

## **BRINGING RESOURCES TO LGBT WORKPLACE EQUALITY OUTSIDE THE UNITED STATES**

Kevin Jones  
Julie Dorf  
Marcelo Roman

Advanced | Room: Coronado EF

Companies with operations outside the U.S. often face challenges when looking to extend policies for specific to LGBT employees, both expatriate and local. Occasionally, a company will host conversations on issues and best practices, inviting colleagues from other U.S. companies to join them. IBM has regularly hosted such events in places where a more formal structure to support such networking could have a significant impact. This workshop will look discuss the possibilities of piloting Out & Equal regional affiliates outside the U.S. – the opportunities, the issues, the potential impact. Representatives from IBM, the Council for Global Equality, and Out & Equal will lead discussions to consider the way forward in four specific countries: Singapore, India, Brazil and Peru. Companies with a presence in those countries or with a general interest in expanding LGBT workplace equality beyond our borders are encouraged to attend.

[Target audience: general ]

## **BUILDING BRIDGES TOWARD LGBT DIVERSITY**

Pat Baillie  
Donna Rose

Introductory | Room: Fiesta 5

This course is designed to help employers get the most from all employees, LGBT and non-LGBT. The training fosters increased awareness to develop a healthier and safer workplace where all employees are engaged in the mission of the organization, increasing the level of comfort for all, and improving communication between LGBT and straight employees and the customers they serve.

[Target audience: general ]

## **BUILDING DIVERSITY AND INCLUSION: SHARING NON-PROFIT STRATEGIES WITH CORPORATE AMERICA**

Clarence Patton  
Mickey MacIntyre

Intermediate | Room: Coronado Q

Following up on the panel discussion by CenterLink, which describes best practices for LGBT community centers developed in the Pipeline Project/CenterLink collaboration, this workshop will offer a condensed version of the two-day curriculum used in that program. Through guided discussion and exercises, participants will see how practical examination of the current challenges their companies/organizations face with respect to finding, retaining and advancing diverse talent.

[Target audience: human resources and diversity professionals Organizational leadership]

### **COMMUNICATION SOLUTIONS™: POWERFUL DIALOGUE FOR GLOBAL INCLUSIVENESS STRATEGIES**

Luke Jude, M.A.

Rachel Sottile, M.S.

Introductory | Room: Coronado S

Looking for communications tools to generate results beyond positions of right and wrong? In this workshop, participants learn skills for opening dialogue and making a difference with any audience, without fear of conflict or controversy. Practical exercises and interactive discussions give participants access to a model of communications proven to produce win-win results in workplaces, religious communities, schools and healthcare facilities across the U.S. and throughout Latin America. Contribute to inclusiveness strategies that honor divergent points of view and make a difference for everyone.

[Target audience: general ]

### **DIVERSITY AWARENESS: THE FIVE STAGES OF CHANGE IN CREATING A DIVERSE WORKPLACE**

Toni Battle

Introductory | Room: Fiesta 9

Have you ever wanted to create change at work, but never knew how? Learn and practice skills to help attain full inclusion of all people in the workplace. Learn the five stages of change that, no matter what your comfort zone is, will help you craft both personal and organizational strategies for creating change in the "Five Stages of Change in Creating a Diverse Workplace."

[Target audience: general ]

### **DIVERSITY, DIFFERENCE AND DIALOGUE: A CANDID DISCUSSION ON RACE, AGE AND GENDER IDENTITY**

Simma Lieberman

Joel Brown

Intermediate | Room: Coronado R

How do we create inclusion amongst ourselves as LGBT employees and in our employee resource groups as we demand equality in the workplace? How do we break through the unspoken tensions around race, class, gender identification and age that separate us within the LGBT community? We will use the conscious diversity, difference and dialogue process to make difficult conversations easier, so we can do our best work, engage employees and be more effective together. This is a facilitated opportunity to go beyond your comfort zone and participate in an open, candid discussion of our diversity issues and solutions.

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

## **DRIVING EMPLOYEE RESOURCE GROUP AND LGBT GROWTH AND ENGAGEMENT WITH MANAGEMENT AND FRONT LINE EMPLOYEES**

Keven Callahan

Intermediate | Room: Durango 1

Are you looking to grow your employee resource group or LGBT group? If so, this seminar is designed to give you the necessary tools to maximize your success. NBC Universal's LGBT leadership team will review and highlight successful ideas to adapt into any business environment. All ideas discussed have been applied and have proven successful within NBC Universal's parks and resorts.

[Target audience: human resources and diversity professionals ]

## **ENDA DOESN'T END IT**

Brian McNaught

Todd Sears

Daryl Herrschaft

Steve Sears

Bob Witeck

Louise Young

Intermediate | Room: Fiesta 6

Educator, lecturer, and author Brian McNaught leads a distinguished group of representatives of the lesbian, gay, bisexual and transgender community in an exploration of how, if in any way, the expected passage of ENDA will impact the work that is being done (or needs to be done) to create a safe and productive work environment for gay and transgender people. The session will be highly interactive, beginning with a panel discussion followed by small group discussions led by members of the panel.

[Target audience: LGBT community leaders ]

## **ERG COURSE 2: GOING STRAIGHT TO PLAN B**

Facilitator: Liz Winfeld

| Room: Coronado MNP

This intensive session is geared for Employee Resource Group (ERG) leaders that want to go to the next stage in development. This course will offer up the Employee Progress Paradigm – The Common Ground model, presented in conjunction with Out & Equal, for planning ahead to such a level of detail that absolutely nothing that transpires in the process of attainment can possibly put the ERG so far off course that nothing gets accomplished. For ERGs, the destination will always be a moving target; therefore the key is to know how to keep moving no matter what. The secret to this is the willingness to stop before you crawl; crawl before you walk; walk and never break into a run. The course will explain exactly how this works by taking a typical set of goals (for example, in mission statements) and applying the Paradigm to them in a build exercise.

[Target audience: general ]

## **HEALTH BENEFITS FOR TRANSGENDER AND TRANSEXUAL EMPLOYEES: COSTS, UTILIZATION AND BEST PRACTICES**

Jamison Green  
André Wilson, M.S.  
Samir Luther

Intermediate | Room: Baja

Major U.S. employers have had transgender-inclusive benefits available for several years. This intensive workshop goes beyond transgender insurance exclusions and will share new in-depth case studies, robust cost and utilization data and insurance companies' offerings, as well as pitfalls to avoid and the best emerging practices to strive for when negotiating coverage. Attendees will leave equipped with the business case and process to advocate for inclusive benefits.

[Target audience: human resources and diversity professionals Individuals who provide input on benefits, including ERG members]

## **HUMAN RESOURCES INNOVATIONS: A PRACTICUM IN MANAGING RELIGIOUS DIVERSITY AND LGBT ISSUES**

Mark E. Fowler

Intermediate | Room: Fiesta 10

This practicum will focus on tensions and misunderstandings that commonly emerge between religious and LGBT employees in the workplace and train participants in how to recognize and resolve these conflicts. Participants will engage in interactive activities such as role-playing micro-aggressions or subtle acts of discrimination, in order to practice communicating respectfully at work. Tanenbaum's Five Challenge questions and other tools will also help participants learn how to balance potentially competing interests while creating an inclusive work culture.

[Target audience: human resources and diversity professionals ]

## **MEDIA TRAINING FOR ERG LEADERS**

Rashad Robinson  
Rashad Robinson

Intermediate | Room: Fiesta 8

Thanks to a partnership with Out & Equal and the Gay & Lesbian Alliance Against Defamation (GLAAD), we are pleased to offer this intensive session featuring GLAAD's media training expertise. This training is designed to allow LGBT leaders refine and expand their understanding of the media. This particular workshop is geared to employee resource group leaders, to help them communicate and understand the use of media to forward not only their organization's goals, but the particular ones of the LGBT ERG.

[Target audience: general ]

### **OVERVIEW AND NEW DEVELOPMENTS: RELIGION, SEXUAL ORIENTATION AND THE WORKPLACE**

Michelle E. Phillips, Esq.

Ian Hlawati, Esq.

Intermediate | Room: Coronado CD

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.

[Target audience: general ]

### **STORIES FROM BEHIND THE CAMERA**

Cindy Solomon (moderator)

Debra Chasnoff

Bonnie Curtis

Introductory | Room: Coronado AB

This intensive workshop will explore the personal stories of two women whose impact and leadership is tightly tied to film. Internationally recognized speaker, writer and leadership consultant Cindy Solomon will moderate two conversations: one with film producer Bonnie Curtis who examines her personal struggles as a closeted gay woman while achieving professional success on such films as Jurassic Park, Schindler's List, and Saving Private Ryan; and the second with Debra Chasnoff, an Academy Award-winning filmmaker whose documentary films such as Straightlaced, Let's Get Real and That's a Family! serve as tools to for progressive change

[Target audience: general ]

### **TARGETED AND PRIVILEGED: THE IMPORTANCE OF ADDRESSING WHITENESS WITHIN THE LGBTIQ COMMUNITY**

Laurie B. Lippin, Ph.D.,

Stephanie Puentes

Introductory | Room: Acapulco

How can an understanding about 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 the impact on workplace equity.

[Target audience: general ]

**TELL YOUR STORY: TWITTER, FACEBOOK AND YOUTUBE – SHORT STORIES AND SOCIAL MEDIA FOR LGBTQ EQUALITY IN YOUR WORKPLACE AND COMMUNITY**

Melissa Regan  
Rob Adkisson

Intermediate | Room: Coronado G

“If they know us, they don’t vote against us” – Harvey Milk. As LGBTQ people, friends, family or allies, one of the most powerful tools we have for achieving LGBTQ acceptance, safety and equality is sharing our stories. But how? What do people need to know about me? And how can I use video, audio, text, mobile phones, Twitter, Facebook, YouTube and other social media to share my story? In this groundbreaking hands-on interactive event you will learn from LGBTQ storytelling, technology and corporate visionaries how to tell your story for different issues and audiences; record your story using video, audio or text; share your story using social media technologies; and impact your global workplace and local communities.

[Target audience: general all levels (beginner thru advanced)]