



Welcome to Out & Equal's July 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>



How do you spell LGBT?

A view of the workplace across the generations!



Presenters:

Gen Y (1981-2000) – AJ Dronkers

Gen X (1965-1980) – Matt Duncan

Baby Boomers (1946-1964) – Patrick Vitale

Silent, Veterans or Traditionalists (1922-1945) – Laurie Lippin

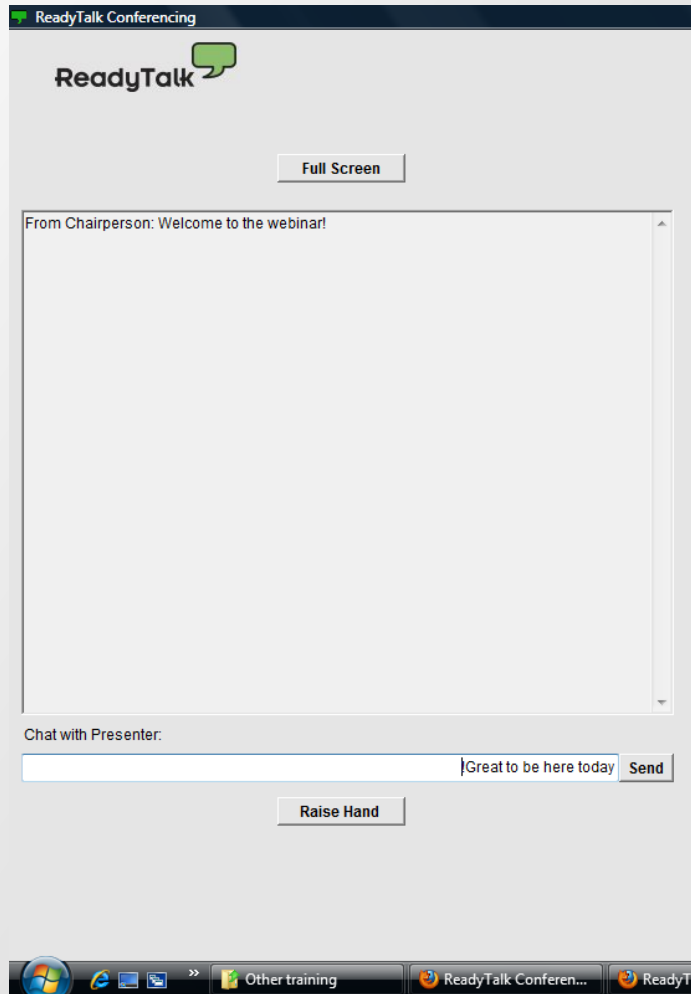
Moderator: George Cabral & Pat Baillie



Announcements

- ◉ **Oct 5-8 – Annual Summit – Los Angeles -**
<http://outandequal.org/summit-2010> (registration & housing now open)
- ◉ Training
 - Aug 10 - Part III of Transgender Intensive (Part I & II are recorded and available)
 - Aug 31 - 12 Rules of Effective Networking: Sponsored by Out & Equal's LGBTQCareerLink
 - Sep 14 - Advanced Course: Targeted and Privileged Webinar
- ◉ Check www.outandequal.org for more info on:
 - Upcoming 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/>

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



LGBT Awareness & History



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What is a generation?



- ⦿ Normally 20-22 year span
- ⦿ Strauss and Howe (1991) define a a generation as possessing certain characteristics, shared values and beliefs
- ⦿ Often defined by significant events experienced as a unit such as:
 - Vietnam war
 - Columbine
 - World War II
- ⦿ Events of one generation have ripple effects on other generation
 - Sexual revolution for Boomers, Silents, Generation Xers

Shaping the Generations – Veterans, Traditionalists, Silent

- Shaped by World War I and the Great Depression
- Lived in frugal times
- Very senior management or retired (95%)
- Hardworking and earned your way
- Put in long hours to make it
- Loyal – working in the same job their entire career
- Civic minded
- Respect authority/good team players
- Prefer hierarchy
- Most technology challenged
- Beat Generation, Martin Luther King, Gloria Steinem, Ray Charles, Tina Turner (no President elected who was a traditionalist)
- LGBT: Marlon Brando, term homosexuality first used, Radclyffe Hall, pink triangle



Shaping the Generations – Boomers

- Birth rates declined until after WWII – bigger families 4-6 children
- Experienced economic prosperity – consumerists
- Shaped by causes – civil rights, Vietnam, the 60's
- Now hold senior management positions
- Largest generational group so shaped life as they lived it
- Reject or redefine traditional values/tradition
- Beatles, Rock & Roll, Martin Luther King, Jr, Robert F. Kennedy, walk on the moon, Woodstock
- LGBT: Stonewall, Christine Jorgensen, Mattachine Society, Daughters of Bilitis, McCarthyism



Shaping the Generations – Generation X

- ⦿ Drop in the birth rates after baby boom
- ⦿ Trying to shape own identity in the shadow of boomers
- ⦿ End of the cold war, fall of the Berlin wall
- ⦿ Cynical since they grew up after , 1973 oil crisis, 1979 energy crisis, 1980's recession and 1987 stock market crash
- ⦿ Struggled to enter the job and housing markets
- ⦿ Home computer, internet, space shuttle challenger disaster
- ⦿ Now at mid management, moving up to senior management
- ⦿ LGBT:
 - Ronald Reagan's silence about AIDS - "SILENCE = DEATH"
 - Rock Hudson dies of AIDS
 - March on Washington, 1993
 - Greg Louganis comes out
 - AIDS Walks, AIDS Dance-A-Thon, growth of LGBT Centers
 - Harvey Milk, Harry Hay
 - Homosexuality removed from the DSM



Shaping the Generations – Generation Y

- ⦿ Children of boomers – 2 income families – single children
- ⦿ Experienced increasing economic prosperity
- ⦿ Not make career, marriage, life plans until into their 20's – may live at home or draw on parents support
- ⦿ Educated, entrepreneurial, global in perspective
- ⦿ LGBT:
 - Gay Games
 - Congressman Gerry Stubbs comes out
 - Brandon Teena
 - Legalization of sexual orientation around the world (federal US legislations introduced in 1996 – gender identity added in 2007)
 - Matthew Sheppard





Climate for LGBT in the workplace when you started on the job?



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Coming out in the Workplace!



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What's changed in the Workplace!



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What do you want to tell each other?



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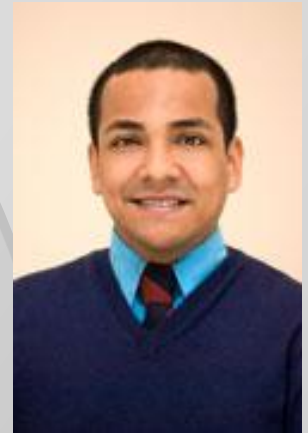
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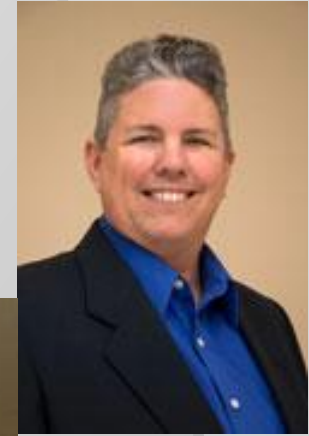
Moderator: Pat Baillie

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 August 26!
Finding the connection:
Spirituality, Sexual orientation & Gender*

**More questions? Contact Pat Baillie, Associate Director of Training
pbaille@outandequal.org - 415-694-6521**