

Welcome to Out & Equal's April Town Call

Be sure to dial into the
audio portion of the conference

1-866-740-1260 (U.S. & Canada)

Participant Access code: 6946500

Your line will be muted

Building a Spirit of “We” in the Workplace: Different Beliefs & A Common Purpose



Announcements



- ! Out & Equal's Gala Awards Dinner
June 11th in San Francisco, CA
- ! 2009 Out & Equal Workplace Summit
October 6th - 9th at Disney's Coronado
Springs in Florida

Online registration & housing open now!

Opening Remarks



- ! Recognizing similarities builds partnerships
- ! Success is about working *with* people
- ! Value employees' ability to be themselves
- ! Building partnerships requires the foundation of relationships

Meet the Experts



Jay Bakker, Founder of an emergent “church” called “Revolution”, Pastor of the branch located in New York City



Joyce Dubensky, Executive Vice President of Tanenbaum Center for Interreligious Understanding



Michelle Phillips, Partner of Jackson/Lewis LLP



Tom Spencer, CEO of AAIM (Austin Area Interreligious Ministries)

Intersections & Misconceptions



- ! Sexual orientation, faith and gender identity/expression **do** intersect
- ! The way these come into being for each of us is unique
- ! Embracing ourselves allows us to embrace others

Potential Workplace Conflicts



- ! Religious beliefs, sexual orientations & gender identities
- ! ERG's based on competing values
- ! Specific examples include:
 - ! Company policy and employees' values
 - ! Refusing to abide by diversity policies
 - ! Imposing values on other employees

Building A Team out of Individuals



- ! Teams share common business goals
- ! Belief and behavior can be mutually exclusive
- ! Company defines appropriate workplace behaviors
- ! Re-enforce professional culture with training

From Team Work to Partnerships



5 steps to Facilitating Conversations:

- ! #1 ground rule is deep listening
- ! Ask Questions
- ! Share personal stories
- ! Connect understanding to workplace
- ! Identify projects to enhance partnerships

Remember: Don't skip ahead. The dialogue piece and the service project are both key components to creating new partnerships

Questions & Answers

How to ask a question...

- ! Online - use chat mode anytime during webinar
- ! Teleconference - dial *7 and ask your question & then *6 to return your phone to mute

Closing Comments



Thank you for your participation!

Complete our April Town Call survey:

www.tinyurl.com/oeapriltowncall

Consider a donation to Out & Equal:

<http://www.outandequal.org/about/Donations.asp>

Next Town Call:

Thursday, May 28, 2009 on

Business Case for Supporting Federal Legislation

More questions?

Contact Pat Baillie, Training Manager
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