



With Your Host
Tom Floyd

SHOW HOST

Tom Floyd, founder and CEO of Insight Educational Consulting (IEC), is a dynamic business man and speaker, who has grown a multi-million dollar business guiding Fortune 500 companies in the implementation of change management, workforce performance, and learning solutions. The ultimate combination of a strategic visionary and project leader, Tom is cross trained in business strategy, focusing specifically on organizational change, human performance, and employee development.

GUEST BIOS

Selisse Berry is the founding Executive Director of Out & Equal Workplace Advocates in 1996. Based in San Francisco, California, Out & Equal is dedicated to creating safe and equitable workplaces for lesbian, gay, bisexual and transgender people.

Daryl Herrschaft is a Director with the Human Rights Campaign Foundation. Daryl is lead author of the HRC Foundation's annual Corporate Equality Index, a nationally recognized tool that rates corporate policies and practices on criteria that impact LGBT people.

Kate Karasmeighan is the Chief of Staff and Director of Affiliate Relations for National Gay & Lesbian Chamber of Commerce. The NGLCC is the largest LGBT business development and economic advocacy organization in the world.

David Stocum is a coach and principal of Great Lives Coaching. David specializes in assisting gay men in creating thriving lives. In addition to offering GayRelate, Get Clients Now and Get Hired Now, David has created coaching programs to support the coming out process.

Coaching LGBT Professionals in the Workplace

MONDAY NOVEMBER 12TH, 2007

11AM PT (2 PM ET)

In 30 states, you can be fired for being lesbian, gay, bisexual, or transgender. In the states where you can't, legislators came up with new laws making it illegal to fire someone based on sexual orientation.

In this program, our guests discuss how politics and business intersect on this issue. Our panel discusses the challenges LGBT professionals face in the workplace as well as the types of issues coaches can help address to ensure sexual orientation isn't a factor in forging a successful career.

HIGHLIGHTS

In the June 22nd 2007 issue of CondeNaste magazine **Portfolio**, author David Koeppl writes "The Lesbian Gay Bisexual Transgender (LGBT) community has huge buying power and a large disposable income. Companies realize that portraying a gay friendly workplace and marketplace go hand-in hand."

However within many organizations LGBT professionals continue to experience anxiety, fear, stress, and even harassment at work. According to **Echelon** magazine, issues impacting LGBT professionals range from fear in being fired based on their sexual orientation or gender identity to stress in discussing personal relationships and including same sex partners at workplace events.

Can LGBT professionals survive "coming out at work?"

Does advocating and supporting a gay friendly workplace have an impact on both company and individual performance?

Our panel of experts answer these questions and more.

Highlights of the show include:

- A discussion of the overall climate for LGBT individuals within a typical Fortune 500 organization.
- An overview of the challenges and issues impacting LGBT professionals.
- What it means for an organization to score favorably within the Corporate Equality Index.
- How coaches are helping LGBT professionals tackle issues ranging from discrimination to overall career development.
- The impact of being "out" on an employee's overall performance at work.
- Why legislation like the Employment Non Discrimination Act (ENDA) is critical for the future of LGBT professionals.

For more information on **Insight on Coaching**, feel free to contact Tom directly at tfloyd@ieconsulting.biz

"IN SOME CASES, SOME PEOPLE CAN SUFFER FROM INTERNALIZED HOMOPHOBIA AND WE NEED TO MOVE BEYOND THAT. WE NEED TO START COMING OUT TO OUR COLLEAGUES AND OUR SUPERVISORS. I THINK MANY PEOPLE ARE SURPRISED WITH THE RESULTS IN A VERY POSITIVE WAY BECAUSE SO MANY COLLEAGUES ARE JUST WAITING FOR THE PERSON TO SAY SOMETHING. IT'S SO MUCH MORE COMFORTABLE WHEN YOU FINALLY JUST SAY "THIS IS WHO I AM AND IT'S JUST NOT THAT BIG OF A DEAL.""

SELISSE BERRY

"THE CORPORATE EQUALITY INDEX IS THE ONLY COMPREHENSIVE NATIONAL MEASURE OF CORPORATE POLICES BASED TOWARD GAY, LESBIAN, BI-SEXUAL, AND TRANSGENDER INDIVIDUALS. IT'S A RATING SYSTEM. WE RATE COMPANIES ON A SCALE FROM ZERO TO ONE HUNDRED BASED ON WHETHER OR NOT THEY MEET CRITERIA THAT WE THINK DEFINES CORPORATE SOCIAL RESPONSIBILITY TOWARD THE LGBT COMMUNITY."

DARYL HERRSCHAFT

"THERE IS A PHENOMENON CALLED THE COST OF THE CLOSET. FOR EXAMPLE, IF YOU DON'T FEEL COMFORTABLE BRINGING YOUR PARTNER WITH YOU TO WORK EVENTS AND YOU DON'T DROP THE EVERY DAY PERSONAL DETAILS WE ALL GIVE AT THE WATER COOLER ON MONDAY MORNING, YOU'RE PERCEIVED TO NOT BE AS OPEN AND ENGAGED AT WORK. THAT REALLY IMPACTS THE FORWARD PROGRESSION OF AN LGBT PERSON'S CAREER IF THEY'RE IN THE CLOSET."

KATE KARASMEIGHAN

"WHEN I WORK WITH CLIENTS, WE'LL HAVE A CONVERSATION ABOUT HOW SAFE THEIR ENVIRONMENT IS. I'LL ASK THE QUESTION "WHAT'S YOUR FEAR AROUND BRINGING YOUR PARTNER TO THE PARTY?" AND GO FROM THERE. IT'S LIKE AN ONION, EVERY FEAR HAS DIFFERENT LAYERS AND AS WE PEEL THE DIFFERENT LAYERS AWAY WE'LL GET AT WHAT THE ROOT FEAR IS. I ASK QUESTIONS LIKE "WHAT'S THE WORST CASE SCENARIO? HOW WOULD YOU DEAL WITH THAT SCENARIO?"

DAVID STOCUM

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