



Welcome to Out & Equal's September 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>



Federal Careers: Realizing a Growing LGBT Presence



Presenters:

Julie Beach (CareerLink), Vic Basile (OPM), Samir Luther (Victory Fund)

Moderators: Angela Wilson, Pat Baillie



Announcements

- Oct 5-8 – Annual Summit – Los Angeles - <http://outandequal.org/summit-2010>
- Oct 20 – O&E University Advanced course - *Out Online: Exploring the Unique Opportunities and Challenges of Using Virtual Spaces to Further Workplace Equality*
- Oct 28 - Monthly Town Call – 2010 Annual Summit Wrap Up!
- Nov 22 – Train the Trainer course at PG&E, San Francisco
- 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/>



LGBTCareerLink.com



For Job Candidates

A world is waiting for you. Everyday, USAID and its more than 4,000 partners work to help individuals and communities in more than 80 countries live a better life.

[Click here to view current positions](#)

Recently Added Jobs

- [Assistant Store Manager - Hollywood/West LA/Van Nuys](#), Orchard Supply Hardware Stores
- [Receiving Lead - Milpitas](#), Orchard Supply Hardware Stores
- [Sr. Data Integration Designer Lead](#), Sears Holdings Management Corporation
- [Art Director](#), Sears Holdings Management Corporation
- [District Facilities Manager, Baltimore, MD](#), Sears Holdings Management Corporation
- [Sr. Software Engineer, Sears.com](#), Sears Holdings Management Corporation
- [Sr. Software Engineer \(Java/Solr/Lucene\)](#), Sears Holdings Management Corporation
- [Small Engine Repair Technician \(New Hartford, NY\)](#), Sears, Roebuck and Co.

[Advanced Job Search >](#)

Doing Work That Matters.

[Click here for Careers](#)

Advanced Job Search

Enter a Keyword

Enter a Company

City

Select A State

Select An Industry

Posted Since...

Contains Any Word

YOUR STEP IN THE RIGHT DIRECTION.

Janine Johnson
is seeking Technology or Diversity Leadership work.

Wade McMurray
is seeking Account Management: Design/Print/Web work.

William Aley
Riverdale, MD

Adolfo Angulo
Seeking Management work
[Download Resume](#)

Davide Fazio
Seeking challenging supply chain role work
Seattle, WA

Sholia Lawal
Edit Bio
is seeking Social service/Case Mgr position work.

Shelia Ford
Seeking Project Management work
[Download Resume](#)

Top Employment News



LGBTCareerLink.com offers direct LGBT workforce recruiting

- ✓ Job postings and resume database searching
- ✓ Banner ads leading directly to your own career sites
- ✓ Webinar Announcements
- ✓ CareerTalk monthly e-newsletters



Employer recruiting options: <http://www.lgbtcareerlink.com/marketplace>

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Find us on Facebook

<http://www.facebook.com/#!/group.php?gid=31063453970>

View our profile on **Linked in**

<http://www.linkedin.com/groups?mostPopular=&gid=1953948>

Follow us on **twitter**

<http://twitter.com/lgbtcareerlink>

**Free CareerTalk
LGBT career news**

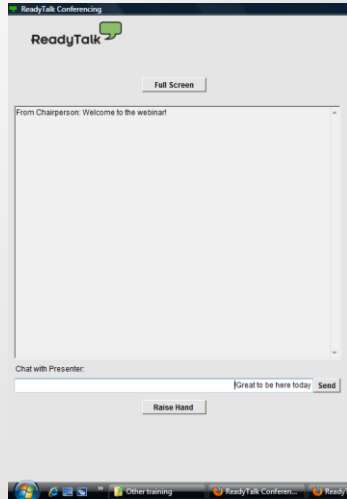
<http://tinyurl.com/27khqgs>

Employer recruiting options: <http://www.lgbtcareerlink.com/marketplace>

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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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Federal Careers: Realizing a Growing LGBT Presence



Presenters:

Vic Basile, Counselor to the Director of the United States Office of Personnel Management

Samir Luther, Director of the Presidential Appointments Project at the Gay & Lesbian Leadership Institute

Moderators: Angela Wilson, Pat Baillie



Poll
Do you work for federal, state or local
government?



Poll #2
Are you out as LGBT in your workplace
(wherever that is)?



Federal Perspective



Vic Basile, Counselor to the Director of the United States Office of Personnel Management



Policy Updates

- Federal Agency Review
 - June 2009 – domestic partner benefit survey not needing legislation
 - Want health insurance/retirement benefits for partner
 - Definition in Title V of US Code (Legislation to amend pending)
- What has been changed
 - Overseas employees (state mostly but for all federal employees)
 - Passports/Visa
 - Medical care overseas
 - Employment situations
 - Relocation & travel of partners (not effective yet) – needs regulation change – in comment period now!
 - General employee benefits: Sick leave, allowance for dependents, employee assistance, child care
 - Some agencies don't operate under Title V or have unions (regulatory such as FDIC, Security & Exchange, TSA) – ability to offer more benefits



Obama Administration Successes: <http://www.equalitygiving.org/Accomplishments-by-the-Administration-and-Congress-on-LGBT-Equality>



Federal Employment

- Government jobs
 - 5000 Federal appointments (like Victory Fund)
 - Remaining are by Competitive process (OPM runs)
 - Many LGBT employees within the federal government
 - Many Employee Resource Group (GLOBE)/Special Emphasis Programs (SEP)



Federal Government

- **2.0 million** civil employees
(not including Postal Service, excluding military)
 - **FedGov is the nation's largest employer**
- **85%** of Federal employees work **outside DC**
- **More openings:**
Retirement is a significant problem
- **More competition:**
Tough economy » influx of workers seeking stability



<http://www.bls.gov/oco/cg/cgs041.htm>



THE GOVERNMENT OF THE UNITED STATES

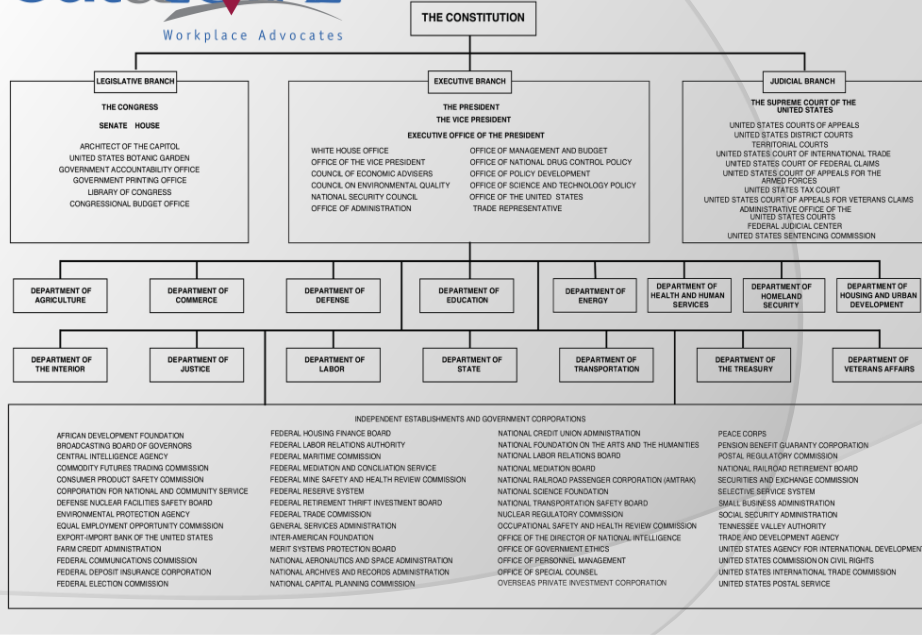
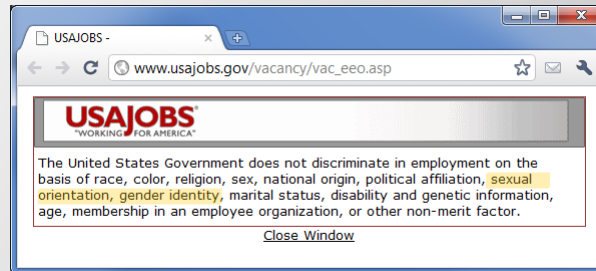


Chart 1
Federal agencies with the most employment, March 2004



Source: U.S. Office of Personnel Management, Central Personnel Data File



http://www.hrc.org/issues/federal_employment.htm

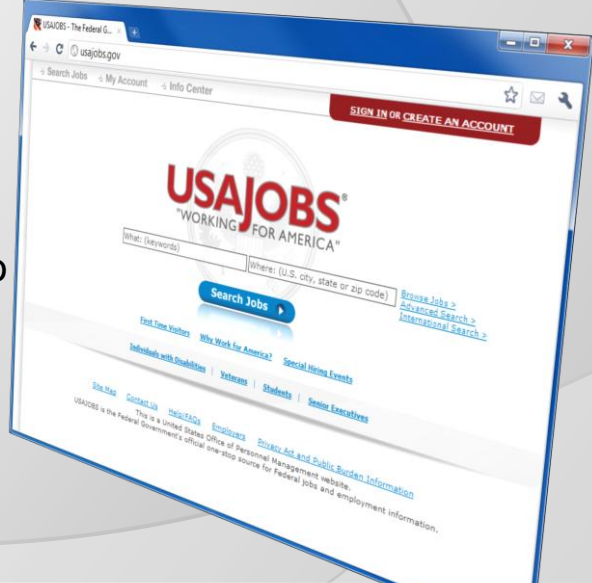


USAJOBS.gov

Career positions
(not appointed)

Create a profile to
receive updates

Jobs across the
country



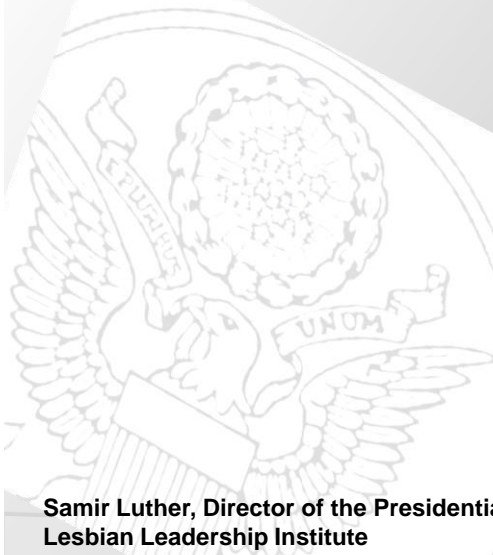


Federal Employment

- Why I work for federal government
 - Political appointment through Presidential Appointment program
 - Activist whole life – in either non-profits or government
 - Reward for doing this kind of work
 - Not knocking on the door to ask for change, working on the inside
 - Opportunity to be involved in making policy
 - Historic moment to work for administration that is advancing LGBT equality



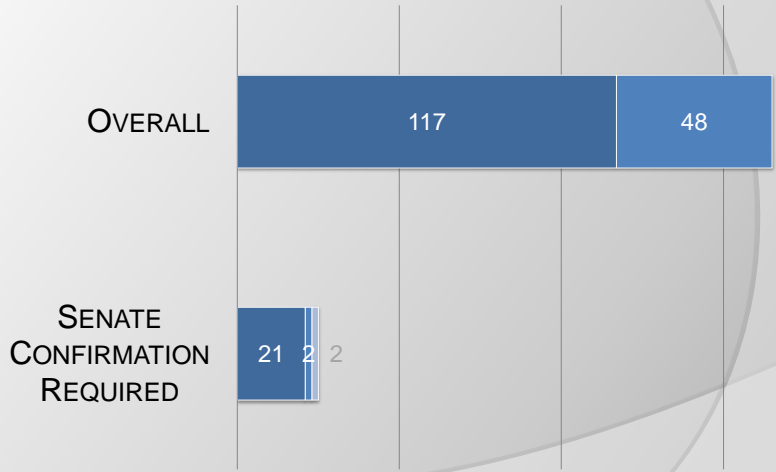
Presidential Appointments Project



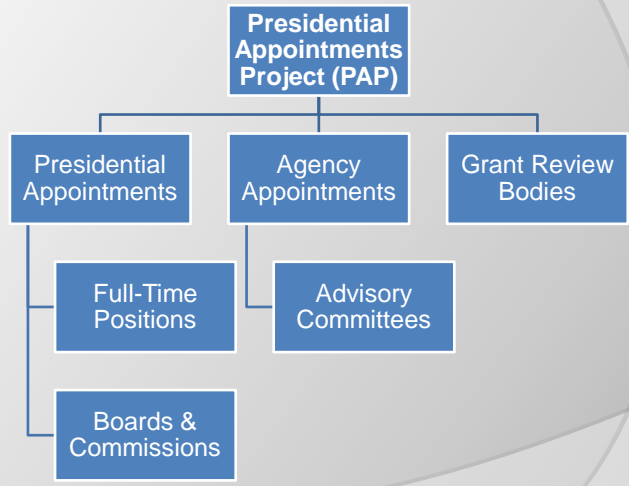
Samir Luther, Director of the Presidential Appointments Project at the Gay & Lesbian Leadership Institute



LGBT Appointments



Opportunity Framework

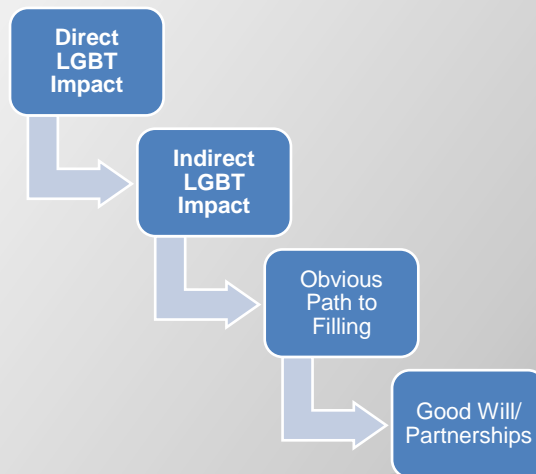


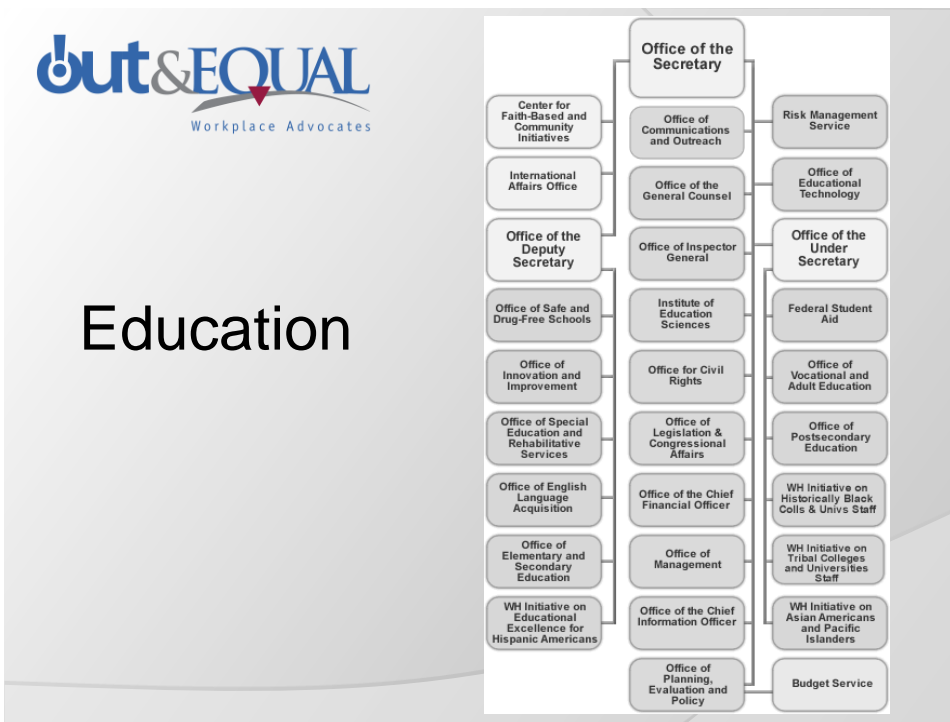
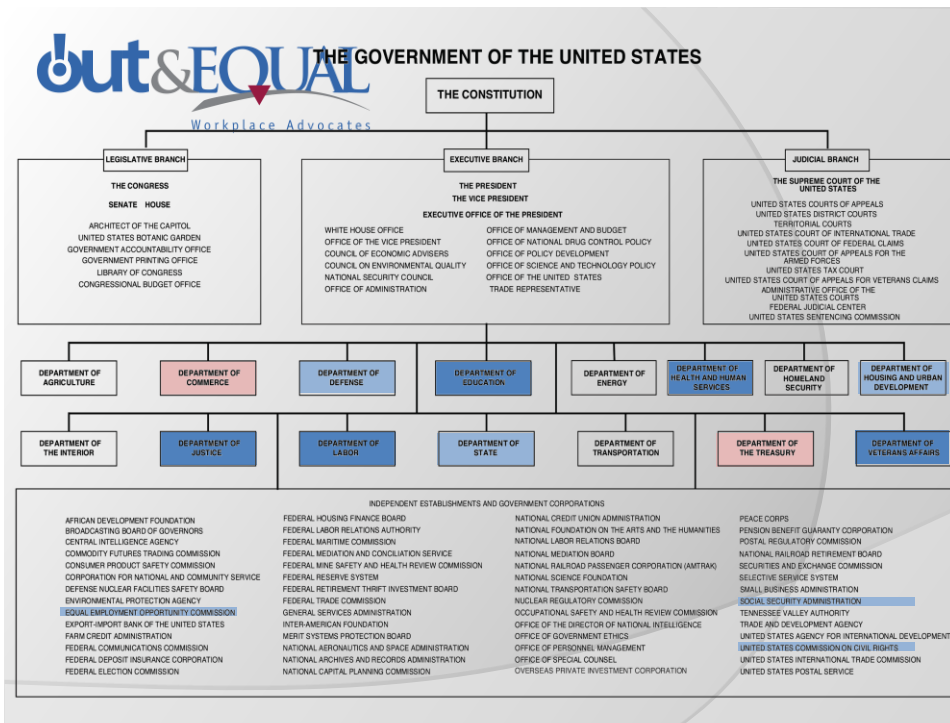


Finding opportunities & candidates



Prioritizing Opportunities







Education

- ◉ **John Easton***
Director, Institute of Education Sciences
- ◉ **Steven Hicks**
Special Assistant, Early Childhood, Office of the Secretary
- ◉ **Kevin Jennings**
Deputy Assistant Secretary, Office of Safe and Drug-Free Schools
- ◉ **Steven Means**
Special Assistant, Office of Elementary and Secondary Education

*Senate-confirmed



Commerce

- ◉ **David Mills***
Assistant Secretary, Export Enforcement
- ◉ **Peter Pappas**
Chief Communications Officer, United States Patent and Trademark Office
- ◉ **Amanda Simpson**
Senior Technical Advisor, Bureau of Industry and Security

*Senate-confirmed



Justice

- **Judy Applebaum**
Deputy Assistant Attorney General, Office of Legislative Affairs
- **Beatrice Hanson****
Director, Office for Victims of Crime
- **Karen A. Lash**
Senior Counsel for Access to Justice
- **Sharon Lubinski***
U.S. Marshal
- **Matt Nosanchuk**
Senior Counselor to the Assistant Attorney General for Civil Rights
- **Paolo Palugod**
Special Assistant to the Assistant Attorney General for the Environment and Natural Resources Division

*Senate-confirmed

**Not yet Senate-confirmed



Labor

- **Jeremy Bishop**
Special Assistant to the Secretary, Office of Public Engagement
- **Carl Fillichio**
Senior Advisor to the Secretary, Public Affairs and Communications
- **Kathy Martinez***
Assistant Secretary, Office of Disability Employment Policy (ODEP)
- **Mary Beth Maxwell**
Senior Advisor, Office of Policy
- **Dylan Orr**
Special Assistant to the Assistant Secretary of Labor, Office of Disability Employment Policy
- **Jason Surbey**
Special Assistant, Office of Public Affairs

*Senate-confirmed



The Plum Book

<http://bit.ly/plum-book-2008>

- Great starting point
- Lists possible positions
- Not current
 - Vacancies/openings
 - Changes from legislation (e.g., financial regulation)
- Administration's priorities dictate timing

Atlanta, TX	Southeastern Regional Director	do	CA	ES				
Atlanta, GA	Regional Director	do	CA	ES				
Seattle, WA	do	do	CA	ES				
Denver, CO	do	do	CA	ES				
ECONOMICS AND STATISTICS ADMINISTRATION								
Washington, DC	Under Secretary for Economic Affairs	Cynthia A. Glassman	PAS	EX	III			
Do	Deputy Under Secretary for Economic Affairs	Jack C. McDougle	NA	ES				
Do	Senior Advisor to the Under Secretary for Economic Affairs	Vacant		ES				
Do	Associate Under Secretary for Management	Career Incumbent	CA	ES				
Do	Special Assistant	Emily L. Krupp	SC	GS	12			
Do	Chief Economist and Special Advisor to the Secretary	Joseph V. Kennedy	NA	ES				
Do	Director, Office of Economic Conditions	Career Incumbent	CA	ES				
Do	Director, Office of Policy Development	do	CA	ES				
BUREAU OF THE CENSUS								
Suitland, MD	Director	Steve H. Murdock	PAS	EX	IV			
Do	Deputy Director	Vacant		ES				
Do	Associate Director for Communications	Ruth Cymbor	NA	ES				
Do	do	Vacant		ES				
Do	Senior Advisor for Data Management	Career Incumbent	CA	ES				
Do	Chief of Congressional Affairs	James T. Hayes	SC	GS	15			
Atlanta, GA	Regional Director, Atlanta Regional Office	George Grandy Jr.	TA	ES				04/27/11
Boston, MA	Regional Director, Boston Regional Office	Kathleen N. Ludgate	TA	ES				04/27/11
Charlotte, NC	Regional Director, Charlotte Regional Office	William W. Hatcher Jr.	TA	ES				04/27/11
Chicago, IL	Regional Director, Chicago Regional Office	Stanley D. Moore	TA	ES				04/27/11
Dallas, TX	Regional Director, Dallas Regional Office	Gabriel A. Sanchez	TA	ES				04/27/11
Denver, CO	Regional Director, Denver Regional Office	Cathy L. Illian	TA	ES				04/27/11
Detroit, MI	Regional Director, Detroit Regional Office	Dwight P. Deans	TA	ES				04/27/11
Kansas City, MO	Regional Director, Kansas City Regional Office	Dennis R. Johnson	TA	ES				04/27/11
Los Angeles, CA	Regional Director, Los Angeles Regional Office	James T. Christy	TA	ES				04/27/11
New York, NY	Regional Director, New York Regional Office	Lester A. Farthing	TA	ES				04/27/11
Philadelphia, PA	Regional Director, Philadelphia Regional Office	Fernando E. Armstrong	TA	ES				04/27/11
Seattle, WA	Regional Director, Seattle Regional Office	Ralph J. Lee	TA	ES				04/27/11
INTERNATIONAL TRADE ADMINISTRATION								
Washington, DC	Under Secretary for International Trade	Christopher A. Padilla	PAS	EX	III			
Do	Senior Advisor to the Under Secretary for International Trade	Vacant		ES				
Do	Director, Office of Legislative Affairs	Lori J. Harju	SC	GS	15			
Do	Director of Public Affairs	Matt Prochaska	SC	GS	15			

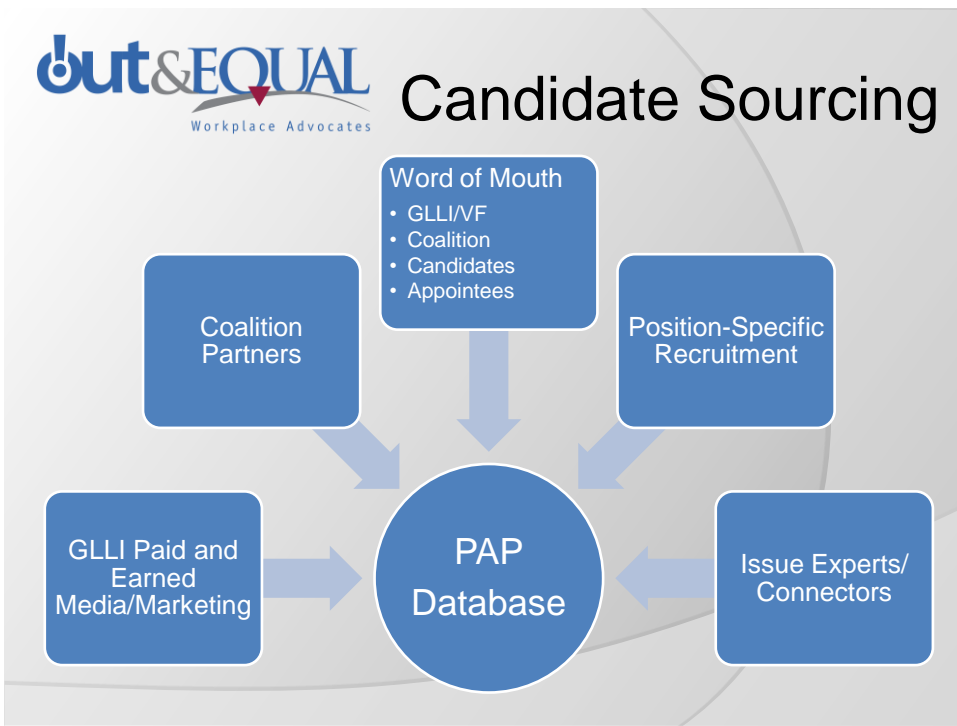
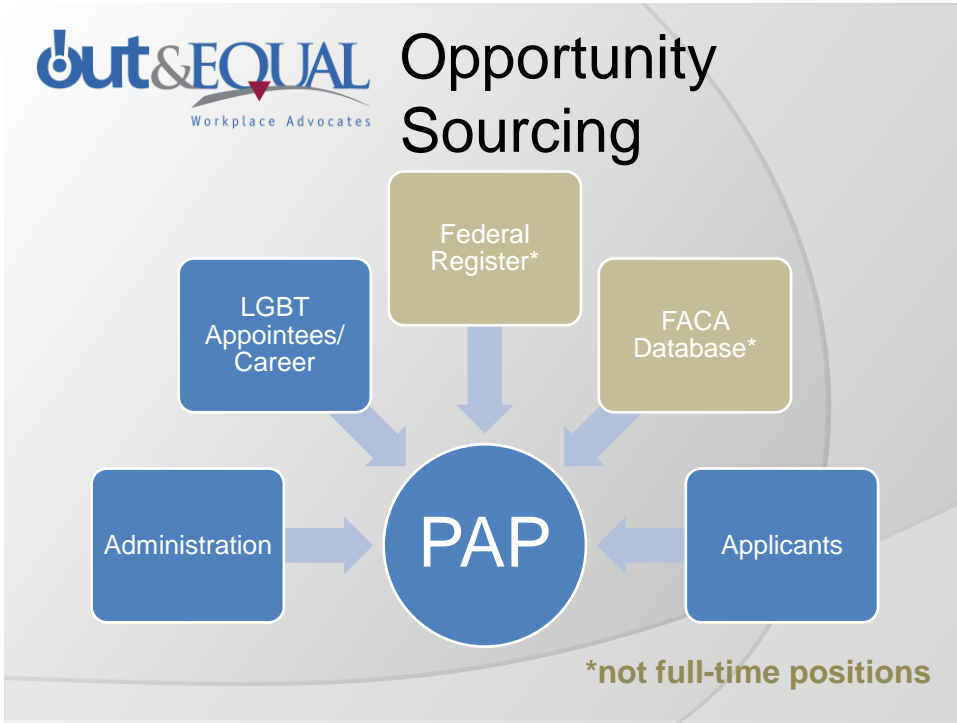


WashingtonPost.com

- Senate-confirmed positions only
- Not at the beginning of the administration
 - » Vacancies usually not a surprise and are being filled

The screenshot shows the 'HEAD COUNT' page on WashingtonPost.com, tracking Obama's appointments. It features a search bar for 'WHO'S WHO' with a search for Janet Napolitano. Below is a filter for 'Senate-Confirmed Positions' by agency, with a 'Total' of 16 confirmed positions. A pie chart shows the distribution of appointments across various agencies like Agriculture, Commerce, Defense, Education, Energy, EPA, HHS, Homeland Security, HUD, Interior, Justice, Labor, State, Transportation, Treasury, and Veterans Affairs. A 'Department of Health and Human Services' section shows 2 announced, 2 nominated, and 16 confirmed positions. Demographics include age (20-80), sex (Men 7, Women 11), and ethnicity (White 10, Black 2, Hispanic 2, Asian 1, Other/unknown 3).

NOTE: Head Count is only tracking full-time positions and does not include ambassadors, marshals or U.S. attorneys.





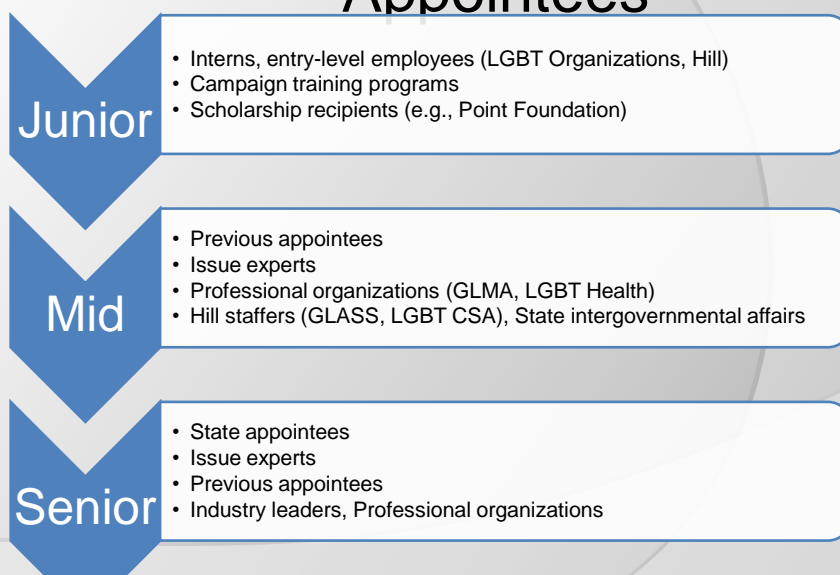
Who are we looking for?

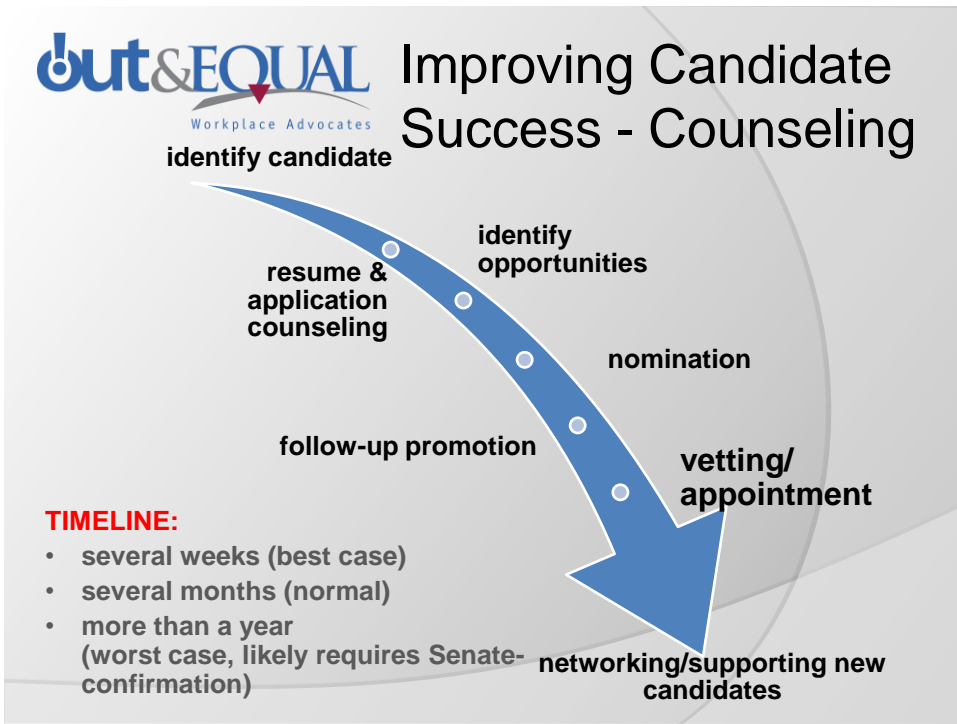
- ◎ Full-time Appointments
 - All levels of experience (junior to senior-level professionals)
 - Strong professionals
 - Former public service experience helpful, not required

- ◎ Boards & Commissions, Grant Reviewers
 - Not just full-time applicants
 - Experts in their fields



Pipeline: Grooming Appointees







Apply today

The administration dictates timing



<http://glli.org/presidential>



<http://glli.org/conference>



Presidential Appointments Project

www.glli.org/presidential
samir.luther@glli.org



Questions & Answers

How to ask a question...

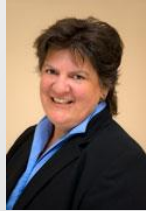


- ⦿ Online - use chat mode anytime during webinar
- ⦿ Teleconference - dial *7 and ask your question & then *6 to return your phone to mute

www.outandequal.org



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 on October 28, 2010!
 2010 Out & Equal Annual Workplace Summit Wrap Up!*

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

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