



## Out & Equal Workplace Summit

### RECERTIFICATION CREDIT FORM

Los Angeles, CA October 5-8, 2010



**Out & Equal had submitted the Summit to HR Certification Institute (HRCI) for HR recertification credit. Due to the diversity of workshops offered at the Summit, there are many personal professional development courses. Per HRCI requirements, a session cannot be pre-approved if there are any personal development sessions at the same time. Due to this, the Summit is not pre-approved with a program ID#. However, the following sessions have been evaluated and will be accepted by HRCI for credit in the listed areas.**

#### **Sessions pre-approved for Strategic Business Management credit but not in program ID# Total \_\_\_\_\_**

- Leading by example- How ERG leaders create sustainable relationships with nonprofits-10/6/2010-3:00 pm – 5:30 pm - 1.5
- Can we talk? Partnership counseling for your ERG -10/8/2010 -11:00 am – 12:30 pm - 1.0
- Creating the strategic partnership: Walmart and Services and Advocacy for GLBT Elders (SAGE) -10/8/2010 - 11:00 am – 12:30 pm - 1.0

#### **Sessions pre-approved for International Management credit but not in program ID# Total \_\_\_\_\_**

- Expanding equality in the global workplace-10/5/2010-11:00 am – 12:30 pm - 1.0
- Global mobility for LGBT professionals-10/6/2010 -11:00 am – 12:30 pm - 1.0
- LGBT diversity in the global context-10/6/2010-3:00 pm – 5:30 pm - 1.5
- Global values for a global workforce-10/6/2010-3:00 pm – 5:30 pm - 1.5
- LGBT and Asia from IBM and Goldman Sachs-10/6/2010-3:00 pm – 5:30 pm - 1.5
- Managing global talent -10/7/2010-11:00 pm – 12:30 pm - 1.0
- Strength in numbers and going global: Local labor and privacy issues when collecting data from a global LGBT network -10/7/2010-3:00 pm – 5:30 pm - 1.5
- International Roundtable: Focus on India -10/7/2010 - 3:00 pm – 5:30 pm - 1.5
- Can you be gay and global?-10/8/2010-9:00 am – 10:30 am - 1.0
- LGBT issues in an international setting-10/8/2010-11:00 pm – 12:30 pm - 1.0
- London calling: An overview of the LGBT legal profession in the United Kingdom-10/8/2010-11:00 pm – 12:30 pm - 1.0

#### **Sessions pre-approved for Strategic Business and International Management credit but not in program ID# Total \_\_\_\_\_**

- Merging of cultures in a global company: A case study of Genentech and Roche-10/7/2010-3:00 pm – 5:30 pm - 1.5

#### **Sessions NOT pre-approved for credit (personal professional development courses)**

- LGBT Non Profit Leadership Development Seminar-10/5/2010-9:00am
- Regional Affiliate Leadership Seminar-10/5/2010-9:00am
- Homophobia in the black community: What's up with DADT?- 10/6/2010-11:00am
- Oppression and inequality: A look within -10/6/2010-11:00am
- Using drama to overcome drama: Confronting our phobias and "isms"-10/6/2010-11:00am
- Prodigal Sons screening -10/6/2010-3:00pm
- Our communities, our careers and our families: Being an LGBT parent in the workplace - 10/6/2010-3:00pm
- Authenticity: Bring the best "you" to work and life -10/6/2010-3:00pm
- Census 2010: Making America's LGBT families count-10/6/2010-3:00pm
- Out & Equal Leadership Council orientation-10/6/2010-3:00pm
- The care and feeding of allies during the Out & Equal Summit -10/6/2010-3:00pm
- The unique legal and financial challenges facing the LGBT community- 10/6/2010-3:00pm
- Diversity and trust: Alliances and betrayals-10/7/2010-11:00am
- Let the spirit move us all -10/7/2010-11:00am
- How we did it: Workplace Excellence finalists-10/7/2010-3:00pm



**Sessions NOT pre-approved for credit (personal professional development courses) (cont'd)**

- The balancing act: Preserving personal authenticity in the workplace-10/7/2010-3:00pm
- The role of ERGs in healthcare organizations in promoting LGBT health - 10/7/2010-3:00pm
- Going deeper: Engaging your members and allies with social software-10/8/2010-9:00am
- Giving (and getting) back: Nonprofit boards for beginners -10/8/2010-11:00am
- GLAAD media training for leaders-10/8/2010- 11:00am
- I love you, may it please the court-10/8/2010- 11:00am
- Two moms, two dads, Dora, Bratz and GI Joe: Navigating the gender divide with your kids -10/8/2010- 11:00am

\* If there are any questions, refer to the recertification policies and procedures located at [www.hrci.org/recertify](http://www.hrci.org/recertify).

**Remaining Sessions not listed above are pre-approved for General Credit but not in program ID#.**

Date	Start	End	Type	Hours	Workshop Title
10/5/2010	9:00 AM	5:00 PM	General	6.0	Cultural Competency/ Humility for Leaders
10/5/2010	9:00 AM	5:00 PM	General	6.0	ERG Leadership that Adds Value
10/5/2010	9:00 AM	5:00 PM	General	6.0	Implementing Transgender Inclusion: Comprehensive Programming to Ensure Workplace Equality
10/5/2010	9:00 AM	5:00 PM	General	6.0	LGBT Diversity Leadership Train the Trainer Course (previously approved)
10/6/2010	11:00 AM	12:30 PM	General	1.0	Bisexual employees in the workplace
10/6/2010	11:00 AM	12:30 PM	General	1.0	How we did it: LGBT employee resource group of the year finalists
10/6/2010	11:00 AM	12:30 PM	General	1.0	Next-Generation Organizations, Next-Generation Talent: Leveraging the Changing Face of LBGT Leaders and Customers
10/6/2010	11:00 AM	12:30 PM	General	1.0	LGBT demographics
10/6/2010	11:00 AM	12:30 PM	General	1.0	A tale of two mommies (and daddies too): Unique challenges faced by LGBT parents in the workplace
10/6/2010	11:00 AM	12:30 PM	General	1.0	Beat the competition: Working together for the good of the group
10/6/2010	11:00 AM	12:30 PM	General	1.0	Bling bling: How to bedazzle your LBGT recruiting event and use technology to attract diverse audiences
10/6/2010	11:00 AM	12:30 PM	General	1.0	Connecting our networks for greater success – locally and beyond
10/6/2010	11:00 AM	12:30 PM	General	1.0	Does your ERG measure up? Components of a successful employee resource group

Date	Start	End	Type	Hours	Workshop Title
10/6/2010	11:00 AM	12:30 PM	General	1.0	Entertaining brands: Reaching an LGBT audience
10/6/2010	11:00 AM	12:30 PM	General	1.0	Everyone transitions along with an employee: Boeing's approach to the intersection of work and situation
10/6/2010	11:00 AM	12:30 PM	General	1.0	Executive sponsors: Use 'em or lose 'em
10/6/2010	11:00 AM	12:30 PM	General	1.0	Move over CEI, the CCCP is here
10/6/2010	11:00 AM	12:30 PM	General	1.0	Out in the federal workplace: Strategies for LGBT consultants in the federal environment
10/6/2010	11:00 AM	12:30 PM	General	1.0	Promoting diversity and making waves: Implementing ERGs that drive organizational change
10/6/2010	11:00 AM	12:30 PM	General	1.0	Real and relevant issues of LGBTQ members: Expanding how we define diversity training
10/6/2010	11:00 AM	12:30 PM	General	1.0	Sexual harassment through the eyes of LGBT employees
10/6/2010	11:00 AM	12:30 PM	General	1.0	So what do we do now? A guide to transgender workplace transition for LGBT and allies
10/6/2010	11:00 AM	12:30 PM	General	1.0	You've got the policy...what now? Using nonprofit partnerships to change corporate culture
10/6/2010	3:00 PM	5:30 PM	General	1.5	Common Goals: Looking Across Identities on Issues of Workplace Inclusion (new title)
10/6/2010	3:00 PM	5:30 PM	General	1.5	Bisexuals at work: New global survey data
10/6/2010	3:00 PM	5:30 PM	General	1.5	Building bridges toward LGBT diversity (previously approved)
10/6/2010	3:00 PM	5:30 PM	General	1.5	Harnessing social media for ERG outreach, awareness and engagement
10/6/2010	3:00 PM	5:30 PM	General	1.5	Hitting the bullseye: How your ERG can engage leaders and drive business results
10/6/2010	3:00 PM	5:30 PM	General	1.5	How to 'engay' your community
10/6/2010	3:00 PM	5:30 PM	General	1.5	LGBT legislative issues and brand reputation
10/6/2010	3:00 PM	5:30 PM	General	1.5	Raising the bar: The new corporate equality index criteria and data from the 2011 report
10/6/2010	3:00 PM	5:30 PM	General	1.5	The virtuous cycle: Integrate ERGs into your business plan, support profitability and boost workforce engagement
10/6/2010	3:00 PM	5:30 PM	General	1.5	Transgender 101: Transgender information for the non-trans community
10/6/2010	3:00 PM	5:30 PM	General	1.5	Uneasy alliances: The elusive search for common ground between diverse employee communities
10/6/2010	3:00 PM	5:30 PM	General	1.5	Why do they need to tell me? How Citi is looking to overcome unconscious bias
10/7/2010	11:00 AM	12:30 PM	General	1.0	Diversity and inclusion strategies outside the United States
10/7/2010	11:00 AM	12:30 PM	General	1.0	Our allies: Our champions
10/7/2010	11:00 AM	12:30 PM	General	1.0	Affiliates and ERGs: Get down to business

Date	Start	End	Type	Hours	Workshop Title
10/7/2010	11:00 AM	12:30 PM	General	1.0	Being transgendered in the workplace in a binary world
10/7/2010	11:00 AM	12:30 PM	General	1.0	Beyond engagement: How diversity and ERGs contribute to an inspired organization
10/7/2010	11:00 AM	12:30 PM	General	1.0	Changing the way we work and live: Inclusive policies, practices and processes
10/7/2010	11:00 AM	12:30 PM	General	1.0	Eliminating exceptionalism when implementing LGBT strategies
10/7/2010	11:00 AM	12:30 PM	General	1.0	Focusing on-site health clinics on diversity and inclusion
10/7/2010	11:00 AM	12:30 PM	General	1.0	Gender virtualization: Biology and the bathroom for gender transitions
10/7/2010	11:00 AM	12:30 PM	General	1.0	High-impact ERGs: Building a roadmap for business effectiveness
10/7/2010	11:00 AM	12:30 PM	General	1.0	Managing through difficult economic times
10/7/2010	11:00 AM	12:30 PM	General	1.0	Maximizing business growth: Joining ERG efforts with advertising, marketing and community efforts
10/7/2010	11:00 AM	12:30 PM	General	1.0	Minimizing tension between the letters LGBT
10/7/2010	11:00 AM	12:30 PM	General	1.0	Novel methods for sharing LGBT employees with your workforce
10/7/2010	11:00 AM	12:30 PM	General	1.0	PSAI: What brings four fierce competitors together?
10/7/2010	11:00 AM	12:30 PM	General	1.0	The missing link: Building an ERG scorecard for credibility and success
10/7/2010	11:00 AM	12:30 PM	General	1.0	Wake up to the new ally in town
10/7/2010	11:00 AM	12:30 PM	General	1.0	What they don't teach you in diversity school: How to ignite a successful diversity initiative
10/7/2010	11:00 AM	12:30 PM	General	1.0	Who is the outsider? Understanding microinequities from all sides
10/7/2010	11:00 AM	12:30 PM	General	1.0	Why did you say that? Using perceptual identity to break through barriers in the workplace
10/7/2010	3:00 PM	5:30 PM	General	1.5	Implementing and sustaining gender identity non-discrimination practices
10/7/2010	3:00 PM	5:30 PM	General	1.5	Dance of leadership
10/7/2010	3:00 PM	5:30 PM	General	1.5	Allies at work
10/7/2010	3:00 PM	5:30 PM	General	1.5	Checking the box: The self-identification of LGBT employees at your business
10/7/2010	3:00 PM	5:30 PM	General	1.5	Circling the wagons: Moving from networking and social groups to business resource groups
10/7/2010	3:00 PM	5:30 PM	General	1.5	Collision course: Religious and LBGT interests in the workplace
10/7/2010	3:00 PM	5:30 PM	General	1.5	Coming out to clients: Making LGBT work for you in client relationships
10/7/2010	3:00 PM	5:30 PM	General	1.5	Creating an LGBT ERG mentoring program
10/7/2010	3:00 PM	5:30 PM	General	1.5	Cross-team effectiveness in a diverse and geographically dispersed organization

Date	Start	End	Type	Hours	Workshop Title
10/7/2010	3:00 PM	5:30 PM	General	1.5	Executive mentoring: How to navigate your career as a lesbian or gay employee
10/7/2010	3:00 PM	5:30 PM	General	1.5	First steps in creating an LGB-inclusive workplace
10/7/2010	3:00 PM	5:30 PM	General	1.5	From marketing to outreach: How to make an ERG relevant
10/7/2010	3:00 PM	5:30 PM	General	1.5	Harassment prevention training for LGBT managers and supervisor
10/7/2010	3:00 PM	5:30 PM	General	1.5	Is the ERG obsolete? How to keep your ERG relevant in a rights-friendly environment
10/7/2010	3:00 PM	5:30 PM	General	1.5	Targeted and privileged: The importance of examining whiteness within the LGBTIQ community
10/7/2010	3:00 PM	5:30 PM	General	1.5	The federal workplace cafe: Conversations that will inform and inspire
10/7/2010	3:00 PM	5:30 PM	General	1.5	Working positively: Answers and action on HIV in the workplace
10/8/2010	9:00 AM	10:30 AM	General	1.0	From corporate policy to Capitol Hill
10/8/2010	9:00 AM	10:30 AM	General	1.0	Accommodating religion and sexual orientation in the workplace: Promoting tolerance and diverse views
10/8/2010	9:00 AM	10:30 AM	General	1.0	Building the LGBT leadership: Cummins' strategic vision for LGBT inclusion
10/8/2010	9:00 AM	10:30 AM	General	1.0	Diversity sells: How to leverage LGBT support into sales internationally
10/8/2010	9:00 AM	10:30 AM	General	1.0	Energy sector LGBT employee resource group best practices
10/8/2010	9:00 AM	10:30 AM	General	1.0	Identifying, building and developing an LGBT pipeline of rising stars
10/8/2010	9:00 AM	10:30 AM	General	1.0	LGBT health disparities: Another case for partner benefits
10/8/2010	9:00 AM	10:30 AM	General	1.0	Reaching out to engage employees everywhere
10/8/2010	9:00 AM	10:30 AM	General	1.0	The bridge: Working across ERGs
10/8/2010	9:00 AM	10:30 AM	General	1.0	The business case For transgender-inclusive health benefits
10/8/2010	9:00 AM	10:30 AM	General	1.0	The care and feeding of straight allies at work: What LGBTs must know for successful inclusion
10/8/2010	9:00 AM	10:30 AM	General	1.0	The disability community and the LGBT community: Similarities, differences and alliances
10/8/2010	9:00 AM	10:30 AM	General	1.0	The Safe Space Program
10/8/2010	9:00 AM	10:30 AM	General	1.0	Twitter for human resources staff: Minimize your time, maximize your return
10/8/2010	9:00 AM	10:30 AM	General	1.0	When health care isn't caring: Combating health care discrimination of LGBT people and PLWHA
10/8/2010	11:00 AM	12:30 PM	General	1.0	Intersections of religion, sexual orientation and gender identity in the workplace
10/8/2010	11:00 AM	12:30 PM	General	1.0	The future of LGBT equality: The intersection of public policy and business leadership
10/8/2010	11:00 AM	12:30 PM	General	1.0	Anti-discrimination: From policy to practice
10/8/2010	11:00 AM	12:30 PM	General	1.0	After the dust settles: Rebuilding your ERG

Date	Start	End	Type	Hours	Workshop Title
10/8/2010	11:00 AM	12:30 PM	General	1.0	Bringing the T to the ERG: Advocating for a transgender-inclusive workplace
10/8/2010	11:00 AM	12:30 PM	General	1.0	Count me in: Including LGBT in workplace demographic data collection
10/8/2010	11:00 AM	12:30 PM	General	1.0	Employee resource groups in the next 20 years
10/8/2010	11:00 AM	12:30 PM	General	1.0	ERGs and employees in the beverage alcohol business: Driving for change in a conservative industry
10/8/2010	11:00 AM	12:30 PM	General	1.0	Health benefits for transgender and transsexual employees, the WPATH Standards of Care and the CEI
10/8/2010	11:00 AM	12:30 PM	General	1.0	Leveraging change management concepts to maximize impact of LGBT programs
10/8/2010	11:00 AM	12:30 PM	General	1.0	LGBT supplier diversity: How you can make an impact at work and in the community
10/8/2010	11:00 AM	12:30 PM	General	1.0	Rock the ages: Generational differences and ERGs
10/8/2010	11:00 AM	12:30 PM	General	1.0	Tweet me L8R: Discovering the benefits of working with Gen Y

