

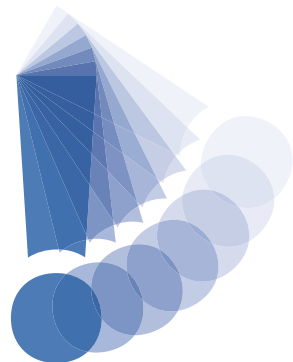


Shaping the future of LGBT workplace equality



2009 Out & Equal  
**Workplace Summit**

October 6-9 at Disney's Coronado Springs Resort in Orlando, FL





## About Out & Equal Workplace Advocates

Founded by Executive Director Selisse Berry, Out & Equal Workplace Advocates is the largest and most effective national, nonprofit organization dedicated to achieving equal opportunity and career advancement for lesbian, gay, bisexual, and transgender (LGBT) employees and professionals. Our work builds successful organizations by helping them value all employees, customers and communities. Out & Equal works to:

- Achieve employment protections for all
- Advance company success with diversity education
- Organize popular community network and engagement activities

Out & Equal provides empowering and educational workplace programs, such as our Building Bridges LGBT Diversity Training and Town Call speaker series. Out & Equal mobilizes tens of thousands of professional staff, managers and executives in Out & Equal regional affiliate networks and our Employee Resource Group Registry, in workplaces across the country,

impacting millions of employees in major companies.

Out & Equal provides a gateway to 8.9 million U.S. LGBT customers, clients and employees. Out & Equal is best known for our successful Out & Equal Workplace Summit and our annual Executive Forum. Out & Equal's newest program is LBGTCareer-Link, an online job search and career development portal serving diversity-friendly employers and LGBT job seekers.

### **Our mission**

Out & Equal educates and empowers organizations, human resources professionals, employee resource groups 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.

### **Our vision**

Our vision is workplace equality for all, regardless of sexual orientation, gender identity, expression or characteristics.

Our mission

Our vision

Our board  
of directors

Our staff

Learn more about Out & Equal Workplace Advocates and its programs in the "About Out & Equal" section.

# board & staff

## Out & Equal Board of Directors



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**Vice President**  
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## Out & Equal Workplace Advocates Staff



**Selisse Berry**  
Executive Director,  
Founder



**Kevin Jones**  
Deputy  
Director



**Sherrie Holmes**  
Director of  
Development &  
Communications



**Beatriz Rincón**  
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of Training &  
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**Julie Beach**  
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**Pamela Berkowitz**  
Operations  
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**Dave Bueché**  
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**George Cabral**  
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**Stanley Ellicott**  
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of NETWORKS!



**Morgan  
Falkenrath Green**  
Senior Program  
Associate



**Erik Olvera**  
Associate Director  
of Communications  
& Marketing



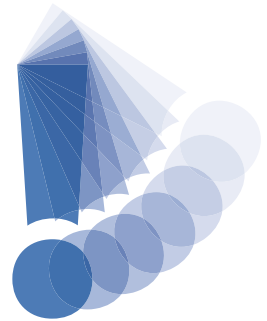
**Dani Siragusa**  
Senior Events  
Associate



**Luis Vera**  
Senior Corporate  
Accounts  
Associate

**Summit Interns:** Charles C.C. Tsai and Jennifer Schuster

2009  
Out & Equal  
Workplace Summit



The Out & Equal Workplace Summit is the world's premier conference on lesbian, gay, bisexual and transgender workplace equality, providing a unique opportunity to build alliances, share ideas and take actions that foster safe and equitable work environments for everyone.

### Summit goals

The purpose of the Summit is to bring together LGBT employees, human resources and diversity professionals, employee resource group leaders, executives and organizational leaders, allies and others who are working toward creating safe and equitable work environments for LGBT people everywhere.

### Specific goals in 2009

The 2009 Summit workshops and programs share the goal of addressing the evolving learning needs of our participants, from basic skills necessary to understanding the LGBT experience to advanced specialized topics

### Summit workshop committee

The 2009 Out & Equal Workplace Summit offers more than 120 educational and powerful workshops. The workshops were selected by a committee of devoted volunteers, who were intent on providing Summit attendees with the best experience yet. Workshop committee members are:

**Chris Crespo**

Ernst & Young LLP

**Lori Fox**

Business Consultant

**Ron Hunt**

Aetna Insurance

**Deidra Mitchem**

AT&T

**Adam Miller**

The Dow Chemical Company

**Linda Ocasio**

GE Money

**Sylvia Ramos**

Emory University

**Sherrie Stockton**

The Hanover Insurance Company

**Moonhawk River Stone**

M.S., LMHC, Therapist

About the  
Summit

Summit details

Grounds map

Area map

# the summit

## Registration hours

Registration for the Summit and specific events will be open:  
Tuesday 7 am – 8 pm  
Wednesday 7 am – 5 pm  
Thursday 7 am – 8 pm  
Friday 8 am – 9:30 am

## Exhibit hall information

This year's exhibit hall will feature numerous businesses dedicated to workplace equality. Visit their booths for more information.

The exhibit hall is open noon to 5 pm Wednesday and Thursday.

## Badges

Your name badge serves as your entrance into plenaries, workshops, panels and the exhibit hall. It must be worn at all times and must be visible. If your badge is not visible, conference staff or monitors may ask to see it before allowing you into conference events.

## Dress code

Casual office wear is appropriate for much of the Out & Equal Workplace Summit. Many attendees wear shirts with their company logos and we invite you to show your team spirit. We also have Out & Equal merchandise available at our store in the exhibit hall.

## Seating capacity

Rooms may be crowded and space may run out at popular events. For the featured panels and concurrent workshops, seating is first-come, first-served. Once a session room is full, the session will be closed to attendees. Standing will not be allowed.

## Email and business services



Gold-level sponsor  
Dell will provide cyber stations with free Internet access on a first-come, first-served basis during Summit hours.

Disney's Coronado Springs Resort will also offer fee-based wireless Internet throughout the convention center and hotel.

- Wireless Internet access is available for an additional fee
- High-speed Internet access is available for an additional fee

## Business center

Disney's Coronado Springs Resort is especially friendly to business travelers due to its extensive meeting facilities. The large business center provides computer, Internet, copy, fax, notary and other related services. Some services require an additional fee.

## Cell phones and electronics

Out & Equal recognizes that Summit participants may need to take work-related or family calls while they are taking part in the week's events, but we ask that you silence your cell phones and other communications devices during workshops, plenaries and other educational forums. If you must take a call, please exit the room before answering it.

## Photography

Out & Equal respects that some Summit participants value their privacy and do not wish to have their photographs taken. Partici-

pants with a black dot on their credential have asked not to be photographed during the Summit. Please respect their requests.

Please be aware that unless you clearly express your desire not to be photographed and avoid cameras when they appear, your image may appear in press coverage or be used for Out & Equal promotional material.

## Emergencies

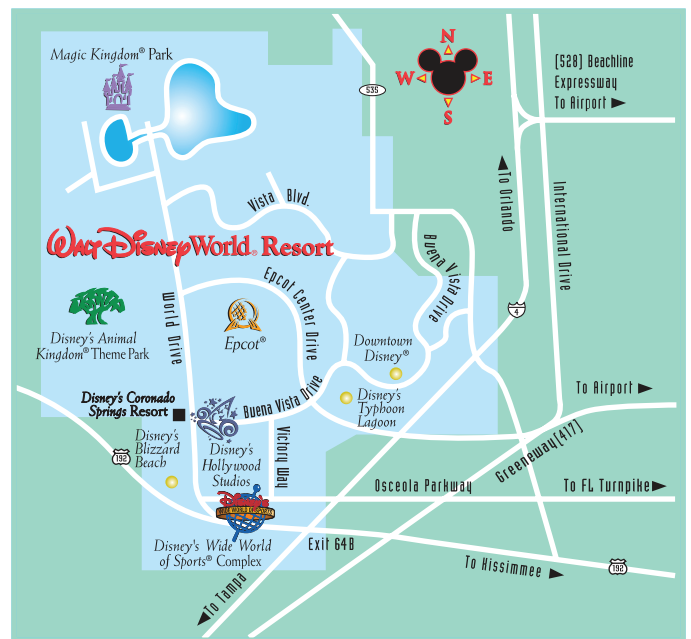
Disney's Coronado Springs Resort staff is prepared and trained to deal with most emergencies. Please notify a Summit staff member if an emergency needs addressing. In serious medical situations, please call 911 and then notify a Summit staff member.

## Contact Out & Equal staff

There are hundreds of Summit volunteers available throughout the event to answer your questions. If a volunteer is unable to answer your questions, please call 415-694-6500.



Disney's® Coronado Springs  
Convention Hall



Walt Disney World® Grounds

## SESSION 1, 10:30 am – 12:00

ROOM	WORKSHOP	LEVEL
Fiesta 6	On being transgender: Challenges being out in the workplace and being in the LGBT community	FEATURED PANEL
Fiesta 5	Tackling issues on LGBT aging exposed in Metlife's "Out and Aging" study	FEATURED PANEL
Durango 2	A black person is a gay person's best friend: Bridging the cultural divide	Intermediate
Yucatan 1	Aligning generational differences in today's workplace	Intermediate
Coronado 6	Aligning your employee resource group with business to recruit LGBT top talent	Intermediate
Coronado A-B	Assessing and improving your organization's LGBT climate	Intermediate
Coronado S	Can we talk about all that "gay stuff" that makes you really uncomfortable?	Introductory
Coronado R	Cultural competency for leaders, part 1	Introductory
Coronado Q	From good corporate policies to good social policies	Introductory
Coronado C-D	Giving and getting back: Nonprofit boards for beginners	Introductory
Fiesta 10	Nike's approach to legislation supporting diversity and inclusion for the LGBT community	Intermediate
Coronado E-F	Not half gay, not half straight, but totally bisexual: 10 steps to begin bisexual workplace inclusion	Intermediate
Acapulco	Out & Equal: Launching a dynamic regional affiliate	Introductory
Fiesta 3	Rubber meets road: Building road maps to enhance ERG traction, business relevance and revenue potential	Intermediate
Fiesta 4	Sexual orientation and spirituality can co-exist	Advanced
Baja	Square pegs – building a strategy for your LGBT resource group to fit and grow in your organization	Intermediate
Coronado M, N, P	Taking it global: Leading practices for expanding regional employee resource groups internationally	Intermediate
Durango 1	The journey of inclusion through corporate social responsibility at Disney	Intermediate
Cancun	What happens to the glass ceiling when you add another layer?	Intermediate
Fiesta 7	Which bathroom is John going to use?	Introductory
Fiesta 8	Who is the outsider? Understanding micro inequities from all sides	Advanced
Fiesta 9	Why did you say that? Using perceptual identity to break through barriers in the workplace	Introductory

## SESSION 2, 2:30 pm – 4:00 pm

ROOM	WORKSHOP	LEVEL
Fiesta 5	Away from headquarters: Taking equality beyond the borders	FEATURED PANEL
Fiesta 6	Beyond talent management: Inclusion and corporate social responsibility	FEATURED PANEL
Coronado E-F	A roadmap for investing in the LGBT movement: Building strategic partnerships between nonprofits and businesses	Advanced
Coronado C-D	Broadening your ERG: Reaching out to blue-collar employees and manufacturing locations	Intermediate
Acapulco	Building and retaining a talent pipeline of LGBT employees	Intermediate
Coronado S	Building executive support for LGBT workplace equality and your employee network	Intermediate
Fiesta 2	Creating a dynamic LGBT listening strategy to drive change in your organization	Intermediate
Coronado R	Cultural competency for leaders, part 2	Introductory
Coronado M, N, P	Demystifying insurance: Basic and transgender benefit needs	Intermediate
Cancun	Drive your career through turbulent times	Introductory
Durango 2	Elephants in the room III: Issues that need to be addressed but often aren't	Intermediate
Baja	Executive sponsors: Use 'em or lose 'em	Intermediate
Fiesta 7	How to be inclusive in the workplace	Intermediate
Fiesta 3	Is age just a number? Four generations of LGBT people in the workplace	Intermediate
Durango 1	It's okay if you're straight	Introductory
Fiesta 9	Learning 2.0: Personal and professional growth through communities of practice and social learning	Introductory
Coronado A-B	Persistence and resistance: Working with leadership to evolve traditional workplace paradigms	Introductory
Fiesta 1	Picture this: Using photos and personal stories to maximize the impact of presentations	Introductory
Coronado Q	Tax talk: Managing tax opportunities for LGBT people at work and at home	Introductory
Fiesta 10	The care and feeding of straight allies at work: What LGBTs must know for successful inclusion	Intermediate
Fiesta 4	The network of all networks	Intermediate
Coronado G	The only gay in the government	Intermediate

OCTOBER 8  
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SESSION 3, 10:30 am - 12:00 pm

ROOM	WORKSHOP	LEVEL
Coronado E-F	Bringing resources to LGBT workplace equality outside the United States	Advanced
Fiesta 5	Building bridges toward LGBT diversity	Introductory
Coronado Q	Building diversity and inclusion: Sharing non-profit strategies with corporate America	Intermediate
Coronado S	Communication Solutions™: Powerful dialogue for global inclusiveness strategies	Introductory
Fiesta 9	Diversity awareness: The five stages of change in creating a diverse workplace	Introductory
Coronado R	Diversity, difference and dialogue: A candid discussion on race, age and gender identity	Intermediate
Durango 1	Driving employee resource group and LGBT growth and engagement with management and front line employees	Intermediate
Coronado M, N, P	Employee resource group course 2: Going straight to plan B	Intermediate
Fiesta 6	ENDA doesn't end it	Intermediate
Baja	Health benefits for transgender and transsexual employees: Costs, utilization and best practices	Intermediate
Fiesta 10	Human resources innovations: A practicum in managing religious diversity and LGBT issues	Intermediate
Fiesta 8	Media training for ERG leaders	Intermediate
Coronado C-D	Overview and new developments: Religion, sexual orientation and the workplace	Intermediate
Coronado A-B	Stories from behind the camera	Introductory
Acapulco	Targeted and privileged: The importance of addressing whiteness within the LGBTIQ community	Introductory
Coronado G	Tell your story: Twitter, Facebook and Youtube – short stories and social media for LGBT equality in your workplace and community	Intermediate

SESSION 4, 2:30 pm - 4:00 pm

ROOM	WORKSHOP	LEVEL
Fiesta 5	Allies or competitors? Strategies for managing the potential for alliances, competition and conflicts within employee networks	FEATURED PANEL
Fiesta 6	We are the champions: The importance of LGBT allies	FEATURED PANEL
Fiesta 4	A celebration of coming out on international coming out day at Owens Corning	Introductory
Fiesta 3	Authentic leadership	Intermediate
Coronado M, N, P	Being an out lesbian senior executive in corporate America: The Citi experience	Intermediate
Fiesta 7	Build an online presence you can be proud of	Intermediate
Fiesta 8	Building understanding at the top: Creating a LGBT diversity course for executives	Introductory
Fiesta 9	Creating and leveraging a catalyst for change	Advanced
Fiesta 10	Demonstrating the return on your company's ERG/BRG investment: Linking strategy, intentions and outcomes	Advanced
Coronado R	Emotional intelligence: Why it matters	Introductory
Coronado S	Ex-gays in your workplace: Who they are, what they want and how to effectively respond to them	Introductory
Acapulco	How generational differences within the LGBT community impact your business resource group	Intermediate
Coronado A-B	How to engage all levels of employees in community service: Making your event a success	Intermediate
Baja	Leveraging ERGs and councils to increase cultural competence in unique business environments	Intermediate
Yucatan 2	LGBT advocacy: The corporate spectrum	Intermediate
Cancun	Managers and supervisors: How Chubb and Merck reach that critical audience	Intermediate
Fiesta 2	"Outing" your brand on campus: Make inclusiveness part of your brand identity	Intermediate
Coronado C-D	Promoting LGBT issues in the workplace through collaboration	Intermediate
Durango 2	Redefining strategic partnerships: Quality over quantity in today's economic climate	Intermediate
Yucatan 1	School's out: How British universities are conquering the last workplace taboo	Advanced
Durango 1	The LGBT gold standard: Proven LGBT strategies internally and in the marketplace	Intermediate
Coronado Q	The queer generation gap: Diversity of LGBTIQ identities	Introductory
Coronado G	Using technology and social software to connect with members and allies	Introductory
Coronado E-F	What can your ERG do for your company? LGBT buying power can help my company and my employee resource group?	Introductory
Yucatan 3	Work flexibility and career development: Aligning business needs with employment diversity	Intermediate



OCTOBER 9

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**SESSION 5, 9:00 am - 10:30am**

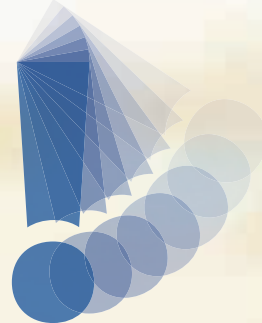
ROOM	WORKSHOP	LEVEL
Fiesta 5	What it takes to be employee resource group of the year	FEATURED PANEL
Fiesta 6	The feds: A different kind of workplace	FEATURED PANEL
Fiesta 7,8	Being a nonprofit board member: Getting it right	Intermediate
Durango 2	Benefits for domestic partners and same-sex married couples: Best practices for employers	Intermediate
Cancun	Employee resource group challenges and opportunities for global organizations	Intermediate
Fiesta 9,10	Employers: Build an online presence you can be proud of	Introductory
Fiesta 1	Engaging LGBT women in employee resource groups	Beginner
Yucatan 2	Event professionals' tips and tricks for executing a great ERG event	Intermediate
Coronado R	Gender virtualization: A discussion on values, principles and policies for the transgender community	Intermediate
Coronado Q	Influencing others with your personal brand in an out and equal world	Intermediate
Acapulco	Managing global virtual teams	Introductory, Intermediate
Baja	Raising the bar: The new corporate equality index criteria and data from the 2010 report	Intermediate
Durango 1	Rock the ages: Generational differences and employee resource groups	Intermediate
Coronado M, N, P	Stepping out: The importance of participating in other ERGs within your organization	Intermediate
Coronado G	Success factors of GLBT leaders	Introductory
Coronado C-D	Ten ways to not create change: Diversity training missteps and what LGBTAs can learn from them	Intermediate
Coronado A-B	The supplier diversity business case: HRC corporate equality index criteria changes	Intermediate
Yucatan 3	"We are family ... sometimes" — An overview of who benefits from your family leave benefits	Intermediate
Coronado E-F	When the workplace is taken hostage	Intermediate

**SESSION 6, 11:00 am - 12:30 pm**

ROOM	WORKSHOP	LEVEL
Fiesta 5	Everyone counts: Voluntary self-identification project update and review of draft report	FEATURED PANEL
Fiesta 6	The new realities for LGBT employees after ENDA	FEATURED PANEL
Cancun	A rainbow of generations: Understanding and developing career strategies for different LGBT generations	Introductory
Coronado A-B	After the dust settles: Rebuilding your ERG	Intermediate
Coronado S	Allies, our friends in the community: How to discover and include them in your employee resource group	Intermediate
Durango 1	Beyond transition: Issues faced by transgender individuals and the need for equal workplaces	Intermediate
Yucatan 3	Bling bling: How to bedazzle your LGBT recruiting event and use technology to attract diverse talent	Introductory
Coronado C-D	How to breath life and health into your ERG	Intermediate
Coronado R	I'm the one they call: Working while caring for aging family members	Intermediate
Baja	Lessons from the center movement on inclusion: A panel discussion on best practices for your group	Intermediate
Fiesta 9,10	LGBT supplier diversity: The corporate equality index and your company	Intermediate
Fiesta 4	Making meaningful connections: Mentoring the junior LGBT community at Deutsche Bank	Intermediate
Coronado E-F	Moving beyond "out" — Gain allies and influence your success at work and personally	Intermediate
Coronado Q	"My name is ... and I want to recruit you" — Developing a comprehensive plan for LGBT recruiting	Intermediate
Fiesta 1, 2	Remaking the LGBTQ brand: Recognizing the cultural implications of being LGBT in the Workplace	Intermediate
Acapulco	Successful administration of transgender guidelines: The Boeing Company	Intermediate
Yucatan 2	Transhealth: Demystifying the transgender experience	Introductory
Yucatan 1	Where are all the women? Increasing women's participation in LGBT employee resource groups	Intermediate
Durango 2	Where do we go from here? Proposed and pending legislation affecting LGBT rights in the workplace	Intermediate
Fiesta 7,8	Will your loved ones be left out: The unique financial challenges facing the LGBT community	Introductory
Coronado M, N, P	You don't just need a business case, you need a business plan	Intermediate
Coronado G	You.com: Building your brand through social networking	Intermediate

# 2010 Out & Equal Workplace Summit

October 5–8 in Los Angeles



## Don't miss the world's premier conference on LGBT workplace equality

Take part in shaping the future of  
LGBT workplace equality

Corporate sponsorship for the  
2010 Workplace Summit is available.  
Call 415-695-6508 for information.



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Join us today! [www.OutandEqual.org](http://www.OutandEqual.org)