

FEATURED PANEL

ALLIES OR COMPETITORS? STRATEGIES FOR MANAGING THE POTENTIAL FOR ALLIANCES, COMPETITION AND CONFLICTS WITHIN EMPLOYEE NETWORKS

Rosalyn Taylor O'Neale
Kerrie Peraino
Ana Duarte McCarthy (Moderator)
Kathy Hopinkah Hannan
Lawrence Harrington

| Room: Fiesta 5

The establishment and nurturing of employee resource groups as part of a company's diversity and inclusion strategy is a valuable tool for allowing employees to establish networks with colleagues who share a particular identity, whether defined in terms of gender, race, or sexual orientation/gender identity. What strategies do companies employ to prevent employee resource groups from becoming a means of self isolation along those same lines? How are diversity and inclusion programs balancing the need to recognize issues specific to one community while helping all employees embrace the diversity within a company's full workforce. A panel of distinguished Chief Diversity Officers will look at these questions and others in this featured panel, sponsored by Citi.

[Target audience: general]

FEATURED PANEL

WE ARE THE CHAMPIONS: THE IMPORTANCE OF LGBT ALLIES

Randy Kammer
James Pitts
Janet Miller-Eveland
Dr. David M. Hall (Moderator)
Sophie Vandebroek

| Room: Fiesta 6

Dr. David M. Hall, author of Out & Equal's first book, Allies at Work, shares his perspectives on being an ally and moderates a panel of strong corporate allies, including some of our 2009 Out & Equal Workplace Champion Award finalists. Leaders in the fight for lesbian, gay, bisexual and transgender workplace equality within their workplaces; stories of how to truly make a difference.

[Target audience: general]

"OUTING" YOUR BRAND ON CAMPUS: MAKE INCLUSIVENESS PART OF YOUR BRAND IDENTITY

Heath McKay
Kevin West
Danielle Newcomb

Intermediate | Room: Fiesta 2

Is your brand stuck in the campus closet? College students are more than potential employees; they also represent tomorrow's client and customer base. And they are more focused on inclusiveness than ever before. Be more than just a nameless face collecting resumes on campus. Learn ways to expand your involvement beyond the basics of recruiting and make LGBT inclusiveness an integral part of your brand.

[Target audience: general HR and Diversity Professionals, Management, ERG members and Marketing particularly for B2B companies]

AUTHENTIC LEADERSHIP

Paula S. Jones

Intermediate | Room: Fiesta 3

Strong leaders are self-aware, have a vision, exhibit courage and are accountable to the people they lead and for the decisions they make. Leaders are not born, but are made from their life experiences and what they learn from them. Because of our unique relationship to mainstream culture, LGBT people have constant opportunities to build leadership success just by being who we are. In this interactive workshop, we will explore how the choices we make about our lives and our identities can help us become leaders.

[Target audience: organizational leadership, executives, and management Anyone who wants to improve their leadership]

BEING AN OUT LESBIAN SENIOR EXECUTIVE IN CORPORATE AMERICA: THE CITI EXPERIENCE

Effin Logue

Pamela (PJ) Johnson

Jackie Moran

Liz Porter

Intermediate | Room: Coronado MNP

Perhaps due to its size, but more likely thanks to a culture that embraces diversity of all kinds at all levels, Citi is in a unique position with a number of out lesbians in senior management positions. Some come from the same business areas, while others are in different businesses within Citi's corporate structure. This panel explores the similarities and differences between their experiences – both early in their careers and now as senior leaders with Citi.

[Target audience: general]

BUILD AN ONLINE PRESENCE YOU CAN BE PROUD OF

Julie Beach

Intermediate | Room: Fiesta 7

Ever since 2007's famous Harvard Business Review case study, "We Googled You," both active and passive career-builders have been concerned about how their online presence, or lack of presence, impacts their employment opportunities and advancement. This workshop will use www.LGBTCareerLink.com and other tools to teach you tips and tricks to help ensure that your online presence puts your best foot forward.

[Target audience: general]

BUILDING UNDERSTANDING AT THE TOP: CREATING A LGBT DIVERSITY COURSE FOR EXECUTIVES

Blake Wallace
Brian O'Connor
Nathan Knight
Orlan Boston

Introductory | Room: Fiesta 8

Were you aware that the HRC is adding additional rating criteria (3.0) for the 2012 Corporate Equality Index? One key change centers on developing competency training for new hires and supervisors for gender identity and sexual orientation. In this interactive workshop, you will learn how to develop a customized LGBT Diversity training course for your company, and leave with a comprehensive toolkit of resources, development plans and sample course content.

[Target audience: employee resource group members HR & Diversity Professionals]

CREATING AND LEVERAGING A CATALYST FOR CHANGE

Lora Yates
Ronald Falcon, MD

Advanced | Room: Fiesta 9

Over the last five years, Johnson & Johnson's employee resource group GLOBAL has driven significant change in the company's policies, medical benefits and corporate culture that has penetrated beyond the four walls, changing the way we are viewed externally. Learn firsthand from the GLOBAL co-chairs about the strategies they used to drive their multinational organization thus far and get a peek inside to see what's next for GLOBAL at Johnson & Johnson.

[Target audience: general]

DEMONSTRATING THE RETURN ON YOUR COMPANY'S ERG/BRG INVESTMENT: LINKING STRATEGY, INTENTIONS AND OUTCOMES

Allison K. Alavi
Jacob M. McLain

Advanced | Room: Fiesta 10

With macroeconomic pressures calling all types of corporate spending into question, articulating the value of your employee resource group or business resource group is more critical than ever. This session presents Deloitte's unique point of view that an employee resource group's or business resource group's contribution to a company's strategic objectives – and bottom line – can be systematically documented and measured. By linking diversity programs to strategies, outlining intentions and tracking ROI outcomes, the value your ERG brings to your organization becomes clear.

[Target audience: employee resource group members]

EMOTIONAL INTELLIGENCE: WHY IT MATTERS

Jim Price, SPHR, PMP

Introductory | Room: Coronado R

Emotions play a much greater role in thought, decision-making and personal success than many realize. People with a high emotional intelligence are the ones who excel in their work, building meaningful careers and lasting relationships. In this interactive workshop, learn how successful leaders and professionals tap into emotional intelligence in their daily pursuits. You'll walk away with the fundamentals and a few practices you can apply in the workplace and community.

[Target audience: general]

EX-GAYS IN YOUR WORKPLACE: WHO THEY ARE, WHAT THEY WANT AND HOW TO EFFECTIVELY RESPOND TO THEM

Jean-Marie Navetta

Elizabeth Fregiato

Introductory | Room: Coronado S

They claim that their position deserves equal respect and exposure. They cry "oppression" when they are "left out" of LGBT conversations in the workplace. Ex-gay organizations are demanding funding and access to corporations. While their claims seem too outlandish to be taken seriously, they do serious damage to your organization's employees and to public perception. Learn about who they are, what really happens inside "ex-gay" organizations from people who've been there, and what they want at your workplace. Show your colleagues and organizations why not all viewpoints – and organizations – are created equal, and what you can do to ensure that fact trumps "ex-gay" fiction in your company.

[Target audience: general]

HOW GENERATIONAL DIFFERENCES WITHIN THE LGBT COMMUNITY IMPACT YOUR BUSINESS RESOURCE GROUP

Jennifer (Jen) Ivey

Michelle S. Niese

Intermediate | Room: Acapulco

Each generation has a different perception of what words such as "inclusion," "identity," "visibility," "out," "acceptance" and "tolerance" mean. How do we use this information to serve all generations of a corporation's LGBT community with our business resource group? This workshop will start the conversation around generational communications and perceptions to facilitate acceptance and understanding.

[Target audience: human resources and diversity professionals, communications professionals, organizational leadership, executives, management, employee resource group members, general]

HOW TO ENGAGE ALL LEVELS OF EMPLOYEES IN COMMUNITY SERVICE: MAKING YOUR EVENT A SUCCESS

Caryn J. Sherne
Seretha Langlitz
Steve Disselhorst

Intermediate | Room: Coronado AB

In this workshop, we will focus on how our LGBTQA employee network contributed to the Abbott corporate giving campaign by engaging executive leadership and division involvement. We developed a community service opportunity by volunteering at a food bank that included the participation of senior management and an on-site food drive for the participation of all employees.

[Target audience: employee resource group members Corporate Philanthropy]

LEVERAGING ERGS AND COUNCILS TO INCREASE CULTURAL COMPETENCE IN UNIQUE BUSINESS ENVIRONMENTS

Patrick Vitale
Patty Nishimura Dingle
Anna dos Ramos, SPHR

Intermediate | Room: Baja

Learn about AAA's approach to creating and leveraging cultural competence within our diversity councils and employee resource group constituency. The Regional Diversity Council (RDC) model has been essential to embedding diversity and inclusion into all elements of the culture, including operational business planning for LGBT-focused products. See and experience the methodologies applied to create RDCs and metrics aligning efforts.

[Target audience: human resources and diversity professionals ERG leaders, Diversity Councils, organizational leaders]

LGBT ADVOCACY: THE CORPORATE SPECTRUM

Casey Horton
Bryan Parsons

Intermediate | Room: Yucatan 2

Legislative and court decisions, as well as policies impacting our lives, hit the news daily from the front page of the small town weekly to the lead story on CNN. There is a broad spectrum of corporate support for these stories, from being "way out" in their support to remaining "in the closet." This discussion will explore those levels of support, and share ways to advocate for LGBT rights while leveraging past successes and avoiding pitfalls.

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

MANAGERS AND SUPERVISORS: HOW CHUBB AND MERCK REACH THAT CRITICAL AUDIENCE

Kevin Hannan
Greg Sampedro

Intermediate | Room: Cancun

Many employee resource groups focus substantial time and effort on influencing executives. After all, when they get it, everyone gets it, right? Well, not exactly. Many ERGs are finding that even when executives do get it, the same issues persist on the floor. Middle managers are the critical link, translating diversity strategies into reality. In this session, you'll find out how both Chubb and Merck are tackling this challenge and the lessons learned along the way.

[Target audience: general]

PROMOTING LGBT ISSUES IN THE WORKPLACE THROUGH COLLABORATION

Judge Taylor
Chip Newton

Intermediate | Room: Coronado CD

Economic conditions have increased the pressure on funding for workplace leaders (employee resource groups and business resource groups) and non-essential activities. Companies are also demanding measurable results and outcomes from their investments in workplace leadership activities. These challenges can be countered by increasing collaboration through inter-company partnerships. Collaboration not only provides access to additional funding sources but also creates allies and increases value to the organization. Participants will receive a workbook with steps for identifying internal and external partner organizations, creating cross-functional activities, linking activities to corporate values/strategy and communicating value to the organization.

[Target audience: organizational leaders]

REDEFINING STRATEGIC PARTNERSHIPS: QUALITY OVER QUANTITY IN TODAY'S ECONOMIC CLIMATE

Michael T. Marino
Jeff Mack
Jon Spivey
Diana Greshtchuk

Intermediate | Room: Durango 2

This workshop focuses on the four stages in the lifecycle of strategic partnerships between for-profit businesses and nonprofit organizations: establishing, building, measuring and maintaining the relationship. For each stage in the lifecycle, the workshop will present ideas and methods for both types of organizations to make the greatest contribution to the community with available resources in light of the current economy. The workshop will share best practices from PricewaterhouseCoopers and the Point Foundation, a nonprofit organization providing financial assistance, mentoring and leadership training to students who are marginalized due to their sexual orientation, gender identity or expression.

[Target audience: LGBT community leaders]

SCHOOL'S OUT: HOW BRITISH UNIVERSITIES ARE CONQUERING THE LAST WORKPLACE TABOO

Brent Chamberlain

Laura Swiszcowski

Advanced | Room: Yucatan 1

Universities are considered to be forward thinking, liberal work environments, so why do many United Kingdom universities report low levels of satisfaction from their LGB employees and have trouble starting employee resource groups? In this workshop we will explore the unique issues that face LGB staff working in higher education and discuss several innovative ways that universities can address these issues.

[Target audience: government and higher education professionals]

THE LGBT GOLD STANDARD: PROVEN LGBT STRATEGIES INTERNALLY AND IN THE MARKETPLACE

Wesley Combs

Sam Santiago

Michael Wascom

Peter Francel

Intermediate | Room: Durango 1

Companies work hard to earn reputation capital and to boast about their corporate citizenship and commitment to diversity. But how do you measure success in how LGBT strategies are implemented internally and in the marketplace? One way is to see how integrated LGBT initiatives are to the core of the business internally and in the marketplace. Come hear from two companies that have set the gold standard: American Airlines and Aetna. What sets these industry leaders apart from their competition is that they lead by example – demonstrating that including diverse LGBT practices internally, as well as in their approach to the marketplace, help make the company a place that is both profitable and an attractive work environment.

[Target audience: organizational leadership, executives, and management Audience as well.]

THE QUEER GENERATION GAP: DIVERSITY OF LGBTQ IDENTITIES

Sara Johnston

Amanda Keton

Introductory | Room: Coronado Q

Are your inclusion and employee resource group efforts welcoming to all LGBTQ? Inclusion efforts by employers and ERGs often focus on lesbians and gays, with some recognition of the needs of transitioning transsexual employees. A growing trend of generations X and Y are as likely to identify as queer, bisexual, transgender or genderqueer. Join panelists who identify as queer, bisexual and/or transgendered as they discuss their personal identities and how employers and ERGs can welcome and support all sexual minority and gender-variant employees.

[Target audience: human resources and diversity professionals]

USING TECHNOLOGY AND SOCIAL SOFTWARE TO CONNECT WITH MEMBERS AND ALLIES

Christopher Wyble

Michael J. Young

Introductory | Room: Coronado G

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 employee resource groups to build, educate and sustain membership. This workshop will cover the use of webinars (web-based presentations, including audio/video, allowing for anonymous and remote participation) for education and training, as well as blogs and wikis for communication and marketing outreach.

[Target audience: LGBT community leaders]

WHAT CAN YOUR ERG DO FOR YOUR COMPANY? LGBT BUYING POWER CAN HELP MY COMPANY AND MY EMPLOYEE RESOURCE GROUP?

Jim Knight

Scott Reiber

Enrique Mukul

Annie Powell

Introductory | Room: Coronado EF

Want to attract higher-level leaders to your employee resource group? Does your senior leadership have interest in your ERG? Are your ERG objectives in line with corporate objectives? These are challenges that Xerox's GALAXe Pride at Work has faced. Come see the road map this organization is laying out to capture the attention of members and allies as it forges a new initiative focused on tapping into the \$1 trillion purchasing power of the LGBT community. Help plot the course for your own initiative.

[Target audience: general]

WORK FLEXIBILITY AND CAREER DEVELOPMENT: ALIGNING BUSINESS NEEDS WITH EMPLOYEE DIVERSITY

Steven Kowalski, Ph.D.

Debra Kopelman

Regina R. Labson

Intermediate | Room: Yucatan 3

Genentech is committed to providing innovative business solutions that help retain diversity in our leadership pipeline. Our work flexibility and career development initiatives help ensure a more flexible workplace and engaged workforce – critical factors for attracting and retaining a diverse employee population. Learn about our approach, the resources we have developed and how we are working with managers and employees to help people think differently about their careers, and how and where work gets done.

[Target audience: human resources and diversity professionals Additionally, Organizational Leaders]