

PRIDE

IN MY WORKPLACE

2006-2007 Accomplishments Report

Our Mission

Pride in My Workplace encourages workplaces throughout New York State to be free of discrimination and affirm the presence and contributions of their lesbian, gay, bisexual and transgender (LGBT) employees.

WHAT WE DO

- Educate employers and employees about New York State's Sexual Orientation Non-Discrimination Act (SONDA) and local non-discrimination laws regarding gender identity and expression.
- Publicize workplace best practices supporting LGBT employees and encourage employers to adopt them.
- Present on workplace issues at company Pride events and human resource or industry sector workshops.
- Recognize employers who have created an inclusive workplace at an annual "Equality@Work Awards Luncheon."
- Organize to increase the number of LGBT employee networks in New York State.
- Encourage employers and employees in the private sector to act as advocates for LGBT equality and justice.

"The Pride in My Workplace initiative is such a natural fit for me, allowing me to leverage my professional expertise to contribute to my community. I'm fortunate to work for a firm that values diversity and fosters a culture of inclusion, and I'm energized by the opportunity to help create supportive work environments for all LGBT employees in New York State."



Marla Hassner

Co-chair of the Pride in My Workplace Committee
Vice President,
Lehman Brothers

Equality@Work Awards

In 2004, the Equality@Work Awards were created to honor companies and individuals who are working to create an inclusive work environment that respects, welcomes, and supports LGBT professionals and empowers them to perform to their fullest potential. The award recipients are recognized at the Pride Agenda's annual Equality@Work Awards Luncheon, which is attended by hundreds of leaders from the fields of finance, technology, pharmaceuticals, fashion, real estate, media, law, organized labor and others.

2004

CORPORATE HONOREES:



corcoran
corcoran group real estate

INDIVIDUAL HONOREE:

Patricia Vivado
JPMorganChase

2006

CORPORATE HONOREES:



Kodak

INDIVIDUAL HONOREE:

Kym Ward Gaffney
PRICEWATERHOUSECOOPERS

2005

CORPORATE HONOREES:



INDIVIDUAL HONOREES:

Michael Fishman
Local 32BJ - SEIU

James Berg
Realty Advisory Board of New York

2007

CORPORATE HONOREES:

LEHMAN BROTHERS

XEROX

INDIVIDUAL HONOREE:

Richard Bowen
ERNST & YOUNG
Quality In Everything We Do

“The Genesee Valley Chapter of the Society for Human Resource Management (GVCSHRM) is working to create a more welcoming community for people of every gender identity and sexual orientation. Because our members are human resource professionals charged with ensuring that our organization’s policies and actions fall within the realm of either law or common practice, it is important to understand the salient issues of legal same-sex relationships and human rights legislation that protect LGBT people in New York State. Inviting the Empire State Pride Agenda to give a presentation to our chapter members was simply the smart and right thing to do for GVCSHRM. The resources that the Pride Agenda provides have helped our human resource professionals make informed decisions and recommendations that positively impact our diverse workforce.”



Fernán R. Cepero
President, Genesee Valley Chapter, Society for Human Resource Management



Workplace Presentations

As a resource to New York State employers, Pride in My Workplace offers presentations on workplace best practices tailored to the individual needs of the employer.

Over the past year, we have presented to HR directors, diversity councils and LGBT affinity groups from the following organizations:

Bloomington’s
Corning, Inc.
Genesee Valley Chapter, Society
for Human Resource Management
Macy’s East
MTV Networks/Viacom

Nixon Peabody LLP
Out & Equal Annual Summit
Polo Ralph Lauren Corporation
Reaching Out MBA Conference
Time Warner Inc.
Wachovia Securities



“Pride in My Workplace has been an invaluable resource during the development of Sterling Pride, Shearman & Sterling’s LGBT affinity group. Our firm places the utmost importance on attracting a talented, diverse body of professionals, and thanks Pride in My Workplace for its support of our goals in promoting an outstanding professional environment for LGBT employees”

Hugh M. Dorsey
Shearman & Sterling LLP

Sector Roundtables

Pride in My Workplace has developed a model for promoting diversity and sharing ideas and resources within industries through “Sector Roundtables.” Though many companies acknowledge the value in providing a supportive workplace environment, the approach taken to achieve such a goal may vary from one industry to the next. The most effective means to promote diversity in a law firm environment may differ significantly from the best approach within a fashion house.

Sector Roundtables provide an opportunity for employers to share best practices and discuss ways to help their company—and the industry as a whole—to be more supportive of LGBT employees. In addition to professionals and other employees from participating companies and firms, Roundtable members include Human Resources managers, diversity council representatives, and employee resource group (ERG) leaders.

INTERBANK ROUNDTABLE

Formed in May 2006 and soon thereafter associated with Pride in My Workplace, the Interbank Roundtable was the first Sector Roundtable. Through the Interbank Roundtable, LGBT network members from firms in the financial services industry have been discussing topics ranging from company equal employment opportunity (EEO) and benefits policies to philanthropy. The Interbank Roundtable’s goals are to enhance each firm’s LGBT network by supporting their diversity events and contributing to cultural change on Wall Street.

FASHION & RETAIL ROUNDTABLE

The Fashion & Retail Roundtable will launch in June 2007. Professionals from the fashion and retail world plan to discuss how to help employers within these related industries demonstrate support to LGBT employees.



“We are proud of CIBC’s track record on diversity and equity. Our Employment Equity and Diversity policies include sexual orientation and gender identity. Notably, we provide support for our employees through gender transition and for employees who are pioneers in marriage equality. We have a globally-active “CIBC Pride Network” that is closely aligned with Human Resources. As co-chairs of the U.S. CIBC Pride Network, it has been our privilege to partner with the Pride Agenda’s Pride in My Workplace, particularly through its mentorship program, which has played an integral role in strengthening CIBC’s leadership in diversity.”



Jacob E. Miles & Mark Gardner
Co-chairs of the U.S. CIBC Pride Network,
CIBC World Markets Corp.

LEGAL PROFESSIONALS ROUNDTABLE

Since its first meeting in January 2007, 27 employees from 18 law firms have participated in the Legal Professionals Roundtable. Using the “Best Practices Guide” as a starting point for discussion, participants are exploring ways to work together to make the law firm ‘industry’ more inclusive for its LGBT employee population. A recurrent theme in the Roundtable is how to turn policy into practice through education and advocacy.

The following firms have participated in Legal Professional Roundtable meetings:

Cahill Gordon & Reindel LLP	Kramer Levin Naftalis & Frankel LLP
Chadbourne & Parke LLP	Latham & Watkins LLP
Cleary Gottlieb Steen & Hamilton LLP	McDermott Will & Emery LLP
Cowan, DeBaets, Abrahams & Sheppard LLP	McKee Nelson LLP
Cravath, Swaine & Moore LLP	O’Melveny & Myers LLP
Davis Polk & Wardwell	Orrick, Herrington & Sutcliffe LLP
Debevoise & Plimpton LLP	Shearman & Sterling LLP
Dechert LLP	Sullivan & Cromwell LLP
Dewey Ballantine LLP	Vedder, Price, Kaufman & Kammholz, P.C.

UPCOMING ROUNDTABLES:

Pride in My Workplace anticipates the launch of the Pharmaceutical Industry Roundtable and the Media Roundtable in the coming months.

Pictured above (left to right): **Chris Cormier**, Empire State Pride Agenda; **Antonio Centeno**, Credit Suisse, Interbank Roundtable Member; **Ross Leimberg**, ZS Associates; **Marla Hassner**, Co-chair of the Pride in My Workplace Committee, Lehman Brothers; **Hugh M. Dorsey**, Shearman & Sterling LLP

Best Practices Guide

Written for Human Resources executives and senior business leaders, *Pride in My Workplace: A Best Practices Guide for New York State Businesses to Support Lesbian, Gay, Bisexual and Transgender Employees* (the *Best Practices Guide*) provides information to employers about how to create an inclusive and supportive workplace environment for LGBT employees. The *Best Practices Guide* suggests six best practices as a starting point for employers, and provides a sound business case for adopting these practices. The *Guide* also features success stories from JPMorgan Chase, Kenneth Cole, Viacom, Debevoise & Plimpton, Kodak, CMP Media and *The New York Times*.



The *Best Practices Guide* first became available to employers in June 2006. Since then, more than 1,500 copies have been distributed in hard copy and countless more have been downloaded in PDF format from the Pride Agenda website. The *Guide* has been distributed at events organized by companies and professional organizations including:

- Equality Leadership Conference, Rochester
- Empire Blue - Pride event, Albany
- Manhattan Chamber of Commerce, LGBT Business Committee, New York City
- New York City Bar Association - Committee on Lesbian, Gay, Bisexual & Transgender Rights
- PricewaterhouseCoopers - “Coming Out Day” event, New York City

You can download a copy of the *Best Practices Guide* online at www.prideagenda.org or request a hard copy directly from the Empire State Pride Agenda.

EMPIRE STATE PRIDE AGENDA

The Empire State Pride Agenda Foundation is the non-partisan 501(c)3 research, education and advocacy organization affiliated with the Empire State Pride Agenda, Inc. The Foundation advances the Pride Agenda's public policy goals by: educating public officials and policymakers; building coalitions and mobilizing allies; and organizing, empowering and educating the LGBT community in urban suburban and rural communities across New York State.

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