

2009
Out & Equal
Workplace Summit

**THE FEDS:
A DIFFERENT KIND OF WORKPLACE**
October 9, 2009

Panelists:
Ajit Joshi, Kim Nelson, Shar Jones
Pat Baillie (Moderator)

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Introduction/Objectives

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Overview

- Introduction/Objectives
- Historical Perspective
- Government difference from Corporations
- Best Practices for Federal Government LGBT Equality
- Evaluating the Federal Government
- Discussion/Questions and Answers
- Who's here?

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Objectives

- Identifying differences between the corporate and government workplaces
- Providing some insights on problems and potential solutions to LGBT inclusion in government workplaces
- Discuss and brainstorm on the architecture to implement the changes (both at the micro and macro level)
- Create networks and benchmarks for LGBT workplace equality in the Federal Government

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Introductions

- **Shar Jones**, US Department of Interior, National Business Center, Lead, Programming and Technical Services Section, Finance Directorate & Co-Chair, Denver Federal Executive Board Gay, Lesbian, Bi, Transgender Committee
- **Ajit Joshi** is a Senior Program Officer in the Program, Policy, and Management Office in the Bureau for Democracy, Conflict, and Humanitarian Assistance at USAID
- **Kim Nelson**, an Assistant Inspector General with the National Security Agency's (NSA) Office of the Inspector General



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**Historical Perspective
LGBT Government Employees**

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US LGBT Federal History

- 1942 – Army begins asking sexual orientation (blue discharges)
- 1945 – Veterans Benevolent Association founded in NY
- 1950 – Lavender scare – gay federal employees fired
- 1953 – Executive Order banning employment of gays
- 1958 – Repeal of sending homosexual materials via US Postal Service decided in the Supreme Court
- 1965 – first public protest on government discrimination in DC
- 1975 – Leonard Matlovich sues US Air Force, Perry Watkins comes out – both won their challenges

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US LGBT Federal History (cont'd)

- 1993 – lifting military ban becomes DADT, SLDN founded
- 1995 – end of homosexuality only reason for no clearances for LGBT employees (started in the early 1990's)
- 1996 – ENDA introduced to protect sexual orientation
- 1998 – Executive Order prohibiting employment discrimination based on sexual orientation for federal civilian employees
- 1999 – President Clinton declare June "Gay Pride Month"
- 2007 – Ambassador Michael Guest resigns from State Department & gender identity added to ENDA
- 2008 – President Obama elected

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Personal Perspective

- Living and working as a federal employee
- Impact of
 - Policy & Agency Variations
 - Non-standard reporting processes
 - Not being part of EEOC
 - Lack of statistics
- What's happened in spite of the impacts?

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Current State of Affairs

- Current Status for LGBT Federal Government Employees
- LGBT employees/ERGs hopeful
- Incentive for change in the Federal Government
- Waiting for Federal Laws to change
- What to do in the mean time

10

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How is the Federal Government Workplace different?

Why are best practices needed...

11

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Corporate versus Federal Workplaces

- Corporations proactive; Government reactive
- Change comes from congressional and executive approvals
- Inability to sponsor in the corporate sense
- Valuing time in additional duties
- Differences on federal/corporate ERG

12

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Developing Best Practices - Corporate

- Not mandated, corporations institute to be competitive for LGBT employee recruitment & marketing
- Recommendations: what the workplace should look like (Out & Equal 20 Steps)
- Standards: metrics to measure workplace progress (HRC CEI)
- Both are currently used, updated and are a basis for evaluating corporate advances in LGBT equality

13

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Federal Government Considerations

- No clear guidelines established, no competitive program for agencies and organizations
- Recommendations: what the workplace should look like (Federal Steps to an LGBT Inclusive Workplace)
- Standards: currently none
- Draft of the Federal Steps completed this year: what about a GEI metric?

14

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Why LGBT Inclusivity?

- Standardized Practices
- Measure it to change it
- Increased recruitment, retention of LGBT employees
- Networking and best practices
- What difference would it make in the federal workplace?

15

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Post election state of play

- Agency Awareness/Training
- Use of the Employee Resource Group
- Balancing employment with political action
- What can you do until a congressional mandate or executive order?
- What does it look like within the Agencies represented?
- Panel perspectives

16

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Evaluating the Federal Government Progress on LGBT Equality

17

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Federal Steps Review

- Equal Policies & Benefits
- Talent Management & Professional Development
- Workplace Climate
- Community Commitment
- Advocacy & Agency Responsibility

18

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Comparison of Standards

- Values of all standards
- Why more stringent?
- Development of a GEI for comparison

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Basis of an Action Plan

- Criteria Factors for creating a Government Equality Index
- Agencies uniqueness – establishing minimum standards
- Transparency on practices/policies – assess agencies
- Develop metrics – diversity as part of official duties
- Awards for government progress
- Role of OPM and outside agency evaluations

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Action Memo

- Statistics/Study
 - Formation of a working group – white house level
 - OPM taking lead – establishing a baseline via a survey
- LGBT Strategic Plan – Monitoring and Evaluation
 - Creating Standards - Federal steps adopted/Creation of a GEI
 - Baseline Evaluation/Monitoring
- Low hanging fruit
 - Celebration of LGBT events
 - Diversity Training
 - Inclusion of Gender Identity

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Discussion Questions & Answers

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Closing Comments

- Shar
- Ajit
- Kim

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Evaluations

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"While we have come a long way since the Stonewall riots in 1969, we still have a lot of work to do. Too often, the issue of LGBT rights is exploited by those seeking to divide us. But at its core, this issue is about who we are as Americans. It's about whether this nation is going to live up to its founding promise of equality by treating all its citizens with dignity and respect."
 -- Barack Obama, June 1, 2007

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Additional training on Lesbian, Gay, Bisexual & Transgender Issues in the Workplace is available through Out & Equal Workplace Advocates
 An Out & Equal™ Diversity Program

Contact Associate Director of Training – Pat Baillie
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