

**Featured speaker**

**From corporate policy to Capitol Hill**

Organized by UCLA Williams Institute and UCLA Executive Education

*Naomi Goldberg*

In the current legal landscape, there is a great deal corporations can do for their LGBT employees and clients. But even with the best policies and intentions, full equality can't always be achieved from the board room. When should your company move beyond corporate policies and work for broader legal and policy changes impacting LGBT people? This session will look at these issues by examining a joint project of Merrill Lynch and the Williams Institute. In 2008 and 2009 Merrill Lynch sponsored a series of research projects by the Williams Institute examining the unequal treatment that same-sex couples receive in terms of federal income taxes, estate taxes, and retirement benefits.

**Intermediate**

**Track: Featured speaker**

**Target Audience: All**

**Room: 411-Theatre**

**Accommodating religion and sexual orientation in the workplace: Promoting tolerance and diverse views**

*Ian Hlawati, Esq., Michele E. Phillips, Esq.*

Analyzing diverse perspectives and utilizing presenter role play to demonstrate important legal themes, this workshop will explore the delicate balance between an employer's duty to reasonably accommodate sincerely held religious beliefs and practices, and the obligation to create a welcoming environment for employees who do not follow those same beliefs and practices. In particular, the workshop will discuss the conflict between religious belief and sexual orientation in the workplace.

**Intermediate**

**Track: Law & policy**

**Target Audience: All**

**Room: 518**

**The bridge: Working across ERGs**

*Blake DuBois, Eric Thalasinis*

Do you want to gain new membership for your employee resource group and be able to work on larger, more exciting programs? Do you want to promote diversity and cultural learning while maximizing budget resources? By partnering with other ERGs in your company you can accomplish all of this and more. In this informative presentation, we will explore how the Merck Rainbow Alliance successfully partnered with the other Merck ERGs under an umbrella organization called The Bridge. We will examine best practices in working across ERGs, and the challenges therein. At the end of the session, attendees will be able to describe why an LGBT ERG should partner with other ERGs and how to effect that partnership. Please join us for a fun and interactive session.

**Introductory**

**Track: ERG engagement**

**Target Audience: All**

**Room: 510**

**Building LGBT leadership: Cummins' strategic vision for LGBT inclusion**

*Bruce C. Carver, Sameer D. Samudra*

Come learn about one company's journey from acknowledgement of LGBT diversity to advocacy efforts for the LGBT community. Cummins, a Fortune 500 company headquartered in Columbus, Ind., added sexual orientation to its non-discrimination policy in 1998, and in 2007, company executives publicly testified against SJR 7, an amendment that would have banned gay marriage. What were the steps taken, issues faced, and lessons learned by the top leadership, employee resource group leaders, LGBT employees, and human resources professionals in this journey? Take away tips and information on how to get leadership support, create a strategic roadmap, and add business value while creating LGBT inclusion.

**Intermediate**

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

**Target Audience: HR & diversity professionals**

**Room: 511-A**

**The business case for transgender-inclusive health benefits**

*Rebecca J. Solomon*

There is an increasing consensus in the established medical community and beyond that transgender-related health care is "medically necessary" care. However, in employer-provided health benefit plans, the specific exclusion of any medical benefit for transgender-related care is still widely prevalent, even among companies that have a transgender-inclusive non-discrimination policy. This workshop will focus on making the case to employers for the need to remove such exclusions from their health-benefit plans. Topics covered include: the gap between non-discrimination policy and practice; a cost analysis; employee recruitment, retention and productivity impacts; evolving diversity recognition standards; case studies; and best practices.

**Intermediate**

**Track: Law & policy**

**Target Audience: HR & diversity professionals**

**Room: 511-B**

**The care and feeding of straight allies at work: What LGBTs must know for successful inclusion**

*Jody M. Huckaby, Jean-Marie Navetta*

Everyone wants straight allies in their ERGs, but not everyone is successful in attracting, engaging, and retaining allies after the initial ask. PFLAG—the original ally organization—launched a program in 2007 specifically designed to try a new approach to providing LGBTs and existing allies tools to attract new supporters. Find out about the research used to launch the effort, the strategies employed, and how LGBT professionals can deploy these strategies to attract, educate, and keep allies engaged at work.

**Intermediate**

**Track: ERG engagement**

**Target Audience: ERG members**

**Room: 507**

**The disability community and the LGBT community: Similarities, differences, and alliances**

*Nadine O. Vogel*

On issues like recruiting, etiquette, and awareness; employee resource groups; coming out; and other workforce or workplace challenges, the LGBT community has allies in the disability community. This sister community includes employees with disabilities or those who have a child or other dependent with special needs. Yes, there are a myriad of differences, but there are many more similarities that can be extremely powerful for everyone when addressed properly.

**Intermediate**

**Track: Diversity & community**

**Target Audience: HR & diversity professionals**

**Room: 511-C**

**Diversity sells: How to leverage LGBT support into sales internationally**

*Ian Johnson*

There is an ongoing need to ensure enhanced Diversity and Inclusion work at almost all corporations. Often though this work exists in a relative vacuum with little interface outside the organization itself. New research from the '2010 Out Now Global LGBT Study' reveals quite dramatic potential for D&I work - as well as other LGBT development activities such as sponsorships and marketing outreach - to leverage brand selection decisions. Discover how your good work in workplace diversity can actually become a practical tactic to enhance your company's marketing and sales function. With research from North America, Latin America, Europe, Africa, Middle East and Australia this session delivers valuable practical takeouts - and then some. Apply this new research data to discover additional management buy-in - and budgets - within your organization.

**Workshop Track: International**

**Workshop Level: Introductory**

**Target Audience: All**

**Room: 513**

**Energy sector LGBT employee resource group best practices**

*Neddy Perez*

This interactive learning and discussion session is designed to uncover the challenges and issues still being faced by LGBT professionals in the energy sector and talk about how employee resource groups can help address those challenges.

**Introductory**

**Track: ERG engagement**

**Target Audience: ERG members, Energy and utilities sector**

**Room: 504**

**Going deeper: Engaging your members and allies with social software**

*Christopher Wyble, Michael J. Young*

IBM uses many of the same products it offers to clients as productivity tools for its own employees. Additionally, much of this technology and software is available for use by its employee resource groups to actively engage with constituents. This workshop will show concrete examples of how social software has allowed for stronger and more effective engagement among LGBT IBMers and their allies, and will offer hands-on tips for participants to get started with their own social software strategy.

**Intermediate**

**Track: ERG engagement**

**Target Audience: ERG members**

**Room: 505**

### **Identifying, building and developing an LGBT pipeline of rising stars**

*Chris Crespo, Rosanna Delia, Patricia Wiley*

Looking around and wondering who will be the next out visible executive within your organization, or the next leader of your LGBT affinity group, or the next face of your LGBT initiatives? From identifying to coaching and retention, this workshop aims to help organizations start at the beginning of the process in engaging LGBT candidates for leadership opportunities, providing support and professional development, and ultimately assisting them in achieving their full potential. Building a pipeline of leaders is good for their careers and your organization. Join Ernst & Young, along with a panel of other industry leaders, for a discussion on leading strategies to build and take advantage of your group's full potential.

**Advanced**

**Track: ERG engagement**

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

**Room: 512**

### **LGBT health disparities: Another case for partner benefits**

*Bryan P. Baugh, M.D., James Witek, M.D., FACP*

This interactive workshop is designed to highlight the health disparities faced by the LGBT community. Through discussion and dialogue health disparities will be elaborated and proposed as another reason to advocate for partner benefits.

**Introductory**

**Track: Law & policy**

**Target Audience: All, Health care and pharmaceutical professionals**

**Room: 408-A**

### **Reaching out to engage employees everywhere**

*Greg Ligotti, Lynda Pires, Carol Rodriguez, Scott Willoughby*

This workshop will present a discussion of best practices for resource groups and diversity leaders to engage employees everywhere, including field and international locations. This will include establishing your organization's objectives for outreach and how doing so can have an impact and "change the feel of the place." We will explore tools such as social networking and the use of virtual employee resource groups, as well as discuss culture challenges.

**Intermediate**

**Track: ERG engagement**

**Target Audience: ERG members**

**Room: 408-B**

**The Safe Space Program**

*Stewart Anderson, Mark F. Carden, Ryk Koscielski*

The Safe Space Program was created to provide a company tool that reinforces the message of inclusion to all employees that the work environment is supportive of gay, lesbian, bisexual, and transgendered associates and that hostility and negative behavior in the workplace will not be tolerated. This workshop offers a brief overview of the history and creation of the Safe Space Program, and how it was implemented at AT&T, Alcatel-Lucent, and Hewlett Packard. The major focus of the workshop will be to offer attendees a methodology for implementing a Safe Space in your workplace by sharing what worked and didn't work well at the panel companies. The Safe Space Program and Symbol (pink triangle surrounded by a green circle) are registered trademarks of EQUAL! For more information, visit <http://www.equal.org/>.

**Introductory**

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

**Target Audience: ERG members**

**Room: 506**

**Twitter for human resources staff: Minimize your time, maximize your return**

*Julie Beach, M.A.*

Recruiters and other human resources staff will leave this brief workshop knowing how to efficiently use Twitter to market their company's brand, access breaking human resources news, gain intelligence on Target Audienceed occupations, and find outstanding candidates.

**Introductory**

**Track: Personal & professional development**

**Target Audience: HR & diversity professionals**

**Room: 501-C**

**When health care isn't caring: Combating health care discrimination of LGBT people and PLWHA**

*Zahara Raine, Beverly Tillery*

Using key findings from Lambda Legal's Health Care Fairness Survey, this workshop will review results of unprecedented research on health care disparities and discrimination faced by LGBT people and people living with HIV or AIDS (PLWHA). By providing a powerful snapshot of the experiences of a diverse cross-section of members of the LGBT and HIV communities nationwide, this workshop will also identify key issues for employee resource groups to advocate for, such as comprehensive cultural competency and inclusive policies and coverage. In reviewing the connections between the LGBT and health-care reform movements, this workshop will explore how polices and programs can more sufficiently address particular needs of LGBT and HIV-affected employees.

**Introductory**

**Track: Diversity & community**  
**Target Audience: ERG members**  
**Room: 501-A**