

# Welcome to Out & Equal's October 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, you are listening to:

["Shaping Lesbian, Gay, Bisexual and Transgender Workplace Equality,"](http://www.outandequal.org/2009SummitVideo)  
<http://www.outandequal.org/2009SummitVideo>



## 2010 Out & Equal Annual Summit: That's a wrap!



### Presenters:

Kevin Jones (Deputy Director), Dani Siragusa (Events), Julie Beach & Dave Bueche (Development), Pat Baillie (Training), Stephen Gould (NETWORKS!)





## Announcements

- Nov 22 – Train the Trainer course at PG&E, San Francisco
- Mar 28-30 – Executive Forum in San Francisco
- Mar 30 – Annual Leadership Celebration in San Francisco
- Check [www.outandequal.org](http://www.outandequal.org) for more info on:
  - Upcoming & Archive Training - <http://www.outandequal.org/training-programs>
  - Regional Affiliates - <http://www.outandequal.org/regional-affiliates>
  - Employee Resource Groups - <http://www.outandequal.org/resources/groups>
  - CareerLink - <http://lgbtcareerlink.com/>
  - Summit 2010 - <http://outandequal.org/summit-2010>



## ReadyTalk Features



- Lines are muted
- Use chat to ask questions during the presentation (chats go to the presenters)
- Technical problems, raise your hand and check the chat box!
- Cut & Paste links from chat
- Polling – select an answer, submit and see results



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## Polls

- Three polls...
- How many of you attended this year?
- How many have attended in the past?
- What would be your reason for attending again?



## 2010 Summit: Purpose

**Out & Equal's vision** is to achieve workplace equality for all, inclusive of employees' sexual orientations, gender identities, expressions and characteristics.



**The purpose of the Summit** is to create an experience that energizes our attendees to help us achieve that mission, and to work with us to shape the national – and increasingly global – dialogue of what workplace equality for our community means.

- Education
- Community/ Networking
- Empowerment



## 2010 Summit: Education

**Personal development**

**Issues and current events – political environment**

**Leading practices – employee resource groups, hr/d&I policies**

**Benchmarking (industry/competitor)**

LEADERSHIP SEMINARS

FEATURED PANELS

SPEAKER SERIES

WORKSHOPS

LUNCHEONS

MARRIAGE EQUALITY BREAKFAST

INTERNATIONAL WORKSHOPS, ROUNDTABLE



## 2010 Summit: Community

Support and resources  
Mentoring and leadership (individual and organizational)  
Developing common goals and language/dialogue  
Community building and inclusion



WELCOME RECEPTION  
NIGHT OUT  
INCLUSION BUTTONS/ WORKSHOP TOPICS  
EXHIBIT HALL  
CONCURRENT MEETINGS & RECEPTIONS



BISEXUALITY PANEL AND SURVEY  
COMMON GROUND FEATURED PANEL  
TRANSGENDER POLICIES  
EXECUTIVE EXPERIENCE

## 2010 Summit: Empowerment

Reinforcing individual organizational values and message  
Strategic and tactical concepts and tools  
Inspiration and motivation  
Fun



AWARDS DINNER  
PLENARY SPEAKERS AND ENTERTAINMENT  
SHERYL LEE RALPH  
BRAD SMITH  
SELISSE BERRY  
CHAI FELDBLUM  
CHELY WRIGHT  
VIRASB VAHIDI  
KIMBERLY REED  
KINSEY SICKS



## 2010 Summit: Empowerment

The Summit is also the venue for the prominent **Out & Equal Workplace Awards**, known as “the Outies,” recognizing individuals and organizations that are leaders in advancing equality for LGBT employees in America's workplaces.



- **The 2010 Outie Award Winners**
- **Trailblazer:** Bill Hendrix (The Dow Chemical Company)
- **Champion:** Mark Bertolini (Aetna Healthcare)
- **LGBT ERG of the Year:** The Clorox Company
- **Significant Achievement:** The Dow Chemical Company
- **Workplace Excellence:** IBM Corporation
- **Regional Affiliate of the Year:** Dallas-Fort Worth



## 2010 Summit Report

- How to use the Report
- Metrics
- Benefits/Programming
- Next Steps
- Twitter
- Highlight moment



## 2010 Summit: Metrics

- 2010 Summit attendees: 2,481
- Volunteers: 160
  
- Unique Educational Programs: 136
  - Workshops: 110
  - Featured Events: 20
  - Leadership Seminars: 6
  - Plenaries: 3
  - Luncheons: 3
  
- Workshop Presenters: 224
- Sponsors: 119



## Demographics: Companies with the largest summit attendee presence

- Accenture: >110
- Deloitte: >80
- Ernst & Young: >70
- Wells Fargo: >70
- KPMG: >60
- PriceWaterhouseCoopers: >60
- State Farm: >40
- Raytheon: >40
- Bank of America: >40
- Johnson & Johnson: >40



## Demographics: By Industry



- Advertising/Marketing: 5%
- Aerospace/Defense: 6%
- Banking/Financial: 22%
- Chemical/Biotech: 5%
- Consulting: 8%
- Energy/Oil/Gas: 3%
- Engineering/Construction: 1%
- Food/Beverage/Grocery: 4%
- Government: 4%
- Higher Education: 7%
- Non-Profit: 7%
- Retail/Consumer Products: 6%
- Other: 26%



Resolution 5000 x 2000 px - free download - www.psdgraphics.com

## Demographics: By Age



- 18-25: 3 percent
- 26-35: 27 percent
- 36-45: 33 percent
- 46-55: 29 percent
- 56-65: 7 percent
- 66 and over: 1 percent



"OK GUYS—YOU ARE RESPONSIBLE FOR COMING UP WITH THE NEW CORPORATE BUSINESS CASUAL DRESS POLICY"



## Using the Trip Report

- Who attended from your company
- What did they bring back
- How did you stack up against your sector and competitors
- Recommendations
- Action Planning
- What could 2011 look like



## Sponsorship Opportunities



- Thank you sponsors!
- 2010 Milestone – most Summit sponsors ever
- Your support brings us closer to reaching our vision of workplace equality for all
- Sponsorship open for the 2011 Summit in Dallas

*Early bird special!*



Our new sponsor benefits brochure outlines the many opportunities and benefits available for 2011, including a special category for nonprofit organizations.



View the 2011 Sponsorship and Partner Benefit Brochure to determine which level meets your interest.

[www.OutandEqual/sponsorship](http://www.OutandEqual/sponsorship)



## Sponsor Benefits

Depending on level of sponsorship, here are some sponsor benefit highlights:



- Company Branding
- Gift bag promotional item
- Recognition in pre-Summit *Advocate Magazine* ad
- Full and half-page Summit Program book ads
- LGBT CareerLink job postings
- Website signage
- Complimentary and discount registrations
- VIP Reception tickets
- Exhibit hall booth
- And more!



## 2011 Workplace Summit Benefits Brochure



[www.OutandEqual/sponsorship](http://www.OutandEqual/sponsorship)



### LGBTCareerLink—Sponsorship Opportunities

- Direct LGBT workforce recruiting
- [www.lgbtcareerlink.com/marketplace](http://www.lgbtcareerlink.com/marketplace)
  - unlimited job postings
  - your jobs on our social networking spaces and e-newsletters
  - unlimited candidate contacts



#### LGBTCareerLink Founding Sponsors



## Training

- Approved as Training for Federal Employees by OPM
- Approved by HRCI for HR Recertification Credit
- 43 attended Train the Trainer Leadership Seminar
- 17 attended the Transgender Implementation Leadership Seminar
- 60 attended the Cultural Competency Leadership Seminar
- Summit workshops included
  - Building Bridges
  - Self ID
- Thanks to Terry, Sheryl, Jamison, Ann, Stephanie, Laurie and Julie who were trainers this year
- Highlight moment



## NETWORKS!

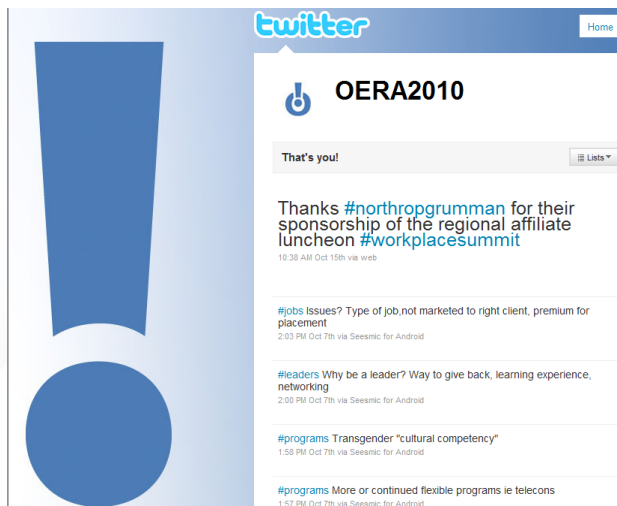
- Regional Affiliates
  - Regional Affiliate of the Year
  - Luncheon
- Regional affiliate of the year
- Employee Resource Groups



# Regional Affiliates



# Regional Affiliate Luncheon



# Employee Resource Groups



# 2011 Planning



## 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!

*Please complete the short survey at the end of the call!*

*Consider a donation to Out & Equal:*

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

*Next Town Call on **November 18, 2010!**  
Transgender Health Benefits 2011*

**More questions? Contact Pat Baillie, Associate Director of Training  
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