

**Featured panel**

**Diversity and inclusion strategies beyond the United States**

*Matt Bosrock, Brian McNaught, Sebastian Rocca, Eileen Taylor, Sophie Vandebroek, Silvy Vluggen*

Sebastian Rocca, the recently appointed executive director of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA), will lead an international panel of business and human resources professionals in a discussion about extending diversity strategies inclusive of lesbian, gay, bisexual, and transgender employees outside the United States.

**Intermediate**

**Workshop Track: Featured panel**

**Target Audience: All**

**Room: 515-A**

**Featured panel**

**Our allies: Our champions**

*Anthony Carter, Kathleen Colucci, David M. Hall, Ed.D., Leonard Harvey, M.D., M.B.A., Denise Lynn*

Progress toward workplace equality is dependent upon our ability to engage allies to help move policies and practices forward. Hear the stories of notable executives who have gone above and beyond in making a difference for LGBT workplace equality. Moderated by author and educator Dr. David Hall, the panel will include finalists for this year's Out & Equal Workplace Champion Award.

**Intermediate**

**Workshop Track: Featured panel**

**Target Audience: All**

**Room: 515-B**

**Featured speaker**

**Diversity and trust: Alliances and betrayals**

Organized by UCLA Williams Institute and UCLA Executive Education

*Robin D. Johnson, Ph.D.*

When we think about competencies of the best leaders and organizations, the first word that comes to mind isn't usually "trust." But when you get down to it, it's personal relationships—based on trust—that make organizations hum. During this session, we will delve into issues of trust and alliances within the LGBT community and between the LGBT community and other diverse groups. We will examine our own relationships with trust (our propensity to trust and be trusted) and how they impact our work life.

**Intermediate**

**Workshop Track: Featured speaker**

**Target Audience: All**

**Room: 411-Theatre**

**Affiliates and ERGs: Get down to business**

*Lori Fox, Casey Horton, Jim Huberty*

In this thought-provoking workshop, participants will learn how basic business principles can be applied to create and grow a dynamic employee resource group or regional affiliate. The session will encourage participants to consider perspectives and approaches to companies and the community that align individual corporate goals, key relationships, internal and community engagement, marketing, communication, and programming to "sell" the business of workplace equality.

**Introductory**

**Workshop Track: ERG Engagement**

**Target Audience: All**

**Room: 506**

**Being transgender in the workplace in a binary world**

*Jennifer Chapin, Thomas Fox, Amy Galiana, Diane Root*

This workshop is an experiential journey into the lives of transgender individuals and their challenges as they aspire and attempt to express their personal gender identity in a world which is traditionally binary, either male or female. During the course of the workshop, the facilitators will explore issues, perceptions, and misconceptions with regard to transgender people and how they deal with the daily workplace pressure to conform. The audience will be directly engaged in the discussion, and there will be some interactive but non-threatening group exercises that they may choose to go through to learn about the transgender journey and the varying degrees of gender identity even within the room of workshop attendees.

**Introductory**

**Workshop Track: Workplace climate—policies to practice**

**Target Audience: ERG members, HR & diversity professionals**

**Room: 511-B**

**Beyond engagement: How diversity and ERGs contribute to an inspired organization**

*Lynda Higgs, Terilyn Monroe*

Motivating employees to inspirational levels of engagement cannot be achieved simply by a great compensation package or setting the right goals and managing performance. Sustaining engagement, and if we're lucky enough, getting to inspirational levels of engagement, requires a deep sense of commitment to what's really important to employees. See how Intuit employees are inspiring one another through a viral employee engagement campaign that reminds us what's most important to people and why business growth depends on it. Learn how employee resource groups, diversity and inclusion policies, and investment in communities all work together to create inspiration and a high-commitment, high-performance organization.

**Intermediate**

**Workshop Track: ERG engagement**

**Target Audience: HR & diversity professionals**

**Room: 507**

**Changing the way we work and live: Inclusive policies, practices and processes**

*Rob Adkisson, Marilyn Nagel, David Posner*

During this session we will examine ways to influence policies, practices and processes for inclusion. What approaches and content can set the stage for positive change? We will focus on policies within corporations, best practices for establishing inclusive policies, and the processes surrounding human resources, governance, and employee resource groups.

**Intermediate**

**Workshop Track: Workplace climate—policies to practice**

**Target Audience: HR & diversity professionals**

**Room: 511-C**

**Eliminating exceptionalism when implementing LGBT strategies**

*Yvette Burton, George Carrancho, Wesley Combs*

All too often, decisions related to implementing LGBT policies and marketing strategies are evaluated by a different set of criteria than those for other niches such as African-Americans, women, and people with disabilities. Why is an ad with two men holding hands unacceptable when a similar ad featuring a heterosexual couple is approved without a second thought? When a decision to support an LGBT civil rights organization is rejected because it is considered too controversial, why do requests for support of other advocacy groups get approved? Companies that are the most authentic with respect to integrating LGBT diversity into the fabric of their culture are those that apply the same rules to LGBT-related decisions as they do for other niche segments. Come hear how two corporate diversity champions, American Airlines and IBM, have established the gold standard when it comes to treating LGBT issues on par with all other business decisions related to diversity.

**Intermediate**

**Workshop Track: Law & policy**

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

**Room: 518**

**Focusing on-site health clinics on diversity and inclusion**

*Thomas Sondergeld*

With many mid-size to large employers offering on-site health clinics or wellness centers, a continual challenge is instilling the staff with a sensitivity to the diverse ethnic, social, and sexual orientations of the employees they see. This session will examine challenges and opportunities particular to the LGBT workforce when it comes to health care in the work setting. Privacy, confidentiality, acceptance, unique care needs, and partner involvement are some of the areas we will cover.

**Advanced**

**Workshop Track: Law & Policy**

**Target Audience: HR & diversity professionals**

**Room: 504**

**Gender virtualization: Biology and the bathroom for gender transitions**

*Riya Suising*

This workshop continues the discussion from previous Summits. The transgender community includes the full spectrum of gender identities, including crossdressers and gender-variant individuals. This workshop will discuss key concepts around transgender persons and gender transitions: gender identity, biological issues pertaining to gender, privacy, policies, example legal cases involving transgender identities, and the most controversial issue in gender transitions—access to gender-segregated facilities such as restrooms. This workshop will introduce frameworks and principles around values, customs, and policies (corporate and legal) which should be understood by human resources and diversity professionals and transgender individuals when creating policies for a diverse but inclusive workplace. It will also discuss two actual case studies involving gender transitions.

**Intermediate**

**Workshop Track: Law & Policy**

**Target Audience: All**

**Room: 501-A**

**High-impact ERGs: Building a roadmap for business effectiveness**

*Jennifer Brown, Brian Sorge*

Employee resource groups continue to evolve from community-building organizations to those that can have real and sustained impact on their business, from new product development, to recruitment and retention, to emerging market penetration. Does your ERG have the right structure, talent, and strategy in place to win that coveted "seat at the table"? Will it be able to maximize that opportunity when presented? Jennifer Brown Consulting works with Fortune 500 companies to map this process and prepare ERG leadership, members, and executive sponsors to develop their capabilities to effectively interact with internal stakeholders and their external communities, thereby adding business value and providing development opportunities that cultivate next-generation leaders. This workshop will share the JBC ERG progression model and challenge participants to consider their ERG's value-add in a whole new light.

**Intermediate**

**Workshop Track: ERG engagement**

**Target Audience: ERG members**

**Room: 510**

**Let the spirit move us all**

*Liz Winfeld*

This popular session has been offered at three previous Summits with great success. It's about how sexual orientation and spirituality (a paradigm shift from "religion") can co-exist and do really good work, together, in the workplace. It is about finding the intersecting interests between people who organize on one of these two planes—because they have a great deal more common ground than people think. It's about moving beyond the tired old clichés and rhetoric about LGBT people or devout people to a place where specific actions can be taken, for the betterment of the organization and all individuals who choose to participate in the positive, not the derisive.

**Intermediate**

**Workshop Track: Personal & professional development**

**Target Audience: ERG members**

**Room: 410**

**Managing global talent**

*Paul El-Meouchy, Alan Taliaferro*

For many multinational organizations, non-discrimination clauses include protections for LGBT employees as well as for gender identity. However, how does one transfer this organizational culture to subsidiaries around the world, where the culture in some countries may be less open to the culture of headquarters? This workshop is aimed at helping senior executives make informed decisions about issues of diversity and global talent management. We will explore how local employee resource groups can participate in building one global ERG that is reflective of the organization's internal diversity culture. Furthermore, we will dive into global mobility between countries where LGBT rights are protected and countries or states where they are not. How can companies prepare themselves and their employees for cross-national challenges?

**Introductory**

**Workshop Track: International**

**Target Audience: All**

**Room: 503**

**Managing through difficult economic times**

*Wesley W. Abrameit, Michelle Brown, Damian Murphy, Miguel A. Sepulveda*

The economic downturn starting in 2008 resulted in a series of historic changes to the way financial institutions operate. In this workshop, we aim to share with you how Citi managed and thrived through these times. We will focus on the challenges Citi's employee resource groups faced of keeping people engaged during this time, and how we leveraged the Citi Pride Networks' experience and key learnings to come out of an extremely difficult period.

**Advanced**

**Workshop Track: ERG engagement**

**Target Audience: All**

**Room: 408-A**

**Maximizing business growth: Joining ERG efforts with advertising, marketing and community efforts**

*Joe Husman, Aaron Walton, Midge Waters*

By having, utilizing, and expanding on your company's employee resource groups, you can encourage employee development and improve business success. These groups can work with marketing, diversity and community relations departments, and/or partner with an advertising agency to help communities in need. Philanthropic, marketing, and advertising efforts complement each other from the funding and publicity standpoint, creating awareness and supporting sales success in diverse communities. Learn the many benefits your company can gain from a business perspective through leveraging engaged employees and through supporting your company's community.

**Intermediate**

**Workshop Track: ERG engagement**

**Target Audience: ERG members**

**Room: 408-B**

**Minimizing tension between the letters LGBT**

*F. Chase Hawkins, James Scott P. Pignatella, Stacy J. Speer*

While many have grown used to using the acronym LGBT (or a variation thereof) to inclusively describe “Rainbow People” (lesbian, gay, bisexual and transgender folk), that term alone doesn’t always mean we are inclusive of each other. Prejudices have existed and continue to exist within and between the letters. Specific examples of issues will be explored along with ideas on where we can build commonality and minimize tension.

**Introductory**

**Workshop Track: Workplace climate—policies to practice**

**Target Audience: All**

**Room: 511-A**

**The missing link: Building an ERG scorecard for credibility and success**

*Becky Huber, Randy M. Kammer, Matt Keys, Jeanine McGuire, Sherri Mikell, Dawn Milstead*

Employee resource groups are often viewed by company leadership as networking and social groups, with little value-add to bottom-line business results. This workshop will give participants an outline of what it takes to produce business-related and measurable goals, as well as walk participants through a process for developing a measurable annual scorecard for their ERGs. Members of Blue Cross and Blue Shield of Florida’s Respect ERG will provide participants with best practices, lessons learned, and a scorecard template that can be used in any organization.

**Intermediate**

**Workshop Track: ERG engagement**

**Target Audience: ERG members**

**Room: 501-C**

**Novel methods for sharing LGBT employees with your workforce**

*Brian Geiger, Douglas Harris*

It's Pride month and you have been asked to come up with a way to communicate what it is to be LGBT. You're stuck! This presentation will share the many ways Hewitt has found to do this very thing. From poster boards to online videos, Hewitt has had success and learning along the way. The presenters will show the methods used and discuss how to put them in motion. We will also share what we learned, how we addressed critical comments, and where we are going in the future.

**Intermediate**

**Workshop Track: Diversity & community**

**Target Audience: All**

**Room: 505**

**PSAI: What brings four fierce competitors together?**

*Chris Crespo, Diana Greschtchuk, Michael Lammons, Jessica Plock, Christie Smith, John Tantillo, Angie Wilson*

The Professional Services Alliance for LGBT Inclusion (PSAI) was chartered by Deloitte LLP, Ernst & Young LLP, KPMG LLP, and PricewaterhouseCoopers LLP. We seek to leverage and harness our collective strength and influence to build on our individual organizations' successes in an effort to collectively and dramatically change the landscape for LGBT employees and allies. During this workshop, we look to share best practices and lessons learned on how companies and organizations can collaborate to advance LGBT issues in the workplace that may be unique to their markets, industries, geographical regions, or workforce cultures.

**Intermediate**

**Workshop Track: ERG engagement**

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

**Room: 502-A**

**Wake up to the new ally in town**

*Toni Battle, Terrance Dean, Durodgio Peterson*

This workshop will highlight how to build allies out of the people you would least expect and identify barriers that go beyond policy and procedure. Learn how to successfully approach those who are not traditionally considered straight allies. With the right dialogue and ally-building techniques, these individuals can often become straight allies. So what does it take? What strategies are effective? What is there to gain in this partnership that many are afraid to venture into?

**Intermediate**

**Workshop Track: Diversity & community**

**Target Audience: All**

**Room: 409-A**

**What they don't teach you in diversity school: How to ignite a successful diversity initiative**

*Joel A. Brown, Simma Lieberman*

While there is a general consensus about the importance of "diversity" in today's workplace, there is still a considerable gap in understanding how to build and sustain diversity initiatives. A lot of diversity initiatives get derailed or are dismissed because they rely too heavily on emotion, or only focus on the short-term. This issue can become even more problematic for LGBT diversity initiatives, which are often viewed as non-essential. This workshop is designed to help human resources professionals, LGBT employees and organizational leaders build successful initiatives that will create an organizational breakthrough. Diversity is not rocket science, but the institution of it must always be strategic.

**Intermediate**

**Workshop Track: Diversity & community**

**Target Audience: Organizational leadership (executives/management)**

**Room: 409-B**

**Who is the outsider? Understanding microinequities from all sides**

*Jenny Lee, Nick Rojeski, Andrew Werner, Marcus A. Wilson*

Gestures, glances, postures, and nuances: are these effective means of communication? Microinequities are subtle, sometimes subconscious, messages that devalue, discourage and, ultimately, impair performance. They are small events which are often momentary and hard to prove. Sometimes unrecognized by the perpetrator, they occur wherever people are perceived to be "different." Microinequities can stifle your creativity or productivity, while microaffirmations can energize you so you love your job. Join us as we expand our understanding of diversity and inclusion. This workshop offers an interactive and engaging exploration of negative and positive reinforcement in the non-verbal world of communication that speaks to both our heads and our hearts.

**Intermediate**

**Workshop Track: Diversity & community**

**Target Audience: All**

**Room: 502-B**

**Why did you say that? Using perceptual identity to break through barriers in the workplace**

*Jean-Marie Navetta, Leslie Traub*

Encountering resistance to LGBT inclusion at work? You may feel frustrated and hurt, wondering why some people seem so closed-minded and homophobic. How did people develop these opinions about LGBTs, and how does this impact behavior? How do we understand nature vs. nurture and discuss it? The answers to these questions can help circumvent labels, open discussions, reveal commonalities, and create progress. Learn what perceptual identity analysis is, how it reveals our biases and impulses, and how we can use it as an approach to creating change in the workplace compassionately and effectively.

**Intermediate**

**Workshop Track: Personal & professional development**

**Target Audience: ERG members**

**Room: 501-B**