

Featured event

"Prodigal Sons" screening

Kimberly Reed

Screening of the award-winning film "Prodigal Sons," followed by a question-and-answer session with filmmaker Kimberly Reed. Reed dives headfirst into an unflinching portrait of her family that is absolutely engrossing and marks her coming out, in more ways than one. Returning home to a small town in Montana for her high school reunion, Reed hopes for reconciliation with her long-estranged adopted brother. But along the way "Prodigal Sons" uncovers stunning revelations, including a blood relationship with Orson Welles and Rita Hayworth, intense sibling rivalries, and unforeseeable twists of plot and gender. Reed's rare access delicately reveals not only the family's most private moments, but also an epic scope as the film travels from Montana to Croatia, from jail cell to football field, from deaths to births. Reed's compassionate *vérité* style of filmmaking captures the lives of her family in such an organic way that their exceptional and challenging stories puncture the surface of our expectations. Questions of sexual orientation, identity, severe trauma, and family love are effortlessly explored as the subjects freely open up their lives to the camera.

Workshop Track: featured event

Workshop Level: intermediate

Target Audience: All

Room: 515-B

Featured panel

Common goals: Looking across identities on issues of workplace inclusion

Sponsored by Citi

Organized by the Out & Equal people of color advisory committee

Ana Duarte McCarthy, Sharon Goto, Maxim Thorne, Victor Viramontes, Lisa J. Wicker

Opportunities for career advancement and recognition based on ability, potential, and performance—regardless of how you identify—is a goal shared by everyone, especially employees who perceive that they may be marginalized based on identity. We know that employment discrimination is an important issue to an overwhelming majority of the lesbian, gay, bisexual, and transgender community. Recent surveys find that it is just as important—even more—to the African American, Hispanic, and Asian/Pacific Islander communities. This panel looks at how different communities that intersect with the LGBT community see issues of workplace inclusion and are working to eliminate discrimination that persists

Workshop Track: featured panel

Workshop Level: intermediate

Target Audience: All

Room: 502-A

Featured panel

Our communities, our careers and our families: Being an LGBT parent in the workplace

Sponsored by Wells Fargo

Renee Brown, Dana Rudolph, Michelle Smith, Stacy Smithers, Mike Syers

In many ways, our stories as working parents are no different than those of our straight colleagues. Being a parent who is also lesbian, gay, bisexual or transgender, however, has aspects that are unique to our community. Listen to a panel of LGBT executives discuss how they experience the issues facing all parents who work—and those of special concern to those who identify as LGBT.

Workshop Track: featured panel

Workshop Level: intermediate

Target Audience: All

Room: 502-B

Featured speaker

LGBT diversity in the global context

Organized by UCLA Williams Institute and UCLA Executive Education

Brad Sears

For corporations operating in today's global economy, responding to the needs of LGBT employees doesn't just mean consideration of the increasingly complicated legal and social landscape nationally, but internationally as well. While some regions of the world, like Canada and Western Europe, are moving ahead of the United States on LGBT rights, others, such as Africa and Asia, lag behind. Central and South America present a particularly complicated context. This session will provide an overview of the rights of LGBT people around the world and practical suggestions for addressing LGBT diversity in the rapidly changing global context.

Workshop Track: featured speaker

Workshop Level: intermediate

Target Audience: All

Room: 411-Theatre

Authenticity: Bring the best "you" to work and life

Elena Deutsch, Steve Salee

Oscar Wilde said, "Be yourself. Everyone else is taken." But how authentic are you? How much of yourself do you bring to work, and what do you leave out? Whether the reasons are internal or external, LGBT employees and leaders—even when out—tend to hold back some of their unique qualities, and the value of those qualities doesn't get realized in the workplace. In this fun and interactive workshop you will explore what it means to be authentic, and what makes you uniquely you. You will also create a plan to bring forward the authentic qualities that make you most powerful in your work and life.

Workshop Track: personal & professional development

Workshop Level: introductory

Target Audience: All

Room: 409-A

Bisexuals at work: New global survey data

Heidi Bruins Green, Jamison Green, Nicholas Payne, Ph.D.

What do you know about bisexual people in your company? Do they have the same issues as lesbian and gay people or heterosexuals, or are their issues different from both of those groups? We know that only a small fraction of the bisexuals in our companies are involved with LGBT employee resource groups. What do bisexual people have to say to ERGs and to company management about creating a more bi-friendly environment? A comprehensive international survey was launched in June 2010 and the emerging data are yielding an exciting look at the most elusive letter of our alphabet soup. Join the survey's principal investigators to learn about everything you always wanted to know about bisexuals at work but were afraid to ask!

Workshop Track: diversity & community

Workshop Level: intermediate

Target Audience: All

Room: 510

Extended 150 minute workshop

Building bridges toward LGBT diversity

Pat Baillie, Lori Fox, Julie Gedro

Targeted at senior executives, managers, human resources staff, diversity professionals, customer service representatives, and the general employee population, this course is designed to help employers get the most from all employees, LGBT and non-LGBT. This training fosters increased awareness, resulting in a healthier and safer workplace where all employees are engaged in the mission of the organization, increasing the level of comfort for all and improving communication between LGBT and straight employees and the customers they serve. Developing cultural competency of LGBT employees is the first step to workplace equality.

Workshop Track: workplace climate—policies to practice

Workshop Level: introductory

Target Audience: All

Room: 501-C

Census 2010: Making America's LGBT families count

Gary J. Gates, Ph.D., Ariadna "Ari" Gutiérrez, Che Ruddell-Tabisola, Bob Witeck

In 2010, the U.S. Census and its LGBT community partners undertook an historic and unprecedented campaign of LGBT outreach and education to better ensure full participation and inclusion in this once-in-a-decade national initiative. How did it unfold? How were many untapped and marginalized communities reached? What worked, and what didn't? What do we hope to learn about our households, and what are the enduring implications for public policy, human resources professionals, financial services, educators, marketers, social scientists, and the rest of us?

Workshop Track: law & policy

Workshop Level: Intermediate

Target Audience: All

Room: 511-C

Global values for a global workforce

Brent Chamberlain, Daniel Danso, Madeline Lasko

Does your organization have offices overseas? Are you or your colleagues ever posted abroad? How can employers make sure they offer the same level of support to their LGBT staff regardless of where in the world they work? This workshop explores how to make sure that your diversity and inclusion policies for U.S. employees are just as effective in overseas offices, looks at the positives and negatives of global diversity policies, and addresses the thorny issue of what happens when LGBT staff are asked to relocate to countries where they may not have legislative protection or partner rights.

Workshop Track: international

Workshop Level: intermediate

Target Audiences: HR & diversity professionals

Room: 503

Harnessing social media for ERG outreach, awareness, and engagement

Aaron Aanenson, AJ Dronkers, Chuck Stephens

Learn the best practices, social and financial impacts, and other lessons that come from leveraging social media tools such as wikis, blogs, forum boards, and bookmarks to communicate across the enterprise, engaging members and reducing email traffic.

Workshop Track: ERG engagement

Workshop Level: introductory

Target Audience: All

Room: 408-B

Hitting the bullseye: How your ERG can engage leaders and drive business results

Michael Abata, Jim Ciccone, Daniel Duty, Alexis Kantor

Many LGBT employee resource groups developed organically as employees with similar backgrounds and interests came together to socialize and compare work experiences. But many companies, including Target, are realizing the power of these groups for any number of strategic purposes, recruitment, retention, and marketing being the most often cited. The workshop will talk about what Target is doing to leverage its LGBT ERG to drive bottom-line results. Daniel Duty, Target's GLBT Business Council executive sponsor, will share how Target's ERG is taking strategic actions that are aligned with company objectives. This workshop will provide an interactive exercise for deeper understanding and showcase tools for ERG leaders to take back to their respective companies.

Workshop Track: ERG engagement

Workshop Level: intermediate

Target Audience: ERG members

Room: 408-A

How to “engay” your community

Michael Gavin, Dwain Young

This workshop will discuss the importance and mutual benefits of engaging your LGBT employee resource group in the LGBT community at large. Local LGBT organizations can benefit from the help, time, and commitment of your group members. Additionally, your company’s employees will feel more engaged in their work as a result of dedicating their help to organizations that need it. Volunteer work with local nonprofit and community-based organizations can become a vibrant part of any company’s employee value proposition. This workshop will discuss ways to create meaningful partnerships with local LGBT organizations and discuss the importance of maintaining them through volunteer events, fundraising, discussion panels, and ongoing skills-development projects. It will also discuss the importance of holistically engaging your LGBT ERG in the entire local community and involving allies in your efforts to create positive change in your community, achieve greater impact for LGBT concerns, and combat stereotypes.

Workshop Track: ERG engagement

Workshop Level: intermediate

Target Audience: LGBT community leaders

Room: 506

Leading by example: How ERG leaders create sustainable relationships with nonprofits

Gina Reiss, Trung Tieu

As corporations advance in their diversity and inclusion journeys, it is critical that they establish sustainable relationships within the communities where they reside. Never before has this been so crucial in terms of brand equity and brand loyalty. Employee resource group leaders can and should play a pivotal role in initiating and maintaining these relationships. Join us to learn how PepsiCo network leaders have harnessed the work they have already been doing to create a formal process and sustainable long-term relationships with community partners such as local and national AIDS foundations, LGBT youth centers, PFLAG, and True Child.

Workshop Track: ERG engagement

Workshop Level: intermediate

Target Audience: ERG members

Room: 501-A

LGBT and Asia from IBM and Goldman Sachs

Stephen Golden, Tony Tenicela

Lesbian, gay, bisexual, and transgender (LGBT) individuals in Asia face a number of specific challenges—both in their private and professional lives. The danger is that such challenges can impact workplace relationships, affect the health of LGBT employees, and impair productivity and performance. That’s why Goldman Sachs and IBM have been encouraging companies to adopt best practice in promoting workplace equality for LGBT employees. This workshop will explore the cultural context for LGBT issues, the workplace challenges that LGBT employees face, and the realistic and practical steps companies can take in Asia to create inclusive workplaces.

Workshop Track: international

Workshop Level: intermediate

Target Audience: All

Room: 511-B

LGBT legislative issues and brand reputation

Wesley Combs, Michael Wascom, Helga Ying

Levi Strauss took a very public position opposing Proposition 8. American Airlines has testified in Congress in support of the Domestic Partnership Benefits and Obligations Act, which would provide health and other benefits for same-sex partners of federal employees. More and more, companies are publicly endorsing the Employment Non-Discrimination Act, as well as opposing anti-gay legislation at the state level because it negatively impacts their business. Come hear from two companies, American Airlines and Levi Strauss, that set the standard for integrating LGBT legislative issues in their overall diversity strategy. The session will be moderated by Witeck-Combs Communications, which will present the business case for these approaches by providing data and marketplace experience in guiding companies through this political landscape.

Workshop Track: diversity & community

Workshop Level: intermediate

Target Audiences: All, ERG members, HR & diversity professionals, Organizational leadership (executives/management)

Room: 409-B

Out & Equal Leadership Council orientation

Stephen Gould

The Leadership Council is the group of volunteers who lead the Out & Equal regional affiliates. This extended session is an orientation for all Out & Equal Leadership Council members, providing in-depth information on Out & Equal programs, regional affiliate structure and procedures, and programming ideas. This session fulfills the orientation requirement of Leadership Council members, and is open to prospective Council members as well.

Workshop Track: personal & professional development

Workshop Level: advanced

Target Audience: Out & Equal Leadership Council members

Room: 507

Raising the bar: The new corporate equality index criteria and data from the 2011 report

Deena Fidas, Daryl Herrschaft, Bryan Parsons

Since 2002, the HRC Corporate Equality Index has been the nation's premiere benchmark and roadmap for LGBT equality in corporate America. Effective in 2011, the new criteria—CEI 3.0—will raise the bar on three metrics: parity in health benefits; organizational competency on LGBT issues; and public commitment to the LGBT community. We will discuss changes to the CEI, the latest data from the 2011 report, and the resources needed to implement these changes in time for 2012 CEI.

Workshop Track: workplace climate—policies to practice

Workshop Level: intermediate

Target Audience: All

Room: 501-B

The care and feeding of allies during the Out & Equal Summit

Rachel Beitz, Larry Harrington, Frankie O'Connor, Nichole Soterwood

Do you want to ensure that your allies who attend the Out & Equal Workplace Summit maximize the value of their Summit experience? For the past five years, Raytheon's delegation planning team has put in place successful tools and techniques to enable our allies who attend to leave the Summit with an overwhelmingly positive experience. Many of our allies who attend Out & Equal also attend many other diversity conferences during their careers. The Raytheon Out & Equal planning team's goal has been to make sure Out & Equal is the best of all the diversity conferences they will ever attend, and we have succeeded. Learn how you can apply our game plan and lessons learned to your company.

Workshop Track: ERG engagement

Workshop Level: intermediate

Target Audience: All

Room: 410

The unique legal and financial challenges facing the LGBT community

Philip J. Hoskins, Steven W. Schmitt, Kyle D. Young

Federally-recognized marriage, state-recognized marriage, civil union, domestic partnership—understanding these terms and the differences between them can truly be the deciding factor in assuring proper legal and financial planning for you and your family. The lack of federal recognition of LGBT individuals and couples creates countless legal and financial challenges. Identifying these inequalities is the first step in leveling the playing field for all members of the community. During this workshop, we will introduce many of the key legal and financial challenges faced by the LGBT community. Once each challenge is presented, we will highlight several of the planning techniques available to resolve or eliminate each. The topics covered will be discussed from a federal perspective and will therefore relate to each individual in attendance, regardless of their economic position or their relationship status. Specifically, we will cover: the major U.S. tax law changes enacted since our workshop last year (which have a major impact on the community); how to assure your assets pass to the people you choose; ways to minimize income, estate, and inheritance taxes; and the major differences between a spousal and a non-spousal beneficiary. New to this presentation will be an overview of the many legal challenges we face as a community. A case study will be discussed following our presentation to emphasize the concepts covered. Materials will be distributed to support the issues discussed and to advise on action items participants can take back to their personal and professional lives.

Workshop Track: law & policy

Workshop Level: introductory

Target Audience: All

Room: 511-A

The virtuous cycle: Integrate ERGs into your business plan, support profitability, and boost workforce engagement

Mark Demich, Brea Gates, Ken Martin, Kris Maybach

Create a “virtuous cycle” where the employee resource group and sponsoring business mutually and continually support each other. A Sara Lee Continuous Improvement (CI) professional leads an interactive workshop designed to raise the bar on ERG maturity levels, moving beyond planning and leading to full integration into any business. You’ll learn valuable industry-standard continuous improvement “lean” approaches and take away tools that can be applied to integrate ERGs into the core of any business plan, with a goal of achieving strong business results and nurturing a culture for the entire workforce, including blue-collar employees.

Workshop Track: ERG engagement

Workshop Level: intermediate

Target Audience: ERG members

Room: 512

Transgender 101: Transgender information for the non-trans community

Stephanie C. Battaglino, Sandra Zurawicz

What are the differences between transgender, cross-dressing, and transsexual? How does the transgender experience differ from the greater LGB community’s? What is involved in coming out? What about the bathroom? These and other issues will be discussed. This workshop is specifically aimed at giving allies and other interested parties greater insight to understanding transgendered individuals in your company and how to assist and support them in their life-changing transition.

Workshop Track: personal & professional development

Workshop Level: introductory

Target Audience: All

Room: 504

Uneasy alliances: The elusive search for common ground between diverse employee communities

Terry Howard, Kent Johnson, Steve Lyle

As employees identify and form groups around race, gender, religion, or LGBT issues, what is the potential for conflict or competition? What are the potential opportunities that can get lost in the emotions? This panel discussion will honestly address the risks—real and imagined—of conflict between employee networks and propose strategies for channeling the energy and passion into collaboration and other constructive action. Attendees will learn how to recognize and balance potentially competing interests, and uncover bonds of common interest, while creating an inclusive workplace.

Workshop Level: Intermediate

Workshop Track: ERG engagement

Target Audiences: HR & diversity professionals

Room: 505

Why do they need to tell me? How Citi is looking to overcome unconscious bias

Tracie Brind, Pamela Johnson, Jackie Moran, Damian Murphy, Sheri Paulo

When a public figure “comes out” the mainstream reaction is often—“I don't care what they do, so why do they need to tell me?” The recent public acknowledgement of his sexual orientation by Ricky Martin drew a whole host of comments on global news websites that echoed the sentiment above. This session is a way of having a conversation about why being open about sexual orientation is important for out LGBT people and looking at what unconscious biases may make that uncomfortable for others. The workshop will be based upon a series of diversity-led initiatives, including training and senior management engagement, in open discussion and a workshop presented by Citi Pride London at the Citi's EMEA diversity week in June.

Workshop Track: workplace climate—policies to practice

Workshop Level: advanced

Target Audience: All

Room: 518