

Featured panel

Intersections: Religion, sexual orientation and gender identity in the workplace

Organized by Tanenbaum Center for Interreligious Understanding

Deb Dagit, Joyce Dubensky, Mark Fowler, Ana Duarte McCarthy

Joyce Dubensky, executive vice president and CEO of the Tanenbaum Center for Interreligious Understanding, will moderate this panel featuring Tanenbaum's Religious Diversity in the Workplace Advisory Council members Ana Duarte McCarthy, chief diversity officer, Citi; Deb Dagit, chief diversity officer, Merck; and Mark Fowler, Tanenbaum's director of programs. Religious and LGBT policies and programs in the workplace can sometimes result in workplace conflicts and misunderstandings. We will explore what happens when strongly held identities and values collide with one another, potentially derailing diversity and inclusion efforts. Panelists will discuss how their companies have dealt with challenges that arise when social identities such as religious affiliation, sexual orientation, and gender expression cause tension, misunderstandings, and counter-productive behavior. Tanenbaum will share proven practices for addressing these types of issues from its ongoing benchmarking of companies. Merck and Citi CDOs will delve into the practical application of these practices, including Pride month celebrations, whether to sponsor an interfaith employee resource group, domestic partner benefits, and inclusion of partners in company-sponsored social activities. This will be an interactive session where attendees can bring their ideas and concerns in a candid and practical atmosphere of problem-solving and exchange of proven practices.

Intermediate

Track: Featured Panel

Target Audience: All

Room: 515-A

Featured panel

The future of LGBT equality: The intersection of public policy and business leadership

Organized by Witeck-Combs Communications and the Gay & Lesbian Victory Fund

Toni Atkins, Brandon Hernandez, David Parks, Chuck Wolfe

This featured panel, moderated by Chuck Wolfe, president and CEO of the Gay & Lesbian Victory Fund, will foster a dynamic conversation among some of the nation's most respected LGBT elected officials and leaders. As American society itself advances, the focus of their dialogue will be how political and business engagement together are creating conditions for lasting change on many top LGBT priorities such as employment nondiscrimination, transgender acceptance and nondiscrimination, LGBT employment benefits, marriage and partnership equality, and HIV/AIDS, health and wellness disparities.

Intermediate

Track: Featured Panel

Target Audience: All

Room: 515-B

Featured speaker

Anti-discrimination: From policy to practice

Organized by UCLA Williams Institute and UCLA Executive Education

M. V. Lee Badgett

It's one thing to pass federal and state legislation to protect LGBT people in the workplace, it's another to put such laws into practice. Even when companies adopt policies that follow or improve on legal requirements, do they actually change workplace climate and help to attract and retain talented workers? How can companies measure the impact of their policies? What new challenges are created when such policies are adopted? In this session, Williams Institute Research Director Lee Badgett will discuss the challenges of putting new corporate policies in practice, with a focus on anti-discrimination and domestic partnership policies.

Intermediate

Track: Featured Speaker

Target Audience: All

Room: 411-Theatre

After the dust settles: Rebuilding your ERG

Ann Dunkin, Stephanie Puentes

In today's corporate environment, change is the only constant. Significant organizational changes like mergers, acquisitions, and divestitures can adversely affect even the most robust employee resource group. When the dust settles, you may find that you've lost key people and resources, and that your membership is no longer engaged. So how do you go about rebuilding your ERG? In this workshop you will learn how to assess your situation, rebuild your alliances, develop realistic objectives, and re-energize your membership.

Intermediate

Track: ERG Engagement

Target Audience: ERG members

Room: 409-B

Bringing the T to the ERG: Advocating for a transgender-inclusive workplace

Masen Davis, Kristina Wertz

Are you ready to prioritize transgender issues in your employee resource group? Is your ERG in a position to improve the experience of your transgender coworkers? Come learn about challenges and opportunities facing transgender people in the workplace, strategies to support transgender employment, and ways to advocate for good policies and practices in your company. From health benefits to restroom access, we'll tackle some of the most pressing issues your ERG can take on.

Intermediate

Track: ERG Engagement

Target Audience: ERG members

Room: 503

Can we talk? Partnership counseling for your ERG

Michael Bolin, Marjorie Hill, Ph.D., Milton Irvin, Patrick Sheahan, Ph.D., Andrew Wallace

In just 90 minutes, learn how to boost your employee resource group with valuable injections of creativity, visibility, and productivity by creating and leveraging deep and lasting partnerships across your organization, and with the LGBT community at large. Learn how UBS has built and

sustained internal relationships with our CEO's office, community and public affairs, diversity, and communications and marketing. In addition, we'll hear from the CEO of Gay Men's Health Crisis, Dr. Marjorie Hill, how to get the best out of your nonprofit relationships. There will be the opportunity to hear expert advice from our esteemed panel, as well as the chance to share your successes and war stories in an interactive group discussion.

Intermediate

Track: ERG Engagement

Target Audience: ERG members

Room: 507

Count me in: Including LGBT in workplace demographic data collection

Michael Bach, Elaine Newman

Traditionally, when employers collect demographic data about their staff, the LGBT community has not had the opportunity to be included. We've heard numerous excuses, but none of them get to the point—we want to be counted. This workshop will follow the journey of how KPMG in Canada, with assistance from Global Learning, successfully introduced LGBT as an identifier in their data collection process—first on their employee satisfaction survey, and then on their state-of-the-art diversity profile tool.

Advanced

Track: Workplace Climate- Policies to Practice

Target Audience: All

Room: 501-C

Creating the strategic partnership: Walmart and Services and Advocacy for GLBT Elders (SAGE)

Michael Adams, Crosby Cromwell, Bruce Gillispie, Sharon Orlopp

Recent trends in corporate philanthropy in the LGBT space reflect companies' growing interest in community partnerships that move beyond event sponsorships and connect philanthropic goals with business needs. Walmart and SAGE, a nonprofit organization whose mission is to lead in addressing issues related to LGBT aging, recently launched SAGEWorks, a comprehensive employment-readiness training program and on-line resource center for LGBT older adults. This workshop discusses SAGEWorks and shares best practices and strategies from the creation of this mutually beneficial partnership. Walmart's senior management, office of diversity, and LGBT associate resource group, as well as SAGE's executive director, discuss how communication between the two organizations began, how shared goals were identified, and how the partnership found the support necessary to reach fruition.

Intermediate

Track: Diversity & Community

Target Audience: All

Room: 511-C

ERGs and employees in the beverage alcohol business: Driving for change in a conservative industry

Marilyn Beardsley, Mark St. Cyr, Anthony Gajewski, Lou Willsea

The wine and spirits industry is conservative by consumer product group standards, with structural and philosophical roots going back to Prohibition. A handful of suppliers, distributors and retailers are embracing full LGBT equality in their workplaces, and interacting with each other to socialize LGBT equality throughout the three-tier beverage alcohol distribution system.

Intermediate

Track: ERG Engagement

Target Audience: All

Room: 410

Giving (and getting) back: Nonprofit boards for beginners

Sara Johnston, Lester Thompson

Joining a nonprofit board or committee can be a wonderful way for professionals to develop their skills while making a difference for the organization. Yet many of us are uncertain about how to do this or what it entails. In particular, younger professionals who are new to the workforce may be unsure if they have what it takes to support their community in this way. Come hear a panel of nonprofit professionals and corporate volunteers discuss the challenges and opportunities of joining a nonprofit board.

Introductory

Track: Personal & Professional Development

Target Audience: All

Room: 506

GLAAD media training for leaders

Rashad Robinson, Dannie Tillman

The Gay & Lesbian Alliance Against Defamation's (GLAAD) media field strategy team will lead a media training session to assist a diverse array of organizations and employee resource groups in generating additional media coverage for LGBT issues within their organizations, as well as in their local communities. The training will focus on three core areas for increasing the media competency of participants: sharing your story, developing media relations and communicating your message.

Intermediate

Track: ERG Engagement

Target Audience: All

Room: 511-B

Health benefits for transgender and transsexual employees, the WPATH Standards of Care, and the CEI

Jamison Green, Samir Luther, André Wilson

This workshop is designed to help employers achieve fully-inclusive health insurance with respect to the Corporate Equality Index 3.0 criteria and the World Professional Association for Transgender Health's Standards of Care. Based on our experience with CEI-rated employers' plans, we'll walk through and take questions about tips and best practices, pitfalls to avoid, and educational resources to address misconceptions.

Intermediate

Track: Law & Policy

Target Audience: HR & diversity professionals, benefits professionals

Room: 409-A

I love you, may it please the court

David M. Hall, Ed.D.

This workshop will examine the legal issues surrounding same-sex marriage, specifically focusing on *Perry v. Schwarzenegger*, the case seeking to overturn California's Proposition 8, which banned same-sex marriage. Often the debate about same-sex marriage involves people sharing their opinions. However, there are clear legal and constitutional arguments that will and are being made in court. This workshop helps participants frame the marriage equality debate from a cognitive perspective rather than an emotional one. It will deconstruct the legal arguments on both sides and make them accessible for everyone to understand.

Intermediate

Track: Diversity & Community

Target Audience: All

Room: 511-A

Leveraging change management concepts to maximize impact of LGBT programs

Bryan Schneidmuller

In this interactive workshop, you will gain knowledge about change management, including understanding the nature and elements of change as it relates to the design, planning, and execution of an LGBT program in your organization. You will also be introduced to the complexities associated with introducing LGBT programs and how the steps of change management will support smooth program execution.

Introductory

Track: ERG engagement

Target Audience: All

Room: 505

LGBT issues in an international setting

Eleanor Mulligan, Scott Safier, Sarah Stuart

Supporting diversity and inclusion in an international organization presents many challenges, including cultural, legal, and social barriers. Supporting LGBT employees is incredibly important, but can also be very challenging for multi-national corporations. In many countries, LGBT people face open discrimination, violence, and criminal prosecution. Utilizing employee resource groups to help navigate these challenges and develop inclusive workplace practices globally has proven to be successful for Google. Google's LGBT ERG has been both reactive and proactive in our international offices to support our colleagues, including being the first corporate sponsor of Pride in Israel, sponsoring Europride in Poland this year, and creating LGBT affinity groups in Latin American countries. In this workshop, we will use Google's experience as a case study for how ERG involvement can enable companies to scale their inclusion efforts globally and customize these efforts for the individual offices and cultures in which they operate. Participants will gain an understanding of some of the issues faced by LGBT

employees in a global company, hear about ideas that have worked and some that have not, and exchange ideas, experiences, and strategies from other companies.

Introductory

Track: International

Target Audience: ERG members

Room: 518

LGBT supplier diversity: How you can make an impact at work and in the community

Dawn Ackerman, Carol Attak, Victoria Fulkerson, Thompson Harner, Frantz Tiffeau Jr.

The National Gay & Lesbian Chamber of Commerce's (NGLCC) rapidly expanding LGBT supplier diversity initiative offers a host of opportunities for members of corporate employee resource groups to get involved nationally and in their local LGBT business community. Certification for LGBT-owned businesses is helping to empower the LGBT community and increase access to contracts as well as business development opportunities with corporations across the country and around the globe. In 2011, the Human Rights Campaign's Corporate Equality Index will score corporate America on its commitment to LGBT supplier diversity. Learn how corporate ERGs and their members play a vital role in this process and find out how you can help expand opportunities for LGBT businesses and entrepreneurs. Attendees can expect to hear an overview of the NGLCC's certification process as well as ways to engage your company in LGBT supplier diversity. NGLCC Corporate Partners Ernst & Young and Office Depot, along with NGLCC-certified company OutSmart Office Solutions, will share their experiences of becoming active on the local and national levels with LGBT supplier diversity and the NGLCC.

Introductory

Track: Law & policy

Target Audience: ERG members

Room: 501-A

London calling: An overview of the LGBT legal profession in the United Kingdom

Petra Braybrook, Madeline Lasko, Stephen Ward, Daniel K. Winterfeldt, Esq.

A presentation of two ground-breaking studies of the career experiences of LGBT people in the legal sector in the United Kingdom, carried out jointly by The InterLaw Diversity Forum for LGBT Networks and The Law Society of England and Wales. The Survey of LGB Solicitors 2009/10 asked LGB solicitors about their experiences within the legal profession. The LGBT Judicial Diversity Survey 2009/10's aim was to address perceptions of the judiciary from the angle of sexual orientation. The session will cover how the two studies were developed and implemented, what we learned, and the next steps to take. We will also compare the studies with similar studies on women and people of color in the U.K. legal profession.

Intermediate

Track: International

Target Audience: All, legal professionals

Room: 502-B

Rock the ages: Generational differences and ERGs

Blake Gaither, F. Chase Hawkins, Frankie O'Connor, Kristy Thomsen, Louise Young, Ph.D.

Four distinct generations are now occupying the same workplace. The different characteristics of these generations have enormous potential impacts on employee resource groups, especially regarding their focus and cohesion. Raytheon ERG leaders from all four generations will discuss the characteristics of their generation and will share results of a Raytheon ERG leaders' lunch, held during the Out & Equal Workplace Summit, where generational differences and their effect on the future of ERGs were addressed. Come to our workshop to learn how to start the conversation in your own company.

Introductory

Track: Diversity & community

Target Audience: All

Room: 408-A

Tweet me L8R: Discovering the benefits of working with Gen Y

Paul El-Meouchy, Tim Garippa, Nate Parker, Karina Radulescu, Leah Reynolds

RT @workplacesummit: Join us 2 learn benefits Gen Y brings 2 companies & how 2 work w/ or manage them. #Boomers #Millennials #LGBT #Equality. Gen Y members are very connected to technology, information, and each other and this means they are going to be productive and dynamic leaders of the future workplace. We will share insight on effective communication and management strategies across generations.

Intermediate

Track: Personal & professional development

Target Audience: Organizational leadership (executives/management)

Room: 510

Two moms, two dads, Dora, Bratz, and GI Joe: Navigating the gender divide with your kids

Elizabeth Birch, Mike Syers, Gina Reiss

As an LGBT parent, things are complicated when it comes to gender. Raise your daughter as a good feminist or fight the good fight against Barbie, Hannah Montana and the pink Princess? Give your son the Hulk, Transformers, and GI Joe, or fight the macho toys and encourage him to be a little metrosexual? Your father-in-law goes red when he sees your son's one doll, while your mom worries you're raising your daughter to be gay. Gender is fraught for all parents, especially gay ones.

Intermediate

Track: Diversity & community

Target Audience: ERG members

Room: 512