



Post-Summit Trip Report

Prepared by [insert your name]
for [insert your company]



Statistics at-a-glance



The 17th Annual Out & Equal Workplace Summit
Hilton Washington, Washington, DC
September 27-29, 2007

- ! Summit attendees: **2,391**
- ! Volunteers: **300**
- ! Unique Educational Programs (Workshops, Caucuses, Featured Sessions): **129**
- ! Workshop Presenters: **277**
- ! Companies Represented: **349**
- ! Sponsors: **99**

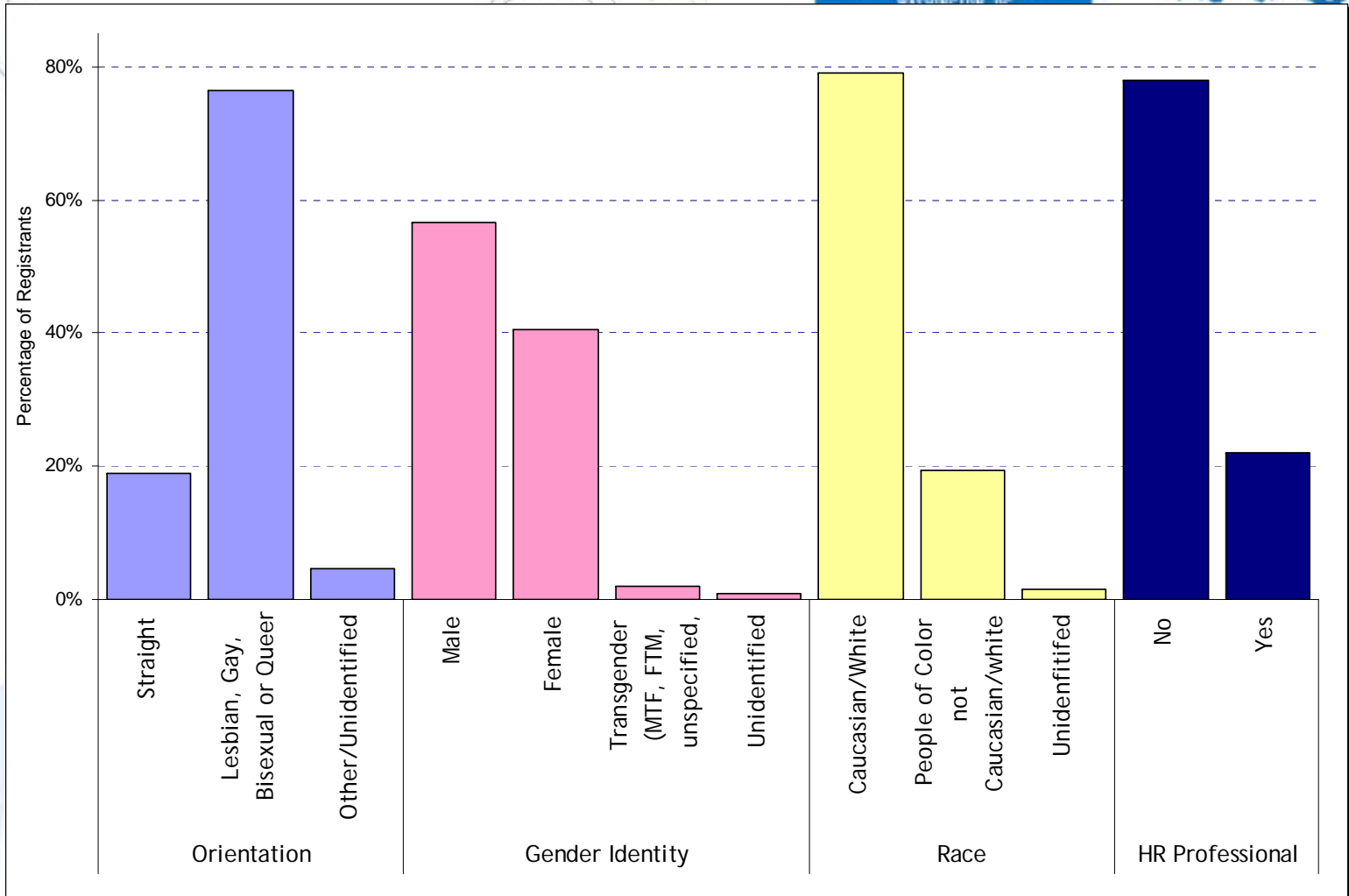
Demographics



The 17th Annual Out & Equal Workplace Summit

- ! States represented: **45 + D.C.**
- ! Countries represented: **20** (Belgium, Brazil, Canada, China, Costa Rica, France, Germany, India, Kazakhstan, Mexico, Mozambique, Namibia, Netherlands, Peru, Spain, Sri Lanka, Sweden, Uganda, United Kingdom, and the United States)
- ! Human resource/diversity officials: **22% of attendees**
- ! Gender identity
 - ! Male: **56.7%**
 - ! Female: **40.6%**
 - ! Transgender: **2.0%**
- ! Sexual orientation
 - ! Gay: **50.6%**
 - ! Lesbian: **22.3%**
 - ! Heterosexual: **19.0%**
 - ! Bisexual: **2.3%**
 - ! Other/Queer: **1.7%**
- ! Top 6 Attendance Leaders with most total participants (70+):
 - ! Ernst & Young
 - ! State Farm
 - ! Deloitte
 - ! Accenture
 - ! General Electric
 - ! PricewaterhouseCoopers

Demographics



Executive Summary



- ! The Summit featured **five keynote speakers**.
- ! Additionally, **seven featured sessions** offered information on priority topics from industry leaders and experts.
- ! For the first time, the Summit included **nine Caucus Sessions**, designed to facilitate diverse input on complex developing issues.
- ! On Wednesday, September 26, **five full-day Pre-Summit Seminars** and **two half-day Pre-Summit Intensives** provided early learning for participants.

Executive Summary (cont.)



- ! Each of the **112 workshops** offered insights on LGBTQA issues in today's ever-changing workplace environment.
- ! Workshops were arranged in multiple tracks, including:
 - ! ERG 101, ERG 201, ERG Global
 - ! International Issues, Racial Justice, The Many Forms of Diversity
 - ! Policy and Legal Issues, Working with Management
 - ! Federal Workplaces, Marketing and Public Image
 - ! Allies, Bisexuality, Transgender, Aging, LGBT 101
 - ! Personal and Professional Development, Workplace Equality and Beyond, Combating Adversity
- ! Workshops were also designated as beginner, intermediate, or advanced.

Executive Summary (cont.)



- ! The Summit is also the venue for the **Out & Equal Workplace (or "Outie") Awards**, which recognize individuals and organizations that are leaders in advancing equality for LGBT employees in America's workplaces.
- ! 2007 Winners included:
 - ! Trailblazer: **Dr. Judy M. Lively, Kaiser Permanente**
 - ! Champion: **Ana Duarte McCarthy, Citi**
 - ! LGBT Workplace Equality Pioneer: **Dr. Franklin E. Kameny**
 - ! ERG of the Year: **Nike's GLBT & Friends Network**
 - ! Significant Achievement: **Ernst & Young**
 - ! Workplace Excellence: **Wells Fargo**

Executive Summary (cont.)



- ! Many sponsors and attendees of the Summit are our direct competitors, in both market share and employment candidates, as well as our suppliers.
- ! Direct Competitors: [insert companies]
- ! Financial Services: [insert companies]
- ! Suppliers: [insert companies]

About Out & Equal



Out & Equal Workplace Advocates is a national, nonprofit 501(c)(3) organization headquartered in San Francisco, California. Out & Equal™ champions safe and equitable workplaces for lesbian, gay, bisexual, and transgender (LGBT) people. The organization advocates building and strengthening successful organizations that value all employees, customers and communities. For additional information, visit www.outandequal.org

Vision Statement

Workplace equality for all regardless of sexual orientation, gender identity, expression, or characteristics.

Mission Statement

Out & Equal Workplace Advocates educates and empowers organizations, HR professionals, ERGs, and individual employees through programs and services that result in equal policies, opportunities, practices, and benefits in the workplace regardless of sexual orientation, gender identity, expression, or characteristics.

Keynote Speakers - Chrissy Ghephardt



Chrissy Ghephardt is on the forefront of gay, lesbian, bisexual and transgender politics, since she came out in the 2004 presidential democratic primary as the openly lesbian daughter of Congressman Dick Gephardt. The first openly gay family member of a presidential candidate in history, Ghephardt is an accomplished spokeswoman for LGBT issues, and gave issues of equal rights and social justice a prominent place in the 2004 campaign. Most recently, Ghephardt continued her involvement in LGBT and youth politics through her work as the Director of the Grassroots Campaign Corps for the National Stonewall Democrats, America's only grassroots Democratic lesbian, gay, bisexual and transgender organization. She is also on the board of directors of the Gay & Lesbian Victory Fund, an organization that is committed to increasing the number of openly gay and lesbian elected public officials at the federal, state, and local levels of government. She believes in working towards ensuring the vital participation of all people in the political process, particularly the youth of America. Ghephardt is a 1995 graduate of Northwestern University and completed her Master of Social Work in 2001 from Washington University in St. Louis. She currently resides with her partner in Washington D.C.

Keynote Speakers -

Bernice Johnson Reagon
and Toshi Reagon



Dr. **Bernice Johnson Reagon** is a singer, composer, scholar, and social activist, who founded the a cappella ensemble Sweet Honey in the Rock in 1973. Reagon retired from the group in 2004. Reagon was an active participant in the American Civil Rights Movement of the 1960s as a member of the Freedom Singers. She is a specialist in African-American oral history, performance and protest traditions.

Toshi Reagon, the daughter Bernice Johnson Reagon and an out lesbian, has been performing music since she dropped out of college when Lenny Kravitz invited her to open for him on his first world tour, and has shared the stage with performers ranging from Ani DiFranco to Elvis Costello. A musician known for her energetic performances, she has an exemplary gift for writing engaging songs that provoke listeners to think and have fun at the same time. Her band, BIGLovely, has been performing together since September, 1996.

Keynote Speakers - John Amaechi



John Amaechi made history In February 2007 when he became the first NBA player to ever come out publicly. His new book, *Man in the Middle*, published by ESPN Books, details his life story and unique perspective as a gay man and a professional athlete. Born in Boston but raised in Manchester, England, the 6'10" Amaechi played professional basketball for ten years in the National Basketball Association (the Houston Rockets, the Orlando Magic, the Utah Jazz and Cleveland Cavaliers) and in Europe playing for teams in France, Italy, Greece and England. Amaechi, now retired from professional sports, is a philanthropist, psychologist, social advocate, author and spokesperson.



Keynote Speakers - Brian Graden



Brian Graden is president of entertainment at MTV Networks Music Group and president of Logo. As president of entertainment, Graden leads and provides programming oversight to all the MTVN music networks including MTV, VH1, MTV2 and CMT. In this capacity, all music, news, specials, production, series development and artist relations teams for the individual music channels report to him. As Logo's president, he is responsible for all aspects of the channel created specifically for the LGBT audience. Additionally, Graden also provides programming strategy and expertise for MTV's extensive international development efforts. He joined MTV in July of 1997 and holds an MBA from Harvard Business School.

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Featured Panels



! Beyond Nondiscrimination: The Role of Human Resources

Maria Campbell, Deborah Dagit,
Cynthia Neff, Michelle Scales

! The Intersections of LGBT Issues, Race, and the Workplace

Keith Boykin

! Workplace Equality in the American Spotlight

Sean Bugg, Jonathan Capehart, Neil Giuliano,
Marc Gunther, Gary Lee, Kevin Naff,
Pam Spaulding, Bob Witeck

Featured Panels



- ! **LGBT Executives Speak Out**
Jay Allen, Tara Bunch, Mitchell Gold,
Donna Griffin, Cathy Halligan
- ! **Up the Hill: Discussing the Current Status of LGBT Legislation**
Tammy Baldwin, Patrick Guerrero,
Catherine Pino, Gordon Smith
- ! **Workplace Transitions In (and Out of) the Spotlight**
Jamison Green, Meghan Stabler,
Susan Stanton, Stephan Thorne
- ! **Globalizing Out & Equal Workplaces**
Linda Baumann, Gloria Careaga, Sam Dick,
Marcelo Roman, Jaume Urgell

Workshops Attended



[Insert Workshop
Title]

! [Insert key point]

! [Insert subpoint]

Facilitated by:
[Insert Workshop
Presenters]

Recommendations



- ! The 2008 Out & Equal Workplace Summit will take place September 10-13, 2008 in Austin, Texas
- ! Sponsor a larger and targeted group of leaders to attend the 2008 Out & Equal Workplace Summit, including executives
- ! Corporate sponsorship of the 2008 Summit. Brand placement is a large part of sponsorship benefits, especially at this targeted audience of LGBTA consumers and business-to-business visibility
- ! Provide Building Bridges LGBT-specific diversity training
- ! Support the LGBT community through corporate giving
- ! Provide LGBT leadership and mentoring opportunities
- ! [add any specific recommendations here]

Recommendations



! [Add your recommendations for how *your* company should proceed to take the lessons you learned at the Summit can be turned into *action*]



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