

Featured panel

How we did it: Workplace excellence finalists

Sponsored by Microsoft

Scottie Ginn, Ed Lehman, Marilyn Nagel, Mike Syers, Megan Wallent

Representatives from each of this year's finalists will share the achievements that won them recognition in this year's competition for the 2010 Workplace Excellence Outie Award. Learn about the work of these organizational leaders committed to LGBT workplace equality.

Intermediate

Workshop Track: Featured panel

Target Audience: All

Room: 502-B

Featured panel

Implementing and sustaining gender identity non-discrimination practices

Organized by the Out & Equal Transgender Advisory Committee

Alan Baer, Stephanie Battaglino, Jamison Green, Albert Hernandez

Respected expert on transgender workplace issues Jamison Green will moderate a panel of executives from the retail, financial services, and hospitality industries to explore the challenges in implementing—and sustaining—effective gender identity and expression inclusion practices at workplaces that accommodate employees and the general public.

Intermediate

Workshop Track: Featured panel

Target Audience: All

Room: 502-A

Featured panel

Strength in numbers and going global: Local labor and privacy issues when collecting data from a global LGBT network

Bojana Bellamy, Matthew Coates, Karianne Kas, Fauzia Zaman-Malik

This session concerns the topic of collecting, compiling, and analyzing LGBT data from an organization's global LGBT network, and its impact on overall human resources policies and diversity and inclusion initiatives. Specifically, the session will cover balancing the need for an organization to collect such data from its employees for the global diversity business case, and the need to ensure compliance with global and country-specific data privacy and human resources or employment laws and regulations.

Intermediate

Workshop Track: Featured panel

Primary Audiences: All, ERG members

Room: 515-A

Featured speaker

Dance of leadership

Organized by UCLA Williams Institute and UCLA Executive Education

Robin D. Johnson, Ph.D.

Leadership is a dance of power, and it takes two to tango. During this session, we identify what makes a leader (hint: you don't have to have the word "manager" in your title), take a unique look at five styles of leadership, and identify our own style. Then we will discuss relational leadership with an eye toward understanding how leaders and followers are intrinsically linked. You will be able to focus on your own leadership capabilities and take away strategies to be a more aware leader.

Intermediate

Workshop Track: Featured speaker

Target Audience: All

Room: 411-Theatre

Allies at work

David M. Hall, Ed.D.

This workshop helps people understand how to utilize the research in Dr. Hall's "Allies at Work" book and Allies at Work mobile applications for the iPhone and Android platforms. Participants will examine the challenges of coming out at work as well as the tools that allies need. Whether you are an ally or trying to gain the support of additional allies, this workshop will provide concrete steps you can take to create a more inclusive work environment.

Intermediate

Workshop Track: Workplace climate—policies to practice

Target Audience: All

Room: 507

The balancing act: Preserving personal authenticity in the workplace

Phyllis Heintz, Ph.D.

Disclosure of sexual identity in the workplace for leaders can be more challenging than for others, in that leaders may find themselves juggling numerous levels of relationships and experiences with the board, staff, and clients. The decision about whether to disclose is a significant career dilemma. It is not an inherently good or bad decision but rather a prudent choice based on evaluation of the context of the workplace. This session will explore the dilemma of whether to maintain a distance between one's personal and professional lives. We will examine the various sexual identity management strategies and the implications of each. Workshop time will be dedicated to tackling challenging workplace situations identified by participants.

Intermediate

Workshop Track: Personal & professional development

Target Audience: Organizational leadership (executives/management)

Room: 510

Can you be gay and global?

Susan Gore, Ph.D., Rebecca Parilla, Vivek Saxena, Randall Stieghorst

A successful international assignment is increasingly valuable for career advancement in many fields. However, cultural value systems outside the U.S. are often perceived as a barrier for LGBT employees who are otherwise qualified. Cultural Detective brought together a virtual

team of content experts from India, Nova Scotia, Mexico, and the U.S. to examine this assumption. This workshop will provide insight into the Cultural Detective method for bridging real and imagined cultural divides, hands-on applications with case examples, and the opportunity to explore how organizations as well as individuals can address perceived barriers to LGBT employees' success in international settings. LGBT participants who have or aspire to international postings and their employer allies will find this workshop especially useful.

Advanced

Workshop Track: International

Target Audience: Organizational leadership (executives/management)

Room: 501-C

Checking the box: The self-identification of LGBT employees at your business

Pat Baille, Chris Crespo, Deena Fidas, Terry Hildebrandt

We've all heard the saying, "if you can't count it, you can't manage it." Businesses are increasingly looking to integrate optional questions into their human resources and engagement surveys of employees to get a sense of how many LGBT workers they have within their firms. In this workshop we'll give an overview of the issues around self-identification from both employer and employee perspectives; discuss question wording with examples; provide samples of best practices; and discuss pitfalls to avoid in human resources surveys and systems integration. We will hear from LGBT advocates on how they overcame issues like wording the question to meet the business objectives of their employer, privacy issues, and getting the initiative approved within their firms. Lastly, we'll explore how businesses are currently using the information collected and look ahead to "next" practices in LGBT self-identification and workplace inclusion.

Intermediate

Workshop Track: Law & policy

Target Audience: HR & diversity professionals

Room: 511-C

Circling the wagons: Moving from networking and social groups to business resource groups

Curtis Edwards, Tyrone Stoudemire

This presentation will focus on moving away from the traditional networking or social resource groups to employee groups that focus on driving their various diversity messages into and through business objectives. In so doing, these groups better align their messages, programs, and recruiting goals to the goals and strategies of the business. Participants will walk away with tools and resources to assist in making this change in their organization or employee resource group. The session will concentrate on defining business resource groups, aligning group vision to overall business objectives, and putting it all into practice.

Intermediate

Workshop Track: ERG engagement

Target Audience: LGBT community leaders

Room: 518

Collision course: Religious and LGBT interests in the workplace

Mark Fowler

This workshop will help human resources and diversity and inclusion practitioners identify some of the competing interests that often emerge between religious and LGBT employees in the workplace. First, participants will explore how their own lens impacts their workplace relationships and interactions. Participants will also learn about the importance of understanding social identities—and in particular, how overlapping social identities can create tension in the workplace. The workshop will highlight the role of employee resource groups and how these groups (whether LGBT or religion-based or both) can both exacerbate and mitigate intergroup tensions. Through case studies and interactive role plays, participants will practice communicating respectfully, dismantling stereotypes, and identifying micro-aggressions. Mark Fowler of the Tanenbaum Center for Interreligious Understanding will offer tips and tools to help participants learn how to balance potentially competing interests while encouraging more inclusive behaviors in the workplace.

Intermediate

Workshop Track: ERG engagement

Target Audience: HR & diversity professionals

Room: 409-A

Coming out to clients: Making LGBT work for you in client relationships

David Hoak, Neil Toyota, Patricia Wiley, Angie Wilson

Ever wonder exactly what the right moment is to let your client or prospect know about your life when you're not consulting? Do you worry about that in a way you don't think your straight colleagues have to? Join a panel of human resource consultants from Ernst & Young and Towers Watson who will share their personal stories of success and failure, including: coming out to clients vs. family and friends; creating business trust and intimacy; leveraging LGBT networks directly and indirectly; and fostering comfort and growth all around.

Introductory

Workshop Track: Personal & professional development

Target Audience: All

Room: 505

Creating an LGBT ERG mentoring program

Elycia Lerman, Isabel Mychajlowycz, Angela Stevens

This workshop will present the experience of GLOBAL (Johnson & Johnson's Gay and Lesbian Organization for Business and Leadership) in setting up a mentoring program for its members. The workshop will provide the value proposition for mentoring and highlight industry trends in mentoring programs and enabling tools, such as open mentoring. Attendees will gain personally in terms of improving their own mentor-mentee experiences and from the employee resource group leadership perspective of setting up a program for their members.

Introductory

Workshop Track: ERG engagement

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

Room: 504

Extended 150 minute workshop

Cross-team effectiveness in a diverse and geographically dispersed organization

Andy Coutts, Eddie Daniels, Rebecca “Becky” Gruss, Aaron Wright

How can professionals in a diverse organization team across elements of the organization to form productive and high-impact employee resource groups? Large organizations with transitional and geographically dispersed workforces face many challenges to building a sense of community. This workshop will cover effective methods for the organization to communicate and build that sense of community among the professionals within the organization with their own sets of experiences, backgrounds, and job skills.

Intermediate

Workshop Track: ERG engagement

Target Audience: ERG members

Room: 501-A

Executive mentoring: How to navigate your career as a lesbian or gay employee

Laurie Olson, Nicholas Patrick, Susan Silbermann, Stuart Sowder, Jack Watters

Four out gay senior leaders from Pfizer, the world’s largest biopharmaceutical company, provide a “view from the top” and share their perspectives on the nuances of being a lesbian or gay employee at different career stages. In this provocative mentoring session, the leaders—two women and two men—discuss how coming out or being out at work can shape career progression and affect management ability and decision-making, as well as other topics, such as gender disparities specific to lesbian and gay professionals and how to address them, and the challenges lesbian and gay professionals face in non-U.S. environments.

Intermediate

Workshop Track: Workplace climate—policies to practice

Target Audience: All, Health care and pharmaceutical professionals

Room: 513

The federal workplace cafe: Conversations that will inform and inspire

Lori Lewis, Susanne Perkins

Come join with other federal employees to talk about: being LBGT in the federal workplace; what works and what doesn’t in federal employee resource groups; our opportunities and challenges; and what our future could and will look like. The workshop will consist of a series of interactive conversations (using the World Café format) where everyone will have an opportunity to share ideas and opinions, to learn from each other, and to make connections. The session is open to all, but federal, tribal, state, and local government employees or spouses and partners of same will find it of particular interest.

Intermediate

Workshop Track: ERG engagement

Target Audience: Government

Room: 506

First steps in creating an LGB-inclusive workplace

Daniel Danso, Madeline Lasko, Daniel K. Winterfeldt, Esq.

Are you struggling to create an inclusive environment in your workplace but just don't know where to start? Stonewall is here to share learning from the Workplace Equality Index, a tool which has been used to advise U.K. workplaces on sexual orientation equality for the last seven years. This workshop will give you a step-by-step guide to workplace equality and share the trends and best practice that we have seen change the face of workplaces, and talk about how they could change yours.

Introductory

Workshop Track: International

Target Audience: HR & diversity professionals

Room: 503

Extended 150 minute workshop

From marketing to outreach: How to make an ERG relevant

Jeff Anthony, Michael Black, Ken Bester, Ronnie Phillips, Ph.D., Stephanie Strzalka

In a challenging corporate environment, the importance of an employee resource group can be difficult to justify. Even though proving a return on investment for your ERG can be challenging, there are other creative ways to make your group relevant. In this workshop, we will discuss ways to leverage business partners and company initiatives to increase ERG awareness both internally and externally.

Intermediate

Workshop Track: ERG engagement

Target Audience: LGBT community leaders

Room: 511-B

Harassment prevention training for LGBT managers and supervisors

Lisa C. Blum, Psy.D., Susan A. Rodriguez, Esq.

LGBT supervisors and managers have a double burden when it comes to harassment prevention in the workplace. All supervisors have a legal responsibility to identify, prevent, and respond to incidents of harassment. LGBT supervisors face an additional burden, as they are vulnerable to becoming a target of harassment claims based on perceived sexual orientation. Participants in this workshop will gain an in-depth understanding of what constitutes sexual and other forms of prohibited harassment; learn what remedies are available to those claiming harassment; discover strategies for preventing harassment; understand how to avoid becoming a target; and learn what to do if accused of harassment. Participants in this workshop will receive a certificate verifying compliance with California's state mandate (AB 1825) for two hours of supervisory training in harassment prevention.

Introductory

Workshop Track: Law & policy

Primary Audiences: All, Organizational leadership (executives/management)

Room: 511-A

International Roundtable: Focus on India

Yvette Burton, Kevin Jones, Brian McNaught

Since the July 2009 court decision decriminalizing same-sex behavior between consenting adults, the LGBT community has begun to become more visible in India, including in the workplace. Even prior to the decision, IBM was leading the formation of an employee group in the country as an extension of its strong global policies of diversity and inclusion in the workplace. In this session, IBM and Out & Equal will lead a conversation on the opportunities for making progress on workplace equality in India. All companies with interests in India are invited to be a part of the exchange and planning session.

Intermediate

Workshop Track: International

Primary Audience: All

Room: 408-B

Is the ERG obsolete? How to keep your ERG relevant in a rights-friendly environment

Jane Allen, Rob Bacinski

Most LGBT employee resource groups around the world have seen their growth fueled by the galvanizing effect of legislated discrimination. This has long provided the foundation for ERG success by rallying our allies, gaining financial support from progressive organizations, and generating grassroots enthusiasm within the LGBT community. As the community wins the key rights battles, however, the question arises, "what next?" Through this workshop aimed at senior diversity professionals and other executives, we will explore the challenges and opportunities faced by ERGs setting up shop in jurisdictions where the LGBT community has already won the key legal battles of our generation. Deloitte's approach to diversity in Canada, as well as the experiences of its LGBT ERG, will also be included in this discussion.

Introductory

Workshop Track: ERG engagement

Primary Audience: All

Room: 409-B

Merging of cultures in a global company: A case study of Genentech and Roche

Deborah Chang, Bruce Cooper, Todd Pierce, Scuba Smith

In this workshop, a panel of Genentech and Roche executives and managers will discuss the blending of cultures in a global company post merger. The presentations will focus on special considerations for LGBT employees related to navigating multiple cultures within merged companies as well as global and foreign work assignments (including relocating with partners) in countries with differing attitudes and human rights records with respect to LGBT persons.

Intermediate

Workshop Track: Workplace climate—policies to practice

Primary Audience: All

Room: 514

Targeted and privileged: The importance of examining whiteness within the LGBTIQ community

Laurie B. Lippin, Ph.D., Stephanie Puentes

How can an understanding of white social identity assist in addressing LGBTIQ issues in workplace settings? Using a theoretical construct and activities based on the book, "Unraveling Whiteness," we will work experientially to address the intersection of race and ethnicity with LGBTIQ issues within our community, as well as their impact on workplace equity.

Introductory

Workshop Track: Diversity & Community

Primary Audience: All

Room: 410

The role of ERGs in healthcare organizations in promoting LGBT health

Jim Beaudreau, Gregg J. McConnell

There is growing acceptance within mainstream healthcare organizations of the need to better address the healthcare concerns of LGBT individuals. However, more work needs to be done to ensure that LGBT individuals are treated fairly and equitably by our nation's healthcare system, and that their unique health concerns are being appropriately addressed. Employee resource groups often serve as agents of change within their organizations, serving to leverage their institutions to take steps to better serve the LGBT community and provide visibility of those concerns and information to all employees. This program will showcase a number of best practices that are currently being used in some of the nation's largest healthcare services companies, as well as discuss the role of the employee resource group in developing the programs. We will explore a series of lessons learned from these experiences, educating participants about strategies they can take back to their own institutions, and discuss current concerns within their own healthcare segments.

Advanced

Workshop Track: ERG engagement

Target Audience: Health care and pharmaceutical professionals

Room: 512

Working positively: Answers and action on HIV in the workplace

Zahara Raine, Beverly Tillery

In the third decade of the epidemic, HIV continues to have a devastating impact on our communities. Over one million people nationwide are living with HIV today, and there are approximately 40,000 new infections each year. Discrimination against people living with HIV remains a serious problem that marginalizes people living with HIV or AIDS (PLWHA). Using real-life examples as case studies, this workshop will provide an overview of legal developments protecting people living with HIV and the impact of these issues on your workplace. This workshop will also ask participants to strategize ways to combat workplace discrimination of PLWHA and develop outreach and advocacy strategies that identify and address the specific needs of employees with HIV or AIDS.

Introductory

Workshop Track: Law & policy

Target Audience: HR & diversity professionals

Room: 501-B