

**FEATURED PANEL**

**THE FEDS: A DIFFERENT KIND OF WORKPLACE**

Ajit Joshi  
Kim Nelson  
Shar Jones  
Pat Baillie (Moderator)

| Room: Fiesta 6

We understand the bottom line and sponsorship from a corporate perspective, but how do we measure and evaluate the federal government's progress on LGBT diversity? We are looking at a different perspective and way to do business. The ability to adapt the best practices of Fortune 500 companies' diversity work to the federal government language and ways can create a faster track to accomplishing significant change in this workplace sector.

[Target audience: government and higher education professionals ]

**FEATURED**

**WHAT IT TAKES TO BE EMPLOYEE RESOURCE GROUP OF THE YEAR**

Chadwick Mills  
Tina Seitz  
Tom Kulaga  
Joe Hoffman  
Stephen Gould (Moderator)

| Room: Fiesta 5

With so many components to make a great employee resource group, sometimes seeing the big picture can be difficult. From organizational structure, programming, ally engagement, communications, marketing and leadership development, ERGs – and their leaders – have a lot to do. This workshop is an opportunity to learn from a panel of the best of the best – representatives from the ERG of the Year finalists for the 2009 Out & Equal Workplace Award. These are the ERGs that continue to raise the bar. Find out what they have done to make the judges take notice, and how to get there yourself.

[Target audience: employee resource group members ]

**“WE ARE FAMILY . . . SOMETIMES” – AN OVERVIEW OF WHO BENEFITS FROM YOUR FAMILY LEAVE BENEFITS**

Nina Massen, Esq.  
Angela M. Duerden, Esq.  
Intermediate | Room: Yucatan 3

This presentation will examine the complicated and inconsistent meaning of the word “family” when LGBT employees seek to invoke family and medical leave benefits. The presenter will highlight the different definitions of “family” and “family members” at the federal and state levels, and illustrate through entertaining scenarios the complex interplay between the two. The workshop aims to inform LGBT employees about their legal rights to leave and how to manage their way through this entanglement. Human resources professionals will gain a better understanding of how company policies can be used to increase family and medical leave coverage within the constraints of the law. Time will be reserved for questions and answers.

[Target audience: human resources and diversity professionals ]

### **A CELEBRATION OF COMING OUT ON INTERNATIONAL COMING OUT DAY AT OWENS CORNING**

Gale Tedhams  
Elaina Carpino  
Monika Cardenas  
Sharon Sumlin

Introductory | Room: Coronado G

Before committing to treating LGBT individuals inclusively, why do some people believe they must answer the “choice or nature” question? Is it our business to decide? Whether or not it is a choice, we have made ours to be out. Please join Owens Corning to hear how we, as LGBT employees and allies, are leveraging technology to bring to life a global perspective on how “being ourselves,” and letting others know who we are, drives results.

[Target audience: general ]

### **BEING A NONPROFIT BOARD MEMBER: GETTING IT RIGHT**

Mickey MacIntyre  
Leslie Ann Thompson  
Paul Scott

Intermediate | Room: Fiesta 7,8

No one taught me how to do this. Too often, members of boards operate without the fundamental knowledge or experience to take the authority and responsibility that is endowed only to them. We'll take you through the four key areas of board roles and responsibilities. No matter if you are a newbie or a seasoned veteran, you'll learn to simplify your board experience, build your confidence and make board service the highlight of your day.

[Target audience: general Anyone who volunteers for a non-profit]

### **BENEFITS FOR DOMESTIC PARTNERS AND SAME-SEX MARRIED COUPLES: BEST PRACTICES FOR EMPLOYERS**

Todd A. Solomon

Intermediate | Room: Durango 2

Join a domestic partner benefits expert who literally wrote the book on the subject for a detailed explanation and discussion of market trends, best practices and cutting-edge issues with respect to domestic partner benefits and LGBT employment practices. This workshop will ensure that employers have the information they need in order to receive a 100 percent rating on the recently revised Corporate Equality Index.

[Target audience: human resources and diversity professionals ]

## **EMPLOYEE RESOURCE GROUP CHALLENGES AND OPPORTUNITIES FOR GLOBAL ORGANIZATIONS**

Jean Luc Vey

Andrew McFarland

John Baumgartner

Intermediate | Room: Cancun

Representatives of the Deutsche Bank LGBT employee resource group in the Americas, the U.K. and Germany, as well as the bank's global diversity team will present concise information about our activities worldwide and identify some of the problems and rewards of operating on a global basis. We will then facilitate a dynamic discussion among the participants, focusing on the key similarities and differences between regions and companies, as well as challenges and opportunities, in order to develop a comprehensive register of best practices for executing a LGBT ERG network on a global level.

[Target audience: employee resource group members ]

## **EMPLOYERS: BUILD AN ONLINE PRESENCE YOU CAN BE PROUD OF**

Julie Beach

Introductory | Room: Fiesta 9,10

Ever since 2007's famous Harvard Business Review case study, "We Googled You," employers have been concerned about how they can develop an online presence that attracts the most qualified candidates. This workshop will demonstrate how [www.LGBTCareerLink.com](http://www.LGBTCareerLink.com) and other tools are being used to recruit the best and brightest.

[Target audience: recruiting and employment professionals ]

## **ENGAGING LBGT WOMEN IN EMPLOYEE RESOURCE GROUPS**

Emily McNabb

Ryan Smith

Fauzia Zaman-Malik

Beginner | Room: Fiesta 1

Have you ever attended a workplace LGBT event and wondered, "Where are all the women?" This lack of representation may not be unique to your situation; traditionally, employee resource groups have had difficulty engaging LGBT women. In this workshop, we will discuss why LGBT women's representation and participation is important for your ERG and broader company, identify the key drivers of low engagement, and examine specific ways ERGs can become more relevant to LGBT women.

[Target audience: Employee Resource Group members ]

### **EVENT PROFESSIONALS' TIPS AND TRICKS FOR EXECUTING A GREAT ERG EVENT**

Paul Sessa

Jayzen Patria

Intermediate | Room: Yucatan 2

Want to add that special touch to your event? This seminar is designed to help you do just that. Industry professionals from NBC Universal will expose inside tricks of the trade. Topics to be covered include: how to get the most for your buck; when and how to book event venues without blowing your budget; securing sponsorships; the importance of branding and marketing your events to your employee resource group membership and community; plus a few tips on leaving a lasting impression. Come learn how to make your events shine in front of executives and be the envy of other employee resource groups in the company.

[Target audience: LGBT community leaders ]

### **GENDER VIRTUALIZATION: A DISCUSSION ON VALUES, PRINCIPLES AND POLICIES FOR THE TRANSGENDER COMMUNITY**

Riya Suising

Intermediate | Room: Coronado R

This workshop continues the discussion from last year's workshop of the similar title. As more people are now identifying themselves as transgender or gender variant, the transgender community actually consists of the full spectrum of gender identities, including cross dressers and gender-variant individuals. This workshop will discuss some frameworks and principles around values, customs and policies (corporate and legal), which should be understood by human resources and diversity professionals and transgender individuals, when creating policies for a diverse but inclusive workplace.

[Target audience: general ]

### **INFLUENCING OTHERS WITH YOUR PERSONAL BRAND IN AN OUT AND EQUAL WORLD**

Tim Wikstrom

Intermediate | Room: Coronado Q

Everyone in the workplace receives thousands of messages a day; the challenge is to make sure your message is not only understood, but also memorable and unique. Influencing others through your personal brand is a cornerstone of an effective LGBTQA communication strategy. In this workshop you will learn how others see you now, providing a platform to understand what differentiates you and helps you make a positive impression on potential supporters and champions in your organization.

[Target audience: general ]

### **MANAGING GLOBAL VIRTUAL TEAMS**

Patrick Callahan

Jeff Adams

Introductory, Intermediate | Room: Acapulco

With the costs associated with global business on the rise, companies increasingly are turning to virtual teams to work across international borders, cultures and time zones. This workshop will identify several challenges faced when managing a global virtual team, briefly touch on LGBT issues, and provide solutions and tools to the participants on how to overcome such obstacles and achieve successful results.

[Target audience: general ]

### **RAISING THE BAR: THE NEW CORPORATE EQUALITY INDEX CRITERIA AND DATA FROM THE 2010 REPORT**

Daryl Herrschaft

Deena Fidas

Bryan Parsons

Intermediate | Room: Baja

Since 2002, the HRC Corporate Equality Index has been the nation's premier benchmark and road map for LGBT equality in corporate America. Effective in 2011, the new criteria – CEI 3.0 – will raise the bar on parity in health benefits, organizational competency on LGBT issues and public commitment to the LGBT community. We will discuss changes to the CEI, the latest data from the 2010 report and the resources needed to implement these changes in time for 2011.

[Target audience: human resources and diversity professionals ]

### **ROCK THE AGES: GENERATIONAL DIFFERENCES AND EMPLOYEE RESOURCE GROUPS**

Louise Young, Ph.D.

AP Fritts

Chase Hawkins

Frankie O'Connor

Stacey Ronat

Intermediate | Room: Durango 1

Four distinct generations are now occupying the same workplace. The different characteristics of these generations have enormous implications on employee resource groups, especially their focus and cohesion. Raytheon ERG leaders from all four generations will share results of our 2008 Leader's Lunch, held during Out & Equal, in which we addressed generational differences and the future of ERGs. Come to our workshop to learn how to start the conversation in your own company.

[Target audience: employee resource group members ]

### **STEPPING OUT: THE IMPORTANCE OF PARTICIPATING IN OTHER ERGS WITHIN YOUR ORGANIZATION**

David R. Hanes  
Wesley W. Abrameit  
Nicole Pollifrone

Intermediate | Room: Coronado MNP

This workshop will stress the importance of supporting other employee resource groups outside the LGBT genre. It will stress that by volunteering, attending and promoting other diversity networks, your ERG in turn will garner support, promotion and attendance from the other ERGs in your company. Showing interest and dialogue with other diversity networks will go a long way to gaining their respect and empathy with LGBT causes.

[Target audience: employee resource group members ]

### **TEN WAYS TO NOT CREATE CHANGE: DIVERSITY TRAINING MISSTEPS AND WHAT LGBTAS CAN LEARN FROM THEM**

Jean-Marie Navetta  
Elizabeth Hampton Brown

Intermediate | Room: Coronado CD

Have you ever walked out of a workshop aimed at creating connections feeling like everyone burned bridges? Often, easily avoidable mistakes are made that leave participants polarized, angry, hurt and frustrated. Workplace diversity training has led to great gains, but not all training techniques – nor trainers – are created equal. In their capacity as educators in the workplace, LGBTAs are increasingly in positions to influence training content. Learn the 10 most common missteps in diversity training, how to avoid them, and effective alternatives that focus on communication, not polarization.

[Target audience: human resources and diversity professionals ]

### **THE SUPPLIER DIVERSITY BUSINESS CASE: HRC CORPORATE EQUALITY INDEX CRITERIA CHANGES**

Brent Friedman  
Shari Johnson

Intermediate | Room: Coronado AB

What is "supplier diversity" and what does it mean to your small business, corporation or employee resource group? In this session, attendees will learn about the history of the supplier diversity concept and how corporations today are seeking to spend their dollars with minority, women, veteran and LGBT-owned businesses. Attendees will hear exciting new market research related to supplier diversity, including revealing new data surrounding the LGBT consumer and small business segments of our economy.

[Target audience: employee resource group members ]

**WHEN THE WORKPLACE IS TAKEN HOSTAGE**

Matthew Bryan Rooney  
Nathan Grant Smith, Ph.D.  
Bryan Johnson  
Paul Ramsey

Intermediate | Room: Coronado EF

A new epidemic of HIV/AIDS is occurring in the LGBT community. We will explore factors related to the new epidemic and the total effect it can have on an organization. Companies will need to effectively address financial, emotional and workforce attrition issues created as a result of the rise in new infections and help employees overcome related stressors to maintain a productive working environment. Although this presentation focuses on mitigating issues related to HIV/AIDS, the coping mechanisms can apply to any stressor faced by employees in the workplace. The information presented in this workshop is supported by the work of Dr. Nathan Smith, whose work focuses on HIV/AIDS as well as the accompanying stress factors and coping mechanisms of those living with the disease. Dr. Smith also will present.

[Target audience: general ]