



Elephants In The Room: III
Issues that need to be addressed
but often aren't

Allison Alavi
Jason Bricker
James Jones
Jessica Plock

October 9, 2009

Objectives

- Discuss issues that do not have “easy” answers.
- Encourage all to participate.
- Share lessons learned.

Ground Rules

- Respect others and their opinions
- One at a time: We want everyone to be heard
- What is said here stays here, but...

Agenda

Just *Look* at Me: Multiple Aspects of Diversity and Inclusion

Where did Everyone Go?: Retaining Top Talent

Rated PG: Being Politically Gay in a Politically Correct Workplace

Where did the Money go?: Impact of the Financial Crisis

Closing

Just *Look* at Me:
The Multiple Aspects of
Diversity and Inclusion

When you look at me, what do you see?

Professional:

- Software Engineer
- Project Manager
- Consultant

Personal:

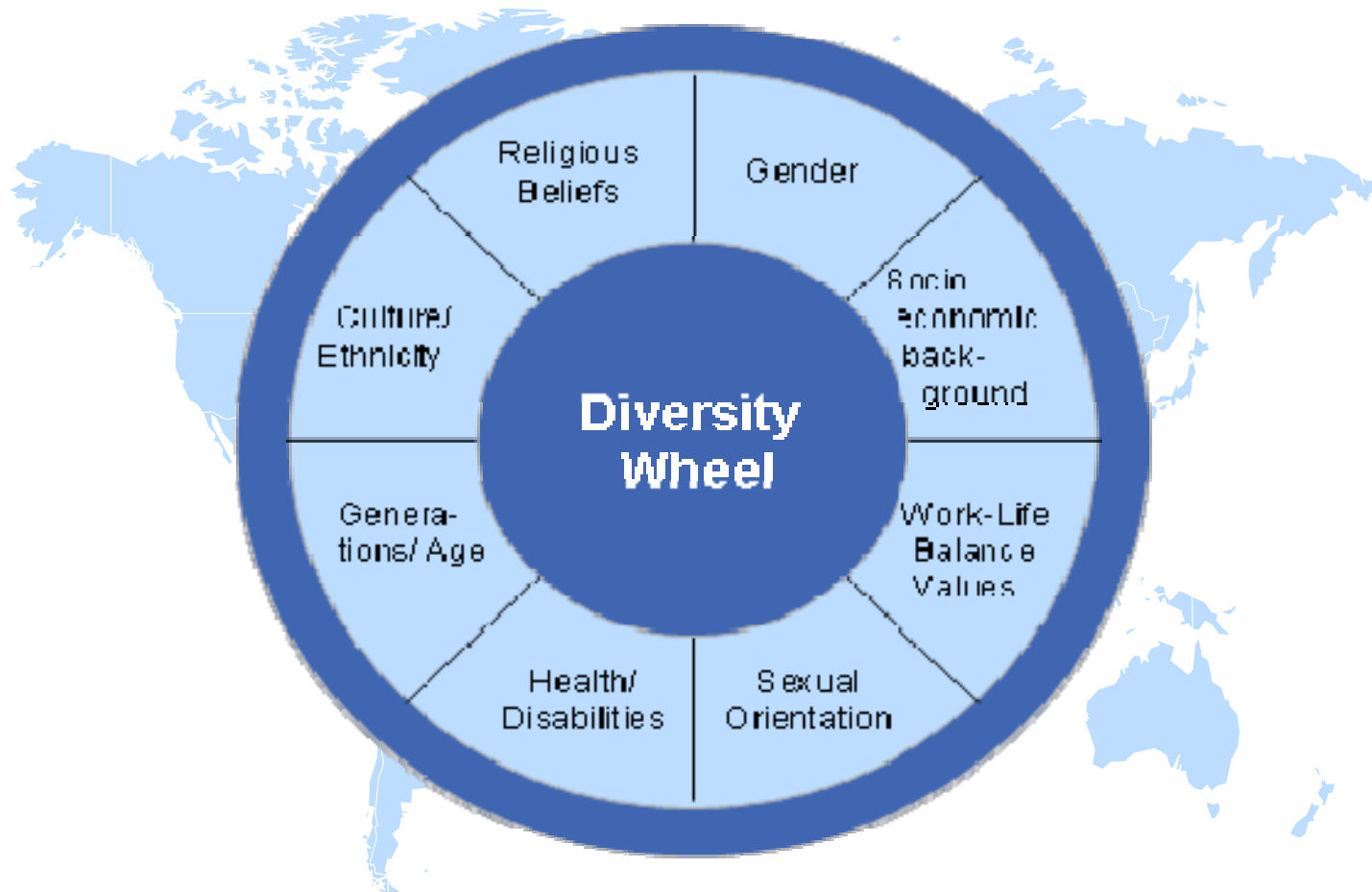
- Sumter, South Carolina – attended Clemson University
- Boston to Washington DC

Unique Household, Upbringing

More than meets the eye...

- Taking advantage of opportunities to overcome perceptions
- Bringing our whole-selves to work: Professional First, Myself Always
- Seeing myself at the top: Who am I looking for?

Our working definition goes beyond the traditional compliance-based interpretations



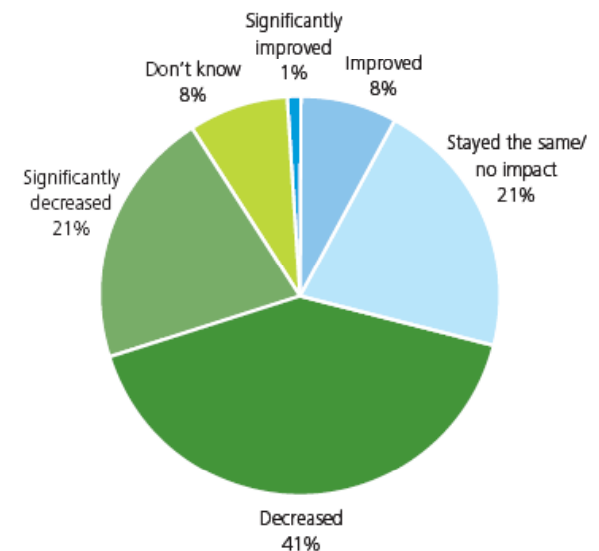
Where did Everyone Go?:—
Retaining Top Talent

Did you know?

According to a recent Deloitte talent survey:

- Nearly half (**49%**) of all surveyed employees are considering leaving their jobs
- More than one-fifth (**22%**) of surveyed Generation X employees have been actively job hunting over the past year
- Of those surveyed employees who intend to leave their current job, **76%** report a drop in morale and **62%** fault lack of communication from executives during the recession

All respondents: Impact of cost-cutting measures on employee morale



What about LGBT talent?

Is LGBT talent a special, critical segment of the workforce?
How so?

Do LGBT employees have different expectations of their employer than their non-LGBT counterparts?

What do companies have to do differently to retain LGBT talent?

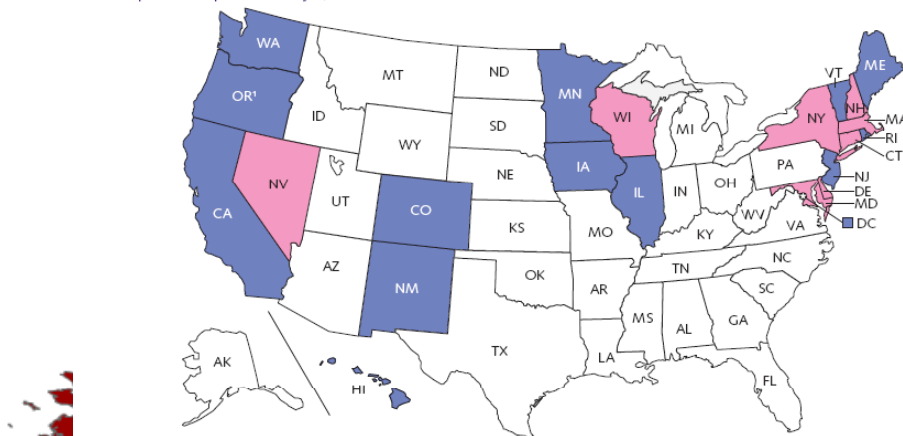
What are the benefits of focusing on LGBT talent? What are the costs?

Rated PG: Being Politically
Gay in a Politically Correct
Workplace

External Politics in the workplace

State Nondiscrimination Laws in the U.S.

This map was last updated on July 1, 2009



States banning discrimination based on sexual orientation and gender identity/expression (13 states and the District of Columbia)
 Minnesota (1993); Rhode Island (1995, 2001)¹; New Mexico (2003); California (1992, 2003)¹; District of Columbia (1997, 2005)¹; Illinois (2005); Maine (2005); Hawaii (1991, 2005, 2006)²; New Jersey (1992, 2006)¹; Washington (2006); Iowa (2007); Oregon (2007)¹; Vermont (1992, 2007)¹; Colorado (2007)

Laws banning discrimination based on sexual orientation (8 states)
 Wisconsin (1982); Massachusetts (1989); Connecticut (1991); New Hampshire (1997); Nevada (1999); Maryland (2001); New York (2002); Delaware (2009)

¹California, DC, New Jersey, Rhode Island and Vermont first passed sexual orientation nondiscrimination laws, then later passed gender identity/expression laws.

²In 1991, Hawaii enacted a law prohibiting sexual orientation discrimination in employment. In 2005, it enacted a law prohibiting sexual orientation and gender identity/expression discrimination in housing. In 2006, public accommodations protections were added for sexual orientation and gender identity/expression.



DOMA

Proposition 8

Tax Equity

Employment Non-discrimination Act

- Where is the line between a social issue, civil rights issue and a political issue?
- Are LGBT issues different than other political hot-topics (e.g. abortion)? Why?
- How can companies separate politics from the workplace when, in the LGBT world, they drive HR policies?

Internal politics

Grass-roots LGBT Groups vs. Leadership

Does being LGBT inhibit an employee from engaging fully in a company's culture?

Client-facing environments –

How do company policies protect LGBT employees in client-facing environments?

How do you handle political conversations when you are a “guest” in another work-place?

One Final Question – Something to think on

Does the presence of politics in the work-place put the LGBT community “back in the closet”?

Where did the money go?:—
Impact of the financial crisis

The financial crisis impact on the corporate world

Impact from a business perspective

(less revenue leads to possible headcount realignments)

Impact of outplacement

- outplaced LGBT practitioner
- remaining LGBT practitioners

Impact on D&I activities

(less dollars for workplace advocate summits in Florida)

Commitment to LGBT (outside of money)

What are some things that companies can do to continue to demonstrate their commitment to D&I, specifically LGBT talent?

What are some things that practitioners/employees can do?

Many ERGs are being asked to do more with less given the current climate. What can be done to increase the value of LGBT programming with less funds available?

How does a company reposition itself for when the crisis is over?

Deloitte.

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu, a Swiss Verein, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu and its member firms. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries.

Copyright © 2009 Deloitte Development LLC. All rights reserved.
Member of Deloitte Touche Tohmatsu