

The Out & Equal NY Finger Lakes Regional Affiliate is an organization comprised of individuals from the private and public sectors of regional businesses, Human Resources and employee LGBT resource groups to collectively share information and knowledge regarding LGBT workplace issues.

## Out & Equal NY Finger Lakes Affiliate in 2009!

*By Teresa Mayer, Regional Council President*

Another year is in full swing for the newly formed Out & Equal NY Finger Lakes Regional Affiliate. The Council was announced and met as a team in early January to set the goals for the year. Teresa Mayer will remain as President for 2009, with Michael Hardy the President-Elect for 2010, Emily Jones as Treasurer and Laurie Mancuso as Secretary. Several new committees were also formed. They include the Programming Committee (responsible for coordinating the production of educational and networking events throughout the year), the Resource Committee (provides information, tools, and resources about workplace equality for affiliate members and local workplaces), the Membership & Outreach Committee (responsible for promoting the awareness of Out & Equal and the affiliate and generating active members within the region) and the Marketing & Communications Committee (responsible for newsletter production and external media communication). If you have an interest in any of these areas and would like volunteer your time to help out, please email: [fingerlakes@outandequal.org](mailto:fingerlakes@outandequal.org). We are also seeking businesses or other locations to host our workshops. The presentations typically last 2 to 2-1/2 hours and include food and beverage. This is a great way to show off your place to the GLBT community! Past hosts include Nixon-Peabody LLP, State Farm and Empire State College. If you are interested in hosting one of our workshops, please contact the email address above.

The Annual Break-Out Cabin Party on February 7 was another success! Even though our count was down this year, the group that attended enjoyed playing

games and socializing. Wilshire Catering provided a scrumptious dinner with plenty of leftovers! A big thanks to those who helped clean up at the end of the night. I'd also like to take this opportunity to thank our raffle prize donors: Nancy Zawacki from RPO, Method Lab and Dawn Kellogg from GEVA Theatre. Along with this goes a big thank you to Council member Michael Hardy for securing these great prizes!

As we continue our transition from FFLWA to Out & Equal Finger Lakes, all FLLWA members will be receiving an email to invite them to join CollectiveX (the Out & Equal communication tool). Here you will find other members of Out & Equal to network with, a calendar of events, plus lots more! All you need to do is accept this invitation....there is absolutely no obligation other than receiving an occasional email from us!

The entire Out & Equal community welcomes you and hopes that we can all work together to make all workplaces safe and inclusive.

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Regional Council Members:  
 Seated (L to R): Stephanie Samuel, Ralph Carter, Teresa Mayer, Laurie Mancuso  
 Standing (L to R): Cathy Lewis, Michael Hardy, Phong Diep, Tom Fox, Emily Jones



## News from Out & Equal!

### Summit: Registration open for 2009 Out & Equal Workplace Summit

Registration is open for the [2009 Out & Equal Workplace Summit](#), set for Oct. 6-9 at Disney's Coronado Springs Resort in Orlando, FL.

The world's premier conference on lesbian, gay, bisexual and transgender workplace equality, the Summit focuses on educational and networking opportunities for nearly 2,500 LGBT employees and the allies who support them.

This year's event— "Signs of Equality: The Time is Now!"—will include plenary sessions showcasing well-known, highly respected speakers, expert panels discussing emerging issues and trends, and over 80 workshops designed to challenge and empower Employee Resource Group leaders, human resources and diversity professionals, senior executives and anyone interested in advancing LGBT workplace equality.

The Summit will offer interest-specific receptions and luncheons, full- and half-day training seminars, and the presentation of the Out & Equal Workplace Awards – the "Outies" – during the Thursday evening Gala.

### Allies at Work: Preorder new book presented by Out & Equal

Out & Equal has partnered with author David M. Hall to present the book, *Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment*, which details the importance of LGBT allies in shaping workplace climates and the business case for developing a strong ally program.

Out & Equal Executive Director Selisse Berry says *Allies at Work* serves an important mission by establishing an open dialogue to engage new and existing allies to support equitable workplaces, contributing and reinforcing equality for everyone.

The book is a valuable resource not only for allies, but for the LGBT workforce, encouraging all members to become actively involved in their companies' Employee Resource Groups and by joining or starting Out & Equal affiliates, she says.

It is for anyone who cares about diversity in the workplace.

#### *Allies at Work*

The hardcover book is \$28.95 and can be ordered [online](#). Preorder it now for \$23.95, saving more than 17 percent off the cover price

### Out & Equal May 2009 Town Call

#### The Business Case for Supporting Federal Legislation

Thursday, May 28, 2009: 3pm EST



## ROCHESTER PRIDE 2009 UPDATE

By Michael J. Hardy, Regional Council member

A Hardy Hello O&E members! I am excited to update you on PRIDE 2009 and hopefully engage you and your friends, family and co-workers to join in. I will remind you that last year we were present as FLLWA in the parade and are certain to do the same this year but as the Out & Equal Affiliate designation we received to share with our community. The PRIDE Parade is Saturday, July 18, 2009 from 4-6p.m. along the traditional route of Park Ave from Culver to Goodman, north on Goodman, over East and University Avenues and ending behind The Auditorium Theater on College Ave., where this year's PRIDE Festival will be held from 5:30-10p.m. If you and/or your employer would like to participate in this year's parade, visit [www.RochesterPRIDE.com](http://www.RochesterPRIDE.com) for more information and a registration form. Please be mindful there are registration fees to be in the parade this year and strict deadlines to adhere to. You will also find regular updates at that site which is a direct link to The GAGV's web site since they are now the official organizers of all PRIDE activities this year. For those of you who are not aware, the Community Business Forum is now defunct.

Out & Equal is planning to have a presence in the parade (and possibly at the Pride Picnic on Sunday, July 19

from 1-7pm at Genesee Valley Park) and we are happy to include you and your companies if you prefer not to do your own marching unit, vehicle and/or float. If you would like to participate with us please e-mail [fingerlakes@outandequal.org](mailto:fingerlakes@outandequal.org) for more details. We will collect smaller fees, lighten the workload and come up with a float that involves all the business entities involved and show those watching the LGBT Community's contribution to the success of our the Finger Lakes region's workplaces. Also note that the Empty Closet will be publishing The Official PRIDE Guide in June and if your company would like to express your PRIDE and promote your welcoming and accepting policies and environment you will find an ad sheet also at the web site given above. What a great opportunity to have your ERG and/or operation shine and recruit people who want to work for a progressive and dynamic organization like yours. Keep Sunday, July 12, 2009 open too for that is when the PRIDE Flag Raising will occur at City Hall from 3-4p.m.!

**A member of one of our local ERGs asked what other area companies are doing in honor of Pride Month. We'd like to hear from you! Email us at [fingerlakes@outandequal.org](mailto:fingerlakes@outandequal.org) to tell us how you are celebrating!**

## HRC Corporate Equality Index Upcoming Changes

### Changes to Corporate Equality Index Effective June 2011

The new criteria for the HRC Foundation's Corporate Equality Index, announced March 3, will be effective beginning June 2011 and will take the CEI and its participants to a more holistic level of LGBT workplace inclusion in the U.S. The two most significant changes are to **employee benefits**. *Most employers will have to start working on these changes now if they're going to meet them in time for the June 2011 survey deadline:*

- **Fully equivalent spousal and partner benefits**, including recognition of state-registered relationships. In this day and age, there's no need for same-sex spouses to have to complete burdensome domestic partnership affidavits to qualify for benefits, and all the benefits should be the same, to the extent possible under federal law.
- **Health insurance with no discriminatory transgender exclusions and recognition of the WPATH Standards of Care**. No one should have medically necessary treatment denied and, as of this past summer, even the AMA is calling upon health insurers to cover treatment as recommended by a physician. We credited 49 employers in the last CEI report for removing transgender exclusions, but the WPATH piece is an additional safeguard against more restrictive plans in terms of what's covered. We've seen tremendous progress in transgender health insurance in the last few years, but this standard will help ensure that when these criteria become effective two years from now, they still have teeth. And we'll be conducting a thorough review of inclusive plans to provide comprehensive recommendations to employers this fall.

In addition, we all know that LGBT workers' experiences at employers that earn 100% aren't always perfect, and that 100% businesses have very different ways of publicly supporting the LGBT community:

- To ensure that the policies and benefits the CEI calls for are coupled with competent management, we've **enhanced our diversity training and competency requirements**, and are pushing employers to ask **optional and confidential LGBT identification questions** in anonymous employee engagement surveys or as part of other optional demographic questions used for **employee retention purposes**.
- Lastly, recognizing that employers have come up with endless unique ways of supporting the broader LGBT community, we've expanded our requirements for external engagement. **Businesses will have to demonstrate at least three types of LGBT-specific engagement** such as recruitment efforts, supplier diversity programs, marketing or advertising, philanthropic support or public support for LGBT equality under the law. The end result, we hope, is that businesses will work harder to employ LGBT workers and suppliers, to continue to positively engage the hefty LGBT consumer market, to support our LGBT organizations with needed operating and programmatic resources and to speak out in support of equal rights for LGBT workers and their families.

## Out & Equal NY Finger Lakes Regional Affiliate – 2009 Membership Events!

**Wednesday May 27: 5:30-7:30p.m.**

### **Out and Equal Networking Social**

Daisy Flour Mill's Bar and Deck, includes Cash Bar, Light Snacks, Fun Music, Door Prizes, GREAT Company \$5 at the door! **RSVP REQUIRED!** Please email [fingerlakes@outandequal.org](mailto:fingerlakes@outandequal.org)  
Bring plenty of business cards and come if you are looking for work, have a job opening or just want to socialize and blow off some steam with other LGBT Professionals.

**Thursday, May 28 – post race time**

### **JPMC Corporate Challenge**

Join Members of O&E NY Finger Lakes for a social hour at Baxter's in the Radisson Hotel at 175 Jefferson Rd. (near RIT) immediately following the Challenge. You don't need to be in it to join us!

**Wednesday, June 3: 7:30am - 9am**

### **June Bride**

Panel Discussion led by Todd Plank, Empire State Pride Agenda Western New York Program Organizer. The purpose of this workshop is to make sure that the LGBT community has access to all the HR benefits they are entitled to and to help HR Professionals meet these requirements. Workshop to be held at Empire State College on Winton Rd. in Rochester, NY. Email [fingerlakes@outandequal.org](mailto:fingerlakes@outandequal.org) to reserve your spot.

**Saturday, June 6**

### **AIDS Walk**

O&E NY Finger Lakes will be participating as a team for this year's walk. More details on how to sponsor our walkers forthcoming! Everyone is welcome to participate and walk with us!

**July TBA**

### **Out and Equal Pride Networking Event**

Come help your co-workers and colleagues celebrate Pride at this social and networking opportunity! More details to come!

**Friday, August 21: 6:30pm – 8:30pm**

### **Annual Pride Cruise**

Annual boat cruise, this year aboard the Colonial Belle in Fairport, NY! Space will be limited! \$30 includes a 2-hr Erie Canal cruise, a BBQ chicken buffet dinner, music, networking, cash bar and great raffle prizes aboard the Belle! Welcome aboard reception at 6pm.

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## **Calendar of Events in 2009!**

- ▼ May 17 – Rochester Pride Update & Volunteer Meeting @ GAGV Youth Center, 11:30am – 1pm
- ▼ May 27 – O&E Networking Social at the Daisy Flour Mill – see above
- ▼ May 28 – Out & Equal Town Call, 3pm EST: [www.outandequal.org](http://www.outandequal.org)
- ▼ June 6 – AIDS Walk sponsored by AIDS Rochester: [www.aidsrochester.org](http://www.aidsrochester.org)
- ▼ June 3 – O&E workshop held at Empire State college
- ▼ July 9-19 – PRIDE week
- ▼ July 18 – Pride Parade and Festival
- ▼ July 19 – Pride Picnic
- ▼ Oct. 6-9 – Out & Equal Annual Summit (Orlando, Florida): [www.outandequal.org](http://www.outandequal.org)
- ▼ Oct. 9-18 – ImageOut Film Festival: [www.imageout.org](http://www.imageout.org)

If you would like to submit an item or article for our next edition, or if you have any questions and/or comments regarding the O&E NY Finger Lakes newsletter, please feel free to contact Newsletter Editor: Teresa Mayer  
[tmayer812@gmail.com](mailto:tmayer812@gmail.com)