

**FEATURED PANEL**

**ON BEING TRANSGENDER: CHALLENGES OF BEING OUT IN THE WORKPLACE AND BEING IN THE LGBT COMMUNITY**

Breanna Simmons-Speed  
Stephanie Battaglino  
Amanda Simpson (Moderator)  
James Scott P. Pignatella  
Tina Seitz

| Room: Fiesta 6

Workplace equality for all employees regardless of gender identity or expression has lagged on the basis of sexual orientation. Building support to change laws and corporate policies that impact transgender employees has been a struggle, even within the broad LGBT community. A panel of transgender leaders share their stories of transition—both personal and as a community—and look toward the future of transgender workplace equality.

[Target audience: general ]

**FEATURED PANEL**

**TACKLING ISSUES ON LGBT AGING EXPOSED IN METLIFE'S "OUT AND AGING" STUDY**

Mary Blanchett  
Paul L. Frene  
Michael Adams  
Marjorie J. Hill, Ph.D.  
Imani Woody, MHS  
Melanie Rowen, Esq.

| Room: Fiesta 5

The MetLife "Out and Aging" study uncovered many LGBT aging issues. Fortunately, there are many LGBT organizations advocating for us as we age. But it's confusing to know where we are making strides and what's available for us now. We will discuss the work being done for LGBT seniors, changes in healthcare and insurance, updates on legal protections and current economic policies. Audience participants will be welcome to add to the discussion and ask questions.

[Target audience: human resources and diversity professionals ]

**A BLACK PERSON IS A GAY PERSON'S BEST FRIEND: BRIDGING THE CULTURAL DIVIDE**

Joel A. Brown  
Intermediate | Room: Durango 2

As the LGBTQ community seeks greater efficacy in the workplace, it is critical that the community forges relationships with other constituencies to build a stronger business case for inclusion and cultural competency. This workshop is intended to deconstruct and illuminate the dynamic between the African-American community and the LGBTQ population.

[Target audience: general ]

### **ALIGNING GENERATIONAL DIFFERENCES IN TODAY'S WORKPLACE**

Jeffrey Parsons

Intermediate | Room: Yucatan 1 (rounds)

So what is all this generational talk all about? Do these generation-laden terms sound familiar: slackers, tech-savvy, not willing to pay their dues, text messengers, afraid of change, job-hoppers? The purpose of this interactive workshop is to provide participants an opportunity to explore the stereotypes, myths and realities of our workforce. Participants will be asked to explore from within themselves how to appropriately educate and influence their thinking around generational differences. Subsequently, participants will explore the evolving challenges for LGBT people in today's workforce. You will be expected to focus on how you contribute and participate in a workplace that is inclusive, open to new ideas and ready to embrace customers' rising expectations.

[Target audience: human resources and diversity professionals ]

### **ALIGNING YOUR EMPLOYEE RESOURCE GROUP WITH BUSINESS TO RECRUIT LGBTQ+ TOP TALENT**

Stacy J. Speer

AP Fritts

Intermediate | Room: Coronado G

Raytheon has created a model for utilizing employee resource groups to partner with human resources and align with business goals for attracting, recruiting and retaining top talent. Employee resource groups can create an inclusive and welcoming environment to quickly integrate the new grad or intern into the organization. This workshop covers best practices for using the ERG for college recruiting, including: contacting universities and university LGBTQ+ groups; determining what students are looking for and how to hold their attention; brainstorming creative ideas for events (and things to avoid); helping LGBTQ+ graduates and interns integrate quickly into the organization; and mentoring LGBTQ+ interns.

[Target audience: employee resource group members ]

### **ASSESSING AND IMPROVING YOUR ORGANIZATION'S LGBTQ+ CLIMATE**

Eric Bloem

Deena Fidas

Chris Crespo

Intermediate | Room: Coronado AB

Have you ever wondered what was going through the minds of your LGBTQ+ employees about their workplace? While crucial to LGBTQ+ workers, inclusive policies account for just part of an employee's total workplace experience. Often, human resources and diversity professionals are left in the dark on challenges that LGBTQ+ employees may face in their immediate workplaces. This session will provide the knowledge to understand the primary measures of the LGBTQ+ workplace climate. It will also provide a detailed overview of a climate survey instrument and tools for improvement developed by the HRC Workplace Project as well as helpful tips on implementing these resources in your workplaces.

[Target audience: general ]

**CAN WE TALK ABOUT ALL THAT “GAY STUFF” THAT MAKES YOU REALLY UNCOMFORTABLE?**

Michael J. Ward  
Heather Shaw

Introductory | Room: Coronado S

This workshop is designed to provide attendees with a practical example of how to conduct a training class at their company that engages participants in a conversation regarding prejudices and perceptions about their LGBT coworkers. The candid dialogue offers employees of diverse backgrounds a safe, "politically incorrect" forum that encourages the exchange of discomfort for knowledge through open conversation. Techniques used include word-association exercises, an overview of terms, quizzes, case studies and discourse.

[Target audience: general ]

**CULTURAL COMPETENCY FOR LEADERS, PART 1**

Laurie B. Lippin, Ph.D.  
Stephanie Puentes

Introductory | Room: Coronado R

The 21st Century LGBT leader must understand the intersections of race and ethnicity with sexual orientation in order to create an inclusive organization. Using a five stage model of cultural competency, participants in this experiential workshop will examine the impact of multiple social identities within the LGBT community. The workshop continues in Session 2.

[Target audience: general ]

**FROM GOOD CORPORATE POLICIES TO GOOD SOCIAL POLICIES**

Jodie Eldridge  
Karen Landolt  
Kristen Ploeger

Introductory | Room: Coronado Q

You understand the importance of working in a diverse, accepting company environment. You've gotten domestic partner benefits and non-discrimination policies in place. How can you translate that to changing social policy so your community benefits and everyone in it enjoys those same rights? We provide you all the facts you need to create and tell your story to influence legislation. We'll also discuss how to support a bill and testify at a committee hearing.

[Target audience: general ]

**GIVING AND GETTING BACK: NONPROFIT BOARDS FOR BEGINNERS**

Sara Johnston  
Lester Thompson  
Leslie Ann Thompson  
Rachel Sottile, M.S.

Introductory | Room: Coronado CD

Joining a nonprofit board or committee can be a wonderful way for professionals to develop their skills while making a difference for the organization. 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. Join a panel of nonprofit professionals and corporate volunteers who will discuss the challenges and opportunities of joining a small nonprofit board.

[Target audience: employee resource group members ]

**NIKE'S APPROACH TO LEGISLATION SUPPORTING DIVERSITY AND INCLUSION FOR THE LGBT COMMUNITY**

Randy Lyons  
Julie Brim-Edwards  
Orson Porter

Intermediate | Room: Fiesta 10

A company's ability to remain competitive greatly depends on its success in recruiting the best and brightest. Certainly for LGBT individuals, the corporate culture, company benefits and relative inclusiveness of a company's environment are all very important. Today's potential LGBT employees are also considering the community they will call home. Come participate in a discussion of how Nike has taken a leadership role in working on key workplace issues for the LGBT community.

[Target audience: organizational leadership, executives, and management ]

**NOT HALF GAY, NOT HALF STRAIGHT, BUT TOTALLY BISEXUAL: 10 STEPS TO BEGIN BISEXUAL WORKPLACE INCLUSION**

Brent Chamberlain  
Intermediate | Room: Coronado EF

Many bisexual employees feel excluded by general LGBT initiatives. What steps can employers take to include their bisexual staff in workplace diversity programs? This workshop will present groundbreaking research by Stonewall on the bisexual experience in the United Kingdom and will explore the "top 10 tips" to begin the journey toward bisexual inclusion.

[Target audience: general ]

### **OUT & EQUAL: LAUNCHING A DYNAMIC REGIONAL AFFILIATE**

Stephen Gould  
Laura Morrison  
Anthony Virostko  
Aaron Wright  
Judy Jbara  
Cheryl Madelle

Introductory | Room: Acapulco

With Out & Equal and the workplace equality movement growing every year, a regional affiliate is one of the most exciting ways to bring the energy, networking and educational opportunities experienced at this Summit to your home city and throughout the year. In this session, you will hear from a panel of recent regional affiliate chairs who made it happen, and learn about the structure and guidelines for the regional affiliate program.

[Target audience: general ]

### **RUBBER MEETS ROAD: BUILDING ROAD MAPS TO ENHANCE ERG TRACTION, BUSINESS RELEVANCE AND REVENUE POTENTIAL**

Steve Salee  
Dr. Lyne Desormeaux, PsyD, PCC  
Patrick Vitale, EdM

Intermediate | Room: Fiesta 3

Participants roll up their sleeves in this high-energy session to assess their employee resource group's health and maturity level, and build a unique road map designed to cultivate allies, leverage power sources, target hot business and market opportunities, and drive engagement. The result is a set of practical steps that participants can quickly implement to take their ERGs to the next level of value, where the rubber meets the road: business relevance and revenue potential for their organizations.

[Target audience: employee resource group members ]

### **SEXUAL ORIENTATION AND SPIRITUALITY CAN CO-EXIST**

Liz Winfeld

Advanced | Room: Fiesta 4

This program explains why issues of sexual orientation and gender identity and those regarding religion do not have to be diametrically opposed and, in fact, have more in common than people think. The natures of both areas of workforce diversity have common characteristics and the potential for cooperation is practically limitless if people are willing adopt a more holistic approach.

[Target audience: employee resource group members ]

## **SQUARE PEGS - BUILDING A STRATEGY FOR YOUR LGBT RESOURCE GROUP TO FIT AND GROW IN YOUR ORGANIZATION**

Matt Keys  
Randy M. Kammer  
Nick Kouris  
Sherri Mikell  
Dawn Milstead  
Becky Huber

Intermediate | Room: Baja

Organizations often have difficulties with how best to utilize employee resource groups. This can be even more of an issue when resource groups represent cultures that are considered "outside of the norm" or "taboo" in the workplace and marketplace. In this session, RESPECT (Blue Cross and Blue Shield of Florida's LGBT employee resource group) members will share information on strategy building, including how to conduct internal assessments, benchmarking, research, employee focus groups and prioritization of strategic issues.

[Target audience: employee resource group members ]

## **TAKING IT GLOBAL: LEADING PRACTICES FOR EXPANDING REGIONAL EMPLOYEE RESOURCE GROUPS INTERNATIONALLY**

Fauzia Zaman-Malik  
Matt Coates  
Stefan Bruehl  
Hamish Wynn

Intermediate | Room: Coronado MNP

This discussion workshop describes the establishment of an internal International Leadership Forum to share leading practices amongst regionally established employee resource groups, find representation through allies in areas where there is no representation, and explore establishing a global employee resource group. In particular, we'll take an in-depth look at India as a case study.

[Target audience: employee resource group members ]

## **THE JOURNEY OF INCLUSION THROUGH CORPORATE SOCIAL RESPONSIBILITY AT DISNEY**

Nancy Gidusko  
Allie Braswell  
Brian Crimmins  
Michael Jungen

Intermediate | Room: Durango 1

Disney's journey of inclusion has been one of twists and turns. We've increased our community involvement to be more visible and maximized our impact on our community. Hear how we have evolved our visibility to be the voice of a champion for inclusion in the LGBT community. We will provide practical tools and tips that can be used to move your company forward on the journey of inclusion within your community.

[Target audience: general ]

### **WHAT HAPPENS TO THE GLASS CEILING WHEN YOU ADD ANOTHER LAYER?**

Michelle Fullerton  
Laura Swiszcowski  
Stefano Nappo  
Kathryn Nawrockyi  
Daniel Winterfeldt  
Petra Braybrook

Intermediate | Room: Cancun

Why are lesbians less likely to be out at work? In some industries why are there few or no lesbians in employee resource groups? Where are the out gay women role models? Why did Stonewall, the U.K.'s leading LGB equality charity, find that gender was a bigger barrier to gay women than sexual orientation? What are you and Stonewall going to do about it? Let's all grab a pickaxe and smash through both layers of glass.

[Target audience: employee resource group members ]

### **WHICH BATHROOM IS JOHN GOING TO USE?**

Jenn Finan

Introductory | Room: Fiesta 7

Come join us for a highly interactive workshop around the fundamentals of being trans, the challenges and opportunities that human resources professionals and management face when one of their employees decides to transition. In 2001, Jenn Finan became the first male-to-female transsexual to transition on the trading floor of a major Canadian bank. Learn about her experiences transitioning in this "frat boy/boy's locker room" environment as well as the challenges, triumphs, dos and don'ts of how to successfully handle an employee transitioning in the workplace.

[Target audience: human resources and diversity professionals ]

### **WHO IS THE OUTSIDER? UNDERSTANDING MICRO INEQUITIES FROM ALL SIDES**

Andrew B. Werner, EdS, MS  
Bruce Carroll

Advanced | Room: Fiesta 8

This dynamic and highly interactive workshop is designed for those who want to take their understanding of inclusion to a higher level. Through challenging and supportive dialogue, the audience will learn about unique verbal and non-verbal messages revealing how a suppressive atmosphere may still exist in their already "diverse" workplace setting.

[Target audience: general ]

**WHY DID YOU SAY THAT? USING PERCEPTUAL IDENTITY TO BREAK THROUGH BARRIERS IN THE WORKPLACE**

Jean-Marie Navetta

Leslie Traub

Introductory | Room: Fiesta 9

Are you encountering resistance to LGBT inclusion at work? You may feel frustrated and hurt, wondering why some people seem so close-minded and homophobic. How did people develop these opinions about LGBTs and how does this impact behavior? The answers to these questions can help circumnavigate 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 to approach creating change in the workplace compassionately and effectively.

[Target audience: general ]