

Featured panel

Bisexuality: The Impact of the Workplace and the Media on Bisexual Lives

Organized by the Out & Equal Bisexual Advisory Committee

Amy Andre, Heidi Bruins Green, Brent Chamberlain, Marie Hartung, Ron Owen, Denise Penn

Bisexuality has been part of the LGBT acronym for years, but is still viewed with suspicion by many. What are the issues surrounding this little-understood population? Who are bisexuals, how many are there, and why don't we see them at work or in our ERGs? There have been a number of stories sensationalized in the media in recent years: the 2005 New York *Times* article "Gay, Straight, or Lying?" for example, and the recent NCLR case defending the bisexual softball players stripped of their win for not being "gay enough." There are always the celebrities, such as Anna Paquin, Cameron Diaz, Margaret Cho, Alan Cummings, and RuPaul, and hype surrounding bisexuality in movies like "Brokeback Mountain," "Dodgeball," and "Rent." These stories have highlighted bisexuality, but none has really helped make bisexual lives comprehensible or acceptable. What impact do the media have on the experience of bisexuals in the workplace? What does research tell us about who bisexual people are? And what does understanding bisexuality mean for lesbian, gay, and straight people? A distinguished panel of scholars and authorities from the bisexual community, moderated by bisexuality researcher Heidi Bruins Green, will explore these topics and more in a lively, interactive conversation.

Workshop Level: Intermediate

Workshop Track: Featured Panel

Target Audience: All

Room: 502-B

Featured panel

How we did it: LGBT employee resource group of the year finalists

Organized by Out & Equal Networks!

Belinda Grant-Anderson, Joe Hoffman, Scott Murphy, Reza Rahaman, Andy Smith

Representatives from each of this year's finalists will share the accomplishments that won them recognition in this year's competition for the 2010 LGBT Employee Resource Group of the Year Outie Award. Learn about the innovations, initiatives, and programs that defined the year's best practices in the movement for LGBT workplace equality.

Workshop Level: Intermediate

Workshop Track: Featured Panel

Target Audience: All

Room: 515-A

Featured panel

Next-generation organizations, next-generation talent: Leveraging the changing face of LGBT leaders and customers

Sponsored by Genentech

Organized by Jennifer Brown Consulting

Jennifer Brown, Elisabeth Warren, Marilyn Nagel, Adam D. Wasserman

Jennifer Brown, president and CEO of Jennifer Brown Consulting, will moderate an interactive panel discussion with senior diversity, business line, and millennial leaders on how to best

engage and leverage younger generation LGBTQA employees to both drive employee engagement and meet business objectives. The panel will discuss the strategies and action plans their companies have used, how they have mobilized their ERGs as a platform, and the successes and challenges faced in managing the multi-generational LGBTQA workforce. The discussion will help attendees better understand and address the complex questions raised by the younger generations, such as: What does it mean to be an LGBTQA leader in today's, and tomorrow's, organizations? What can employers accomplish by enabling the full energy and investment of this community? How does the younger generations' sense of self, and their relationship to work, impact our strategies for building more inclusive workplaces, specifically for LGBTQA talent?

Workshop Level: Intermediate

Workshop Track: Featured panel

Target Audience: All

Room: 502-A

Featured speaker

LGBT demographics

Organized by UCLA Williams Institute and UCLA Executive Education

Gary J. Gates, Ph.D.

Thanks in large part to the U.S. Census Bureau, we have more data about LGBT people (at least those in same-sex couples) than ever before. Williams Institute Distinguished Scholar Gary Gates has analyzed this data for the past two decades to provide a portrait of the rich diversity within the LGBT community. Through his work, we know what percentage of same-sex couples are raising children, are people of color, are veterans, and live in rural areas. During this session, Dr. Gates will present the most recent demographic data about diversity within the LGBT community, and lead a discussion about how to diversify your employee resource group (ERG).

Workshop Level: Intermediate

Workshop Track: Featured Speaker

Target Audience: All

Room: 411-Theatre

A tale of two mommies (and daddies too): Unique challenges faced by LGBT parents in the workplace

Scott Ballina, Trippe Davis, Angela M. Duerden, Lisa M. Mazzola

This panel discussion will explore the unique challenges faced by LGBT parents in the workplace. The panelists will discuss their personal experiences as out LGBT parents at work and methods they use to create a balance between work, advocacy, and family life. The discussion will focus on ways to ensure a more inclusive environment for LGBT families in the workplace and potential solutions to common issues that arise for LGBT working parents.

Workshop Level: Introductory

Workshop Track: Personal & Professional Development

Target Audience: All

Room: 507

Beat the competition: Working together for the good of the group

Jin Chin, Daniel Docherty, Darren Meader, Stefano Nappo, Ph.D.

Members of the U.K. InterBank LGBT Forum of top investment banks will share their experience on collaborating for the benefit of all individual firm network members, and to improve life for LGBT people inside and outside network firms. This session will share know-how on the positive impact of InterBank on the LGBT community in financial services firms, in professional services and in London, and explore how U.S. companies could adapt and use the model.

Workshop Level: Introductory

Workshop Track: ERG engagement

Target Audience: ERG members

Room: 505

Bling bling: How to bedazzle your LGBT recruiting event and use technology to attract diverse audiences

Anne Evans, Jordan Freitas

Looking for a way to get the most out of your LGBT recruiting event? Wonder how you can use technology to improve your diversity recruiting efforts in general? This interactive workshop will highlight new ways to transform an event into a multi-purpose affair and explore how technology can complement your overall recruiting efforts. While the main goal is to recruit top diverse talent, learn how an event and the use of social networking sites can accomplish much more. Join Ernst & Young in this engaging discussion for all the answers you'll ever need about hosting an outstanding multi-purpose LGBT recruiting event and using technology for recruiting purposes.

Workshop Level: Introductory

Workshop Track: Workplace climate—policies to practice

Target Audience: HR & diversity professionals

Room: 511-A

Connecting our networks for greater success – locally and beyond

Chris Crespo, Paul Greenall, Casey Monnerjahn, Greg Sampedro, Sarah Stuart

How do you connect and engage people in multiple locations, varying in size, culture and interests? Join us as we share our strategies and experiences in connecting our LGBT networks at Ernst & Young across our 90 offices. It takes more than a village as we network with our other Ernst & Young affinity groups, other companies, and organizations in our communities and beyond. Join us, along with industry and community leaders, for a presentation and panel discussion of strategies and tools that you can implement to better connect the people in your network—no matter where they sit—for results that help your members, your organization, and your overall LGBT workplace inclusion efforts.

Workshop Level: Intermediate

Workshop Track: ERG engagement

Target Audience: ERG members

Room: 504

Does your ERG measure up? Components of a successful employee resource group

Chip Newton, Kaitlin Porter, MPH

The ability to measure the success of an employee resource group is paramount to its continued funding and sustainability within a company. A successful ERG is one that is aligned with the priorities of the company, can measure its progress, and can show a return on investment. This presentation will discuss the tools and methods for creating the business case for your ERG, including the ability to set goals and values that tie to the company.

Workshop Level: Intermediate

Workshop Track: ERG engagement

Target Audience: ERG members, HR & diversity professionals

Room: 408-A

Entertaining brands: Reaching an LGBT audience

Jonathon Aubry, Angela Courtin, Susan Miller, Lori J. Posner, Hope Royalty, Judy Scheer

Branded entertainment is one of the fastest growing ways for marketers to reach target audiences. With multiple media platforms (print, digital, video, mobile, social, and experiential) as well as established LGBT television entities, brands are realizing opportunities to reach this audience in unique ways. Participants will learn from a panel of experts about traditional and non-traditional LGBT marketing, the creation of video content, story line integration, product placement, webisodes and sponsorships, and their impact on both LGBT visibility and the brand's bottom line. There will be time allotted for questions from participants.

Workshop Level: Intermediate

Workshop Track: Personal & Professional Development

Target Audience: All, Corporate Marketing Executives, Brand Management, ERG members

Room: 511-C

Everyone transitions along with an employee: Boeing's approach to the intersection of work and situation

Debbie Smith, Michelle Smith, Connie Summers

This workshop looks at the public nature of gender transitions and how the interactions of the transitioning employee at work, in the community, with customers, and with family influence are reflected in the workplace. We will also show how Boeing's transgender guidelines provide an environment in which negative influences are managed to minimize both the stress on the transitioning employee and the impact on productivity.

Workshop Level: Intermediate

Workshop Track: Law & Policy

Target Audience: HR & diversity professionals

Room: 408-B

Executive sponsors: Use 'em or lose 'em

Rachel Beitz, Larry Harrington, Casey Horton, Kevin Janes, Frankie O'Connor, Joan Pertak, Trung Tieu

Executive sponsors are a vital resource to employee networks as mentors, advisors, and, in the case of the LGBT networks, as highly visible champions. How do you build a good working

relationship between network leaders and executive sponsors? PepsiCo, Raytheon, and Ernst & Young group leaders share their experiences in developing these relationships. Whether together for several years or only a few months, our panelists will provide best practices for establishing, maintaining, and leveraging strong sponsor-leader relationships.

Workshop Level: Introductory

Workshop Track: ERG engagement

Target Audience: ERG members, Organizational leadership (executives/management)

Room: 513

Expanding equality in the global workplace

Vikram Doctor, Julie Dorf, Stephen Golden, Michael Guest

This session will explore the concrete ways that corporations can take their values of equality in the workplace and apply them to their overseas operations. We will explore the current trends as monitored by the HRC Corporate Equality Index and other surveys, and we will highlight the opportunities for the business community through expansion of LGBT equality. We will also look at the real challenges that emerge outside the borders of the United States. As part of this session, we will consider a case study of India, where recent legal progress has cleared the way for corporations to expand their policies and benefits for their LGBT workers.

Workshop Level: Advanced

Workshop Track: International

Target Audience: Organizational leadership (executives/management)

Room: 503

Global mobility for LGBT professionals

Patrick Callahan, Kristofer Knopp

This workshop covers the fundamentals of international work assignments for LGBT professionals, highlighting the “Top 10 Things to Know” about working overseas. It will also identify challenges faced when working overseas, such as cultural differences, “coming out” to your foreign colleagues, and working virtually across borders. It will also briefly touch on notable LGBT laws around the globe. We will have a panel of LGBT professionals who have traveled overseas for business, worked on expatriate assignments, and managed international teams.

Workshop Level: Intermediate

Workshop Track: International

Target Audience: All

Room: 501-B

Homophobia in the black community: What's up with DADT?

Toni Battle, Terrance Dean

Homosexuality is one of the last taboos in the black community, which largely has a “don't ask, don't tell” policy. Coming out is seen as putting “dirty laundry” out for discussion. Often, homosexuality is viewed as an attack on black culture's very existence, even though many LGBT within the race have played dominant and pioneering roles in the civil rights movement and the birth of hip hop. Despite these obstacles, LGBT is alive and well in the black community and

many are now not only coming out of the closet on their own terms, but are also the brothers and sisters, daughters and sons of those within the community who expound homophobic ideals. So let's discuss the challenges and issues of homophobia in the black community as they relate to outreach and inclusion. What does "gay" really mean in black culture? Why does race politics sometimes dominate identity and the history of "us"? Hear from a straight black female and a gay black male about their personal journeys and their work in trying to sustain dialogue and implement change within their cultural community, sometimes at great professional or personal risks and costs.

Workshop Level: Introductory

Workshop Track: Diversity & Community

Target Audience: All

Room: 518

Move over CEI, the CCCP is here

Riley B. Folds, Jeff Marootian

In 2010, Out for Work began the first program designed to assess career resources for LGBT students, the Career Center Certification Program (CCCP). Its primary goal is to provide academic institutions, students, and businesses with an evaluation of the support available to LGBT students facing employment and workplace challenges. Hear the findings of the CCCP Report and learn how your college or university representatives, campus recruiters, and LGBT resource group members can benefit.

Workshop Level: Introductory

Workshop Track: Personal & Professional Development

Target Audience: Higher Education Professionals

Room: 506

Oppression and inequality: A look within

Jim Price

Our relationship with power and privilege affects our feelings of self and our interactions with others. Yet, many of us are not consciously aware of these forces and how we have internalized them. In this interactive workshop, we'll explore the phenomena of internalized oppression and domination and how they relate to structural inequality, focusing on challenges in matters of race, gender, and sexual orientation. You'll walk away with a deeper understanding of oppression and inequality, and practices you can use to grow as an individual and community member.

Workshop Level: Advanced

Workshop Track: Diversity & Community

Target Audience: All

Room: 501-C

Out in the federal workplace: Strategies for LGBT consultants in the federal environment

Robert Maitner

This workshop is designed for those LGBT workers who find themselves regularly in the federal work environment. Those of us in the consulting world often find ourselves working for federal

clients, such as the Department of Defense, Homeland Security, NASA, and other agencies. Often times the federal environment is not LGBT-friendly, and, depending on the administration, can often be considered hostile. With a federal workforce that is expansive and diverse, we can often find LGBT employees and allies. Strategies for working in the federal environment can be important to all out workers and consultants. Considerations include: determining how and when to be out in the federal workplace, locating potential internal resources on LGBT within the federal environment, and becoming active in LGBT affinity groups within the federal environment, if available.

Workshop Level: Intermediate

Workshop Track: ERG Engagement

Target Audience: ERG members

Room: 410

Promoting diversity and making waves: Implementing ERGs that drive organizational change

Lisa A. Linsky, Todd Solomon

This workshop will provide participants with the information they need to successfully structure and implement an employee resource group that really works to make change within the organization. Participants with existing ERGs will be given an open forum to discuss their accomplishments and challenges in order to learn from their shared experiences and strategize on how to overcome common obstacles.

Workshop Level: Intermediate

Workshop Track: ERG engagement

Target Audience: ERG members

Room: 409-B

Real and relevant issues of LGBTQ members: Expanding how we define diversity training

Tim Avant, Todd Murray, Alex Nicholson, Christina Rock

In 2010 the issues in the LGBT community are diverse as the community itself. As successful corporations embrace the LGBT community it is our responsibility to educate our colleagues. This inspiring educational session will feature a variety of LGBT members who are impacted by issues that affect all of us. Hope's Voice educates, empowers and challenges stigmas through the production and presentation of innovative lectures, events, print and media campaigns. We are driven by inspiring, relevant, real and often misunderstood stories of hope. Hope's Voice presents a panel of perspectives from young LGBT members who have been affected by a variety of issues including HIV and the "don't ask, don't tell" policy. The session will share the experiences of the LGBT panel, provide examples of ways to train your company on often difficult but relevant issues of LGBT employees, and provide the platform to brainstorm ways to reach your company with useful and life-changing education. It's time to expand how we define diversity training.

Workshop Level: Intermediate

Workshop Track: Diversity & Community

Target Audience: HR & diversity professionals

Room: 512

Sexual harassment through the eyes of LGBT employees

Sheri Burnham, Kevin Fannin, John Gatto, Sandi Guy, Melinda Haag, Mike Perillo

It's challenging enough in some workplaces to be LGBT. But what happens when your straight boss hits on you or your co-workers deface your cubicle? What do you do when your ex life partner becomes your boss? Who do you turn to when you are falsely accused of harassing a straight subordinate? This workshop will help LGBT employees learn how to stand-up to sexual harassment at work, understand the laws that protect you, and help you address sexual harassment when you may not feel safe being out at work. The workshop includes role plays to test out how to respond to a harasser and a checklist of suggested steps for you to take when you are the victim of sexual harassment.

Workshop Level: Introductory

Workshop Track: Law & Policy

Target Audience: All

Room: 501-A

So what do we do now? A guide to transgender workplace transition for LGBT and allies

Stephanie Battaglino

Speaking from her own experience as the first transgendered employee to transition on the job in New York Life's 165-year history, Stephanie takes you through each of the essential steps she took to successfully manage her workplace transition—within a company culture that had no prior experience with it. She discusses all aspects, from engaging co-workers as advocates, to working collaboratively with human resources, to establishing and modifying company equal opportunity and diversity policies. In addition, Stephanie covers an area that has had little exposure up to now: What happens after a trans woman fully assimilates into her workplace? What are the issues that she faces? Are they unique? How do they differ from those of genetic female colleagues? Do they at all? How does one stay focused on one's responsibilities amidst all of the stress and euphoria? Join Stephanie in this engaging and enlightening workshop for the answers to these questions and more.

Workshop Level: Introductory

Workshop Track: Law & Policy

Target Audience: All

Room: 511-B

Using drama to overcome drama: Confronting our phobias and "isms"

Stewart T. Anderson, Ann Dunkin, Terry Hildebrandt, BJ Kamigaki, Adam Wolf

Come and enjoy our humorous skits that highlight recent overt cases and instances of transphobia, biphobia, and bigenderism within the lesbian and gay rights movement. Understand how we all contribute to our own oppression through lack of knowledge of and sensitivity to gender variance and bisexual realities. Learn strategies to unite the lesbian, gay, bisexual, transgender, queer, and intersex community.

Workshop Level: Introductory

Workshop Track: Personal & Professional Development

Target Audience: All

Room: 409-A

You've got the policy ... what now? Using nonprofit partnerships to change corporate culture

Jaclyn Hedegard, Jean-Marie Navetta

With tremendous progress in the workplace, diversity practitioners, human resources specialists, and employee resource groups have a new challenge: now that we have the policies, what next? A powerful answer is to create partnerships with LGBT nonprofits to offer training, local support, and less traditional educational opportunities to inspire culture change that makes policies truly effective. MetLife and PFLAG created a model that accomplished this; successfully training over 500 people across the United States in under a year. Learn what this model is, what made it work, and how you can replicate it to transform your corporate climate beyond policy implementation.

Workshop Level: Intermediate

Workshop Track: Workplace Climate- Policies to Practice

Target Audience: HR & diversity professionals

Room: 510