

OUT & EQUAL'S LGBT CAREERLINK WEBINAR:

"HOW TO HAVE A SUCCESSFUL CAREER AS AN "OUT" LGBT EMPLOYEE"

HELD WEDNESDAY, FEBRUARY 2, 2011 NOON PST

SPONSORED BY [Deutsche Bank Careers](#) AND ATTENDED BY 320 PARTICIPANTS, THIS WAS THE LARGEST WEBINAR TO DATE FOR [Out & Equal](#). PLANS ARE UNDERWAY FOR A SECOND WEBINAR ON THIS TOPIC OFFERING ADDITIONAL PERSPECTIVES. WHAT FOLLOWS ARE REPRESENTATIVE THEMES AND QUOTES.

The audience was "out" in a range of different ways

For example, employees working at companies with multi-state offices selectively choose which locations they are "out" to. For example, they might be "out" in California and New York, but not to the Mississippi and Arizona offices.

A sizable minority wondered why it's important to be "out" at work

"Why is coming out a necessity? We should focus more on blending in to be successful at work"

"Why talk about being "out" at work? I don't want to hear about my co-workers' personal lives so why should they want to hear about mine?"

"People do not want to know about me being gay"

Attendees were concerned about experiencing discrimination

"Our evaluation process is subjective. How would an "out" LGBT employee know that they are not being discriminated against when we are in a closed evaluation process?"

"I believe everyone's subconscious plays a role in their perceptions and that this might make its way to a negative evaluation for someone who is "out."

"My company just announced a two percent management staff reduction. I would love to know if "out" LGBT employees are going to be over-represented among those who lose their jobs."

Attendees believe LGBT employees offer strong work skills, chiefly:

- Resilience in the face of adversity and change
- Insights into marketing niches and the ability to develop marketing programs for new niches
- Listening to diverse opinions and managing conflict
- Being in tune to currently emerging trends and to what the customer wants
- Creativity and unique perspectives the "old school" guard doesn't think about
- Better people skills-employees and customers

Many attendees see themselves and their companies as role models

"I am a manager and I give hope to those who may not feel comfortable coming out. I am a visible sign of the company accepting my lifestyle."

"I help other allies come to terms with improving their ability to work with "out" LGBT employees."



“I regularly attend job recruitment fairs to represent LGBT employees on behalf of my company.”

“Allowing employees to bring their whole selves to work is something I preach from the top of my company.”

“My company wants to be a leader in championing fairness everywhere.”

Bisexual employees described unique issues

“If you’re bisexual and currently in a committed relationship with the opposite sex, you appear straight to most people. It is important to come out as bisexual even if it confuses people”

“I broke up with my same –sex partner and then was seen at company functions while I was dating a man. Everyone was talking about it behind my back. I don’t want to have to explain to people about bisexuality but just by being who I am I confuse people and they gossip about me.”

“Co-workers knowing that I am single and dating both men and women just invites invasive comments. As a result, I hide who I am.”

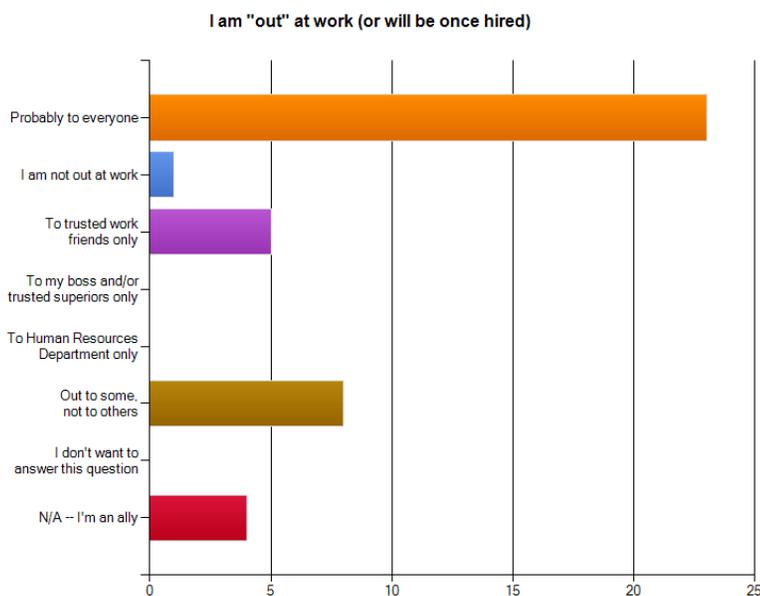
Transgender employees described unique issues

“I’m out as a visibly transitioning employee and I am the only one here. I get weird questions that I don’t want to explain. I go to HR about it, but they seem clueless how to deal with it.”

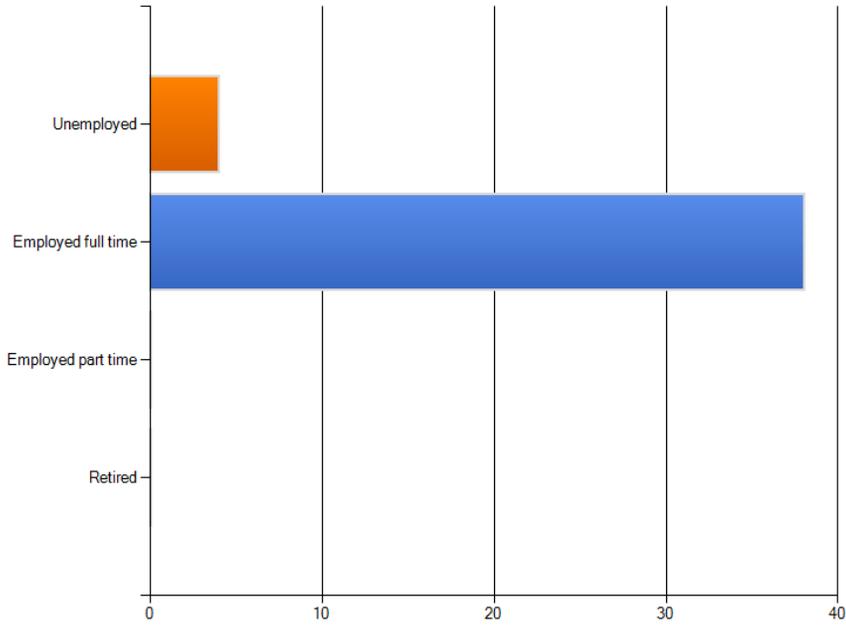
“I am the only transgender employee at my company. I am stealth here because I have seen what GLBT employees have to go through and it doesn’t feel safe.”

Graphs

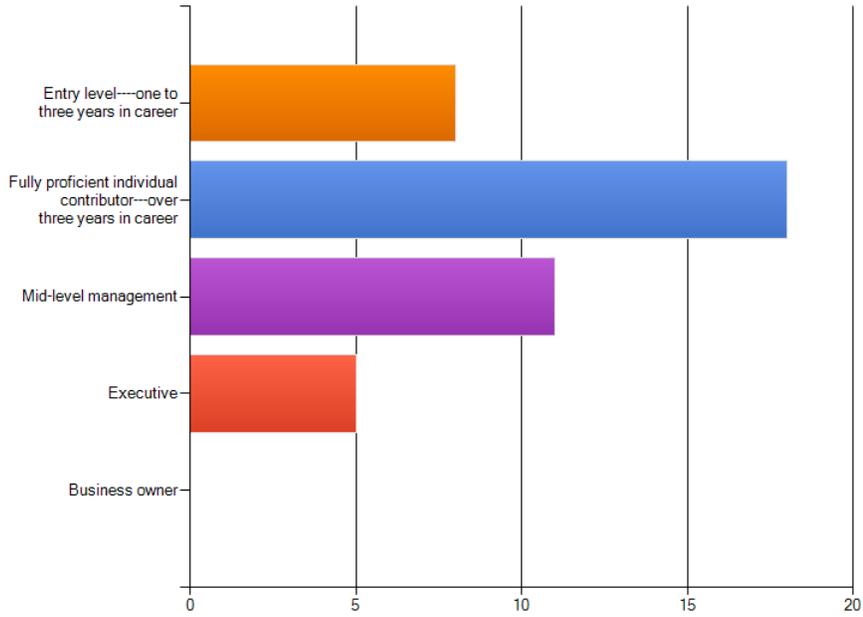
Graphs pertaining to degree of “outness,” employment status, career levels, whether or not the webinar helped attendees’ personal and professional lives and topics desired for future LGBTCareerLink career development webinars continue to the end, page 5.



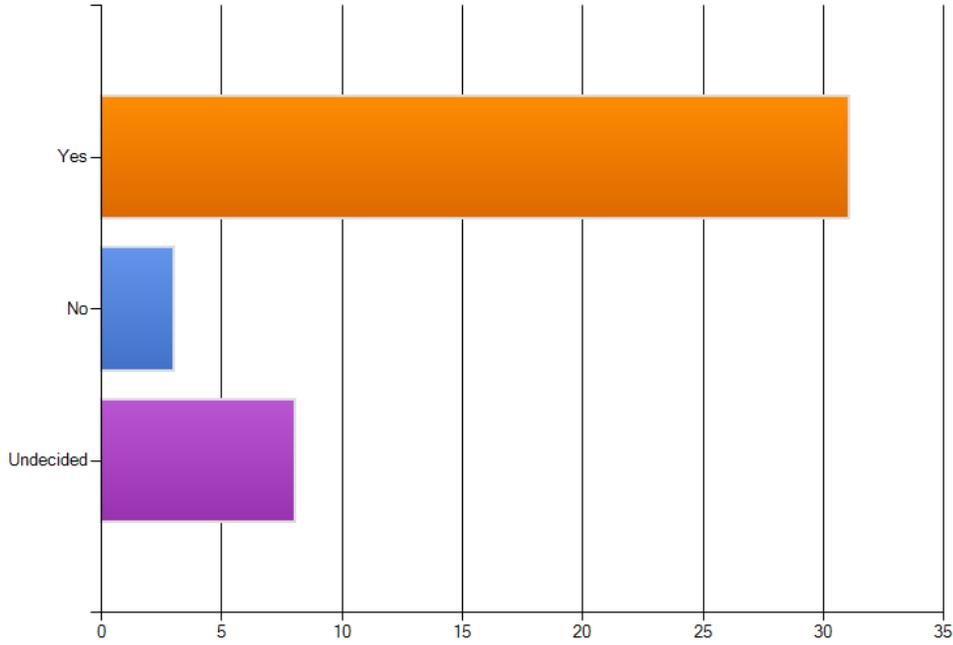
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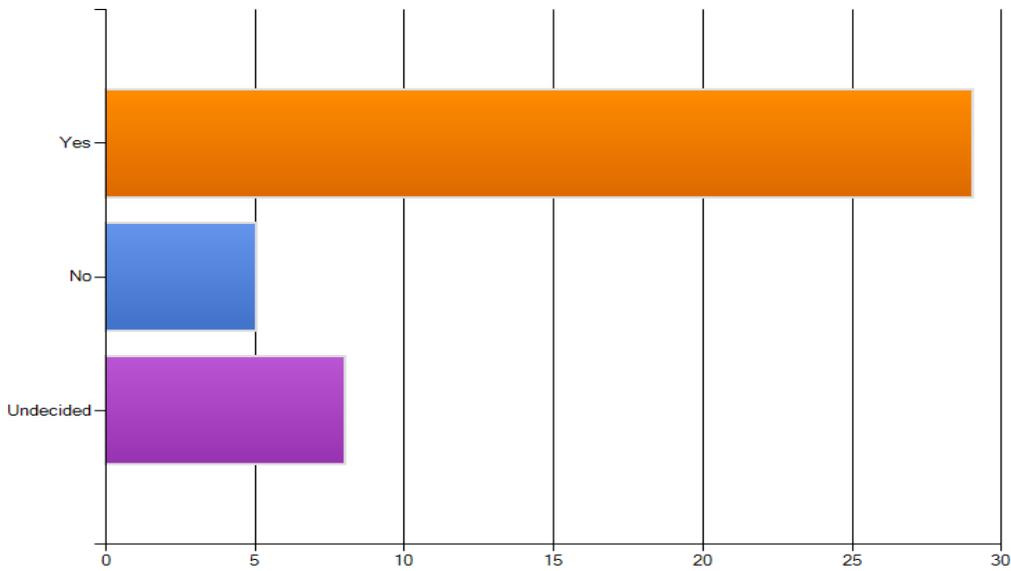
My career stage is:



Today's webinar taught me some skills about navigating my career as an "out" employee.



What I learned in today's webinar will help me in my personal life:



I think Out & Equal should provide career-related professional development topics for LGBT and our allies such as: (check all that apply)

