



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

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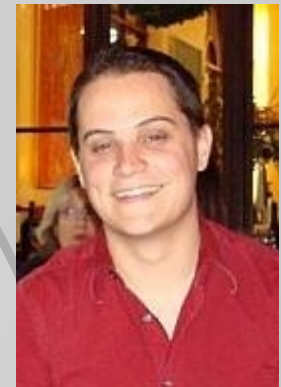
Your line will be muted

You are listening to:

["Shaping Lesbian, Gay, Bisexual and Transgender Workplace Equality,"](#)

<http://www.outandequal.org/2009SummitVideo>

A word from our sponsor...



Pacific Gas & Electric Company **Tyler Disney**

Data Research Analyst | Diversity and Inclusion

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What the 411? Highlights of the 2009 Out & Equal Workplace Summit!

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Presenters:

**Pat Baillie, Anthony Bannon, Julie Beach,
Stephen Gould, Kevin Jones, *Out & Equal***

Ajit Joshi, *GLIFFA, USAID*

Shar Jones, *US Department of Interior*

Moderator: Morgan Green



Announcements

- ◎ 2010 Events
 - Executive Forum
 - Gala Dinner
 - Annual Summit – Oct 5-8, Los Angeles
- ◎ Check the Out & Equal Training webpage for upcoming trainings in your community and online from Out & Equal University

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2009 ANNUAL SUMMIT REVIEW



Anthony Bannon & the Out & Equal Staff

Metrics

2009 Summit attendees:	1,843
Volunteers:	198
Unique Educational Programs:	139
Workshops:	116
Featured Sessions:	10
Leadership Seminars:	5
Plenaries:	3
Luncheons:	5
Workshop Presenters:	319
Sponsors:	82



Demographics

States represented: 41 + D.C.

Countries represented: 10

(Australia, Canada, Costa Rica, Denmark, France, Germany, Italy, Mexico, Singapore, and the United States, United Kingdom)

Human resource/diversity officials: 30 percent of attendees

Gender identity

Male: 59 percent

Female: 39 percent

Transgender: 2 percent

Sexual orientation

Gay: 53 percent, Lesbian: 23 percent

Heterosexual: 19 percent, Bisexual: 3 percent

Other/Queer: 1 percent





Programming

The Summit's three plenary sessions featured five keynote speakers, whose discussions were complemented by a panel of executives taking on the latest workplace issues and trends.

Additionally, 10 featured sessions—over the four-day conference—offered information on priority topics from industry leaders and experts.

On Tuesday, October 6, 2009, five full-day leadership seminars provided a more intense learning opportunity for participants.

Each of the 120 workshops offered insights into lesbian, gay, bisexual, transgender and ally issues in today's ever-changing workplace environment.

Workshops were designated as introductory, intermediate, or advanced and were targeted toward general, HR/Diversity professional or ERG leadership audiences.





SHARON ALLEN, Chairman, Deloitte

**JOHN BERRY, Director, Office of
Personnel Management**



**KEVIN BROCKMAN, VP Global
Communications, Disney-ABC**

JOHN QUINOES, ABC Primetime



**KENJI YOSHINO, Professor, NYU
School of Law**

FEATURED PANEL TOPICS

- ON BEING TRANSGENDER
- TACKLING ISSUES ON LGBT AGING
- TAKING EQUALITY BEYOND THE BORDERS
- BEYOND TALENT MANAGEMENT
- ALLIES OR COMPETITORS?
- WE ARE THE CHAMPIONS: THE IMPORTANCE OF LGBT ALLIES
- THE FEDS: A DIFFERENT KIND OF WORKPLACE
- WHAT IT TAKES TO BE EMPLOYEE RESOURCE GROUP OF THE YEAR
- EVERYONE COUNTS: VOLUNTARY SELF-IDENTIFICATION PROJECT
- THE NEW REALITIES FOR LGBT EMPLOYEES AFTER ENDA





Workplace Awards

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 2009 Outie Award Winners

Trailblazer: Richard Clark (Accenture)

Champion: Randy Kammer (Blue Cross Blue Shield of Florida)

ERG of the Year (tie): GLIFAA (U.S. State Department/USAID)
GM PLUS (General Motors)

Significant Achievement: Salt Lake City Corporation

Workplace Excellence: Sun Microsystems



Program Reports



Julie Beach
Career Development



Stephen Gould
NETWORKS!



Pat Baillie
Training

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Summit Wrap Up



Kevin Jones
Deputy Director

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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

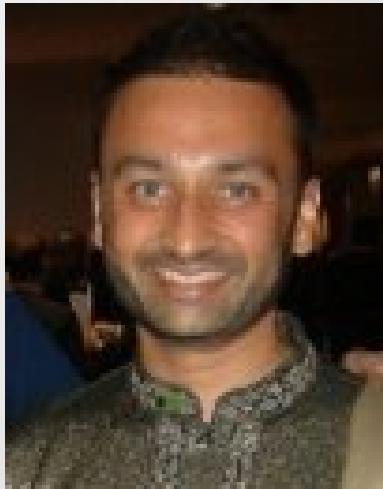
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THE FEDS: A DIFFERENT KIND OF WORKPLACE

Review of the October 9, 2009 Panel



Ajit Joshi, Shar Jones





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





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

Developing Best Practices - Government

- No clear guidelines or standards established
- No competitive program for agencies and organizations
- Evaluating the workplace
 - Federal Steps to an LGBT Inclusive Workplace (Out & Equal - completed)
 - Equal Policies & Benefits
 - Talent Management & Professional Development
 - Workplace Climate
 - Community Commitment
 - Advocacy & Agency Responsibility
 - Government Equality Index (GEI - HRC – under review)





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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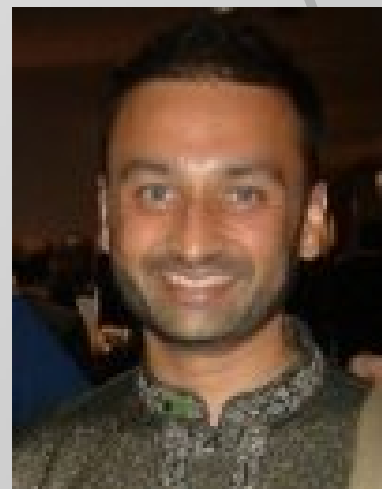
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Closing Comments



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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:
Mentoring Transgender Employees
to Improve Organization and Team Productivity
Thursday, November 19 - Early due to holidays!*



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