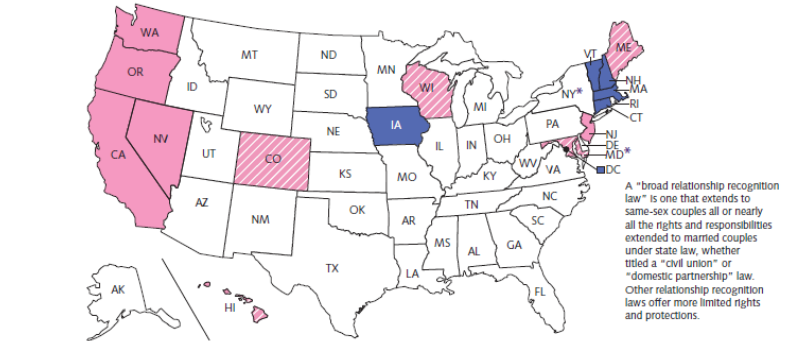
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Current US Parenting Data (Williams Institute)

- More common in the South than in any other region of the country
 - Arkansas, Louisiana, Mississippi and Texas are more likely than West Coast, in New York and in New England
- Black or Latino gay couples are twice as likely as whites to be raising children
 - more likely than their white counterparts to be struggling economically
- Many same-sex parents live in states without statewide LGBT employment protections

Relationship Recognition for Same-Sex Couples in the U.S.

This map was last updated on: **September 13, 2010**



- States with full marriage equality**
 Massachusetts (2004); Connecticut (2008); Iowa (2009); Vermont (2009);
 New Hampshire (2009); District of Columbia (2010)¹
- States with broad relationship recognition laws**
 civil unions: Vermont (2000); New Jersey (2006)
 domestic partnerships: California (2005)²; Oregon (2007); Washington (2008); Nevada (2009)
- States with limited relationship recognition laws**
 designated beneficiaries: Colorado (2009)
 domestic partnerships: Maryland (2008)³; Wisconsin (2009); Maine (2004)
 reciprocal beneficiaries: Hawaii (1997)
- States which recognize same-sex marriages performed in other states**
 New York (2008); Maryland (2010)

A "broad relationship recognition law" is one that extends to same-sex couples all or nearly all the rights and responsibilities extended to married couples under state law, whether titled a "civil union" or "domestic partnership" law. Other relationship recognition laws offer more limited rights and protections.

¹VT will honor existing civil unions, but will not issue new licenses. Civil unions will not automatically convert to marriages.
²DC will continue to honor and issue domestic partner licenses and will convert domestic partnerships to marriages for those who wish.
³In 2008, MD created domestic partnerships, but does not maintain a registry. In 2010, the attorney general determined that out-of-state marriages should be recognized.
⁴CA recognizes same-sex marriages legally registered in or out of CA prior to Nov. 5, 2008 as marriages, and those registered out of CA on or after Nov. 5, 2008 as domestic partnerships.

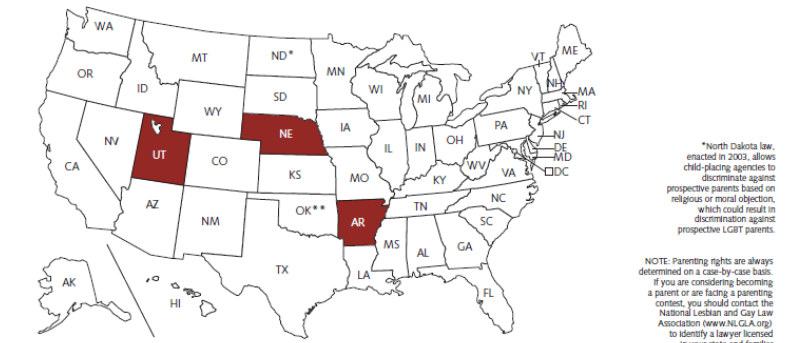


http://www.thetaskforce.org/issues/parenting_and_family

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Foster Care Laws and Regulations in the U.S.

This map was last updated on: **July 13, 2009**



*North Dakota law, enacted in 2003, allows child-placing agencies to discriminate against prospective parents based on religious or moral objection, which could result in discrimination against prospective LGBT parents.

NOTE: Parenting rights are always determined on a case-by-case basis. If you are considering becoming a parent or are facing a parenting contest, you should contact the National Lesbian and Gay Law Association (www.NLGLA.org) to identify a lawyer licensed in your state and familiar with LGBT family law.

States with Laws Restricting Foster Parenting

- Nebraska** – Nebraska policy, by 1995 directive of the then director of Nebraska's Department of Social Service, prohibits foster parenting by individuals "who are known by the agency to be homosexual or who are unmarried and living with another adult." It is unclear if this policy is enforced. The Nebraska state constitution restricts marriage to opposite-sex couples.
- Utah** – Utah law, enacted in 2000, prohibits the placement of foster children with "a person who is cohabitating in a relationship that is not a legally valid and binding marriage" under Utah state law. (Cohabiting is defined as "residing with a person and being involved in a sexual relationship with that person.") A subsequent law, enacted in 2007, gives preference to married couples over single adults in foster care placement decisions. Utah has a state constitutional amendment and a statutory law restricting marriage to opposite-sex couples.
- Arkansas** – Arkansas law, enacted by a statewide vote on Nov. 4, 2008 and going into effect on Jan. 1, 2009, prohibits the placement of foster care children with an individual if the individual "is cohabiting with a sexual partner outside of a marriage." The law applies "equally to cohabiting opposite-sex and same-sex individuals." These same restrictions apply for adoption of children, regardless of whether it is private or public adoption.

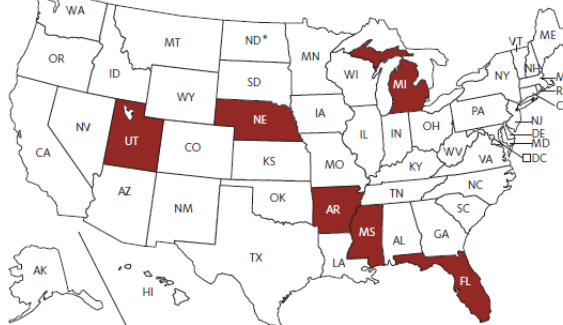


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Anti-Adoption Laws in the U.S.

This map was last updated on: **November 4, 2008**



States with Laws Restricting Adoption

Nebraska – Nebraska policy, by 1995 directive of the then director of Nebraska's Department of Social Service, prohibits adoption by individuals "who are known by the agency to be homosexual or who are unmarried and living with another adult." It is unclear if this policy is enforced. The Nebraska state constitution restricts marriage to opposite-sex couples.

Florida – Florida law, enacted in 1977, expressly prohibits "homosexual" individuals from adopting.

Michigan – In 2004, the Attorney General issued an opinion stating that same-sex couples who are married in other jurisdictions are not legally authorized to jointly adopt children in Michigan.

Mississippi – Mississippi law, enacted in 2000, expressly prohibits "adoption by couples of the same gender."

Utah – Utah law, enacted in 2000, prohibits adoption "by a person who is cohabitating in a relationship that is not a legally valid and binding marriage" under Utah state law. (Cohabiting is defined as "residing with a person and being involved in a sexual relationship with that person.") A subsequent law, enacted in 2007, gives preference to married couples over single adults in adoption placement decisions. Utah has a state constitutional amendment and a statutory law restricting marriage to opposite-sex couples.

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National Gay and Lesbian Task Force

www.theTaskForce.org

http://www.thetaskforce.org/issues/parenting_and_family



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What about Canada?



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Panel Discussion



Presenters:

Michelle J. Smith, Bear Bergman, Dana Rudolph

Moderator: Pat Baillie, Associate Director of Training



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Question #1: Tell us about you, your life and why you decided to have children?



Presenters:

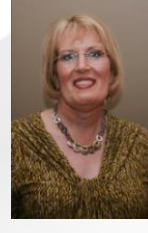
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Question #2: What have you seen as the greatest challenges in the workplace as an LGBT parent? Has it changed over the years?



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Question #3: What advice would you give to parents when dealing with workplace issues?



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Question #4: What is your dream for your family and what else do you need from your company, government, community to make that happen?



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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



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Closing Comments



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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:
April 28– Bisexuals at Work: Update on Global Survey Data*

*Please consider a donation to Out & Equal to support
all of our outreach programs!*

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



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