



BGLAD Newsletter

February, 2000

Bisexuals, Gays, Lesbians and Allies At DuPont

Contact: BGLAD.BGLAD@usa.DuPont.com

See us at www.DuPontbglad.com

BGLAD meets GSB Leadership

A small group of BGLAD members met with the leaders of the Global Service Business to discuss BGL topics and support GSB leadership on their journeys of understanding and advocacy for bisexuals, gays, and lesbians.

News: What are your views on gays and lesbians at DuPont?

GSB: There is a genuine lack of understanding among employees, including management. We've been working on racial and gender equality longer and there is progress. On sexual orientation equality we have much further to go. We must provide a safe and productive working environment for every employee and contractor if DuPont is to be successful.

News: There have been many incidents in DuPont where hateful things were said or done to a gay or lesbian DuPonter by another DuPonter. What are we doing in the GSB to prevent this?

(Continued on Page 2)

GSB Leadership Meeting	1-2
Interview: Vital de Carvalho	1, 3-5
Couples	5
BGLAD Member News	6-7
Family Stories	
How Did You Spend Y2K?	
AT&T League Scholarships	7
Citigroup Provides Benefits.....	7
Gay Murder in Brazil	8
Membership Update.....	9

Vital de Carvalho

If you visit DuPont's offices in Alphaville, Brazil, you can meet BGLAD's southern-most American member: Vital de Carvalho. Vital recently was elected to the BISC and we asked him to tell BGLAD about his life and comment on gay rights in DuPont and Brazil. First the vital statistics:



(Continued on Page 3)

This Newsletter is published by BGLAD--Bisexuals, Gays, Lesbians and Allies at DuPont. If you wish to receive the Newsletter, please send a confidential email to BGLAD.BGLAD@usa.DuPont.com or via paper mail to P. O. Box 2192 Wilm., DE 19899-2192. All mail received by BGLAD is confidential. The leader of BGLAD (the Network Liaison) is Carol Lowrie (carol.l.lowrie@usa.DuPont.com). The editors of the Newsletter are Michael Leach (michael.b.leach@usa.DuPont.com) and assistant Bob Leipold (robert.j.leipold@usa.DuPont.com). The Newsletter is published six times per year. Submission of relevant articles and information is very welcome. See us at www.DuPontbglad.com

BGLAD meets GSB Leadership

(Continued from Page 1)

GSB: When an incident is reported, we've done a good job following up and stopping the inappropriate behavior. But very few incidents get reported. We don't hear about the tire slashings, the nasty notes left on cars or in lockers. We want all employees to feel they can confidentially raise concerns to their supervision or Human Resources with confidence that action will immediately be taken.

News: We were distressed by the hate email sent to BGLAD in response to the announcement of Congressman Frank's speech at DuPont last fall. What do you think happened and what should we do about it?

GSB: In the GSB, we tried to make it clear to every employee what our non-discrimination policy is and that we support BGLAD. We will not tolerate behavior that contravenes our policies. Unfortunately, the message didn't reach everyone. I think we realize that because people are uncomfortable and have not had enough information and opportunity to learn about their gay and lesbian colleagues, inappropriate reactions unfortunately happen. We need to approach everyone with care and concern and help them to follow our non-discrimination policy. At the same time, everyone must know that we will not tolerate any kind of disrespectful behavior and will communicate all incidents via the People Treatment Bulletins so that corrective action is broadly known.

News: It's been seven years since the Non-Discrimination Policy included sexual orientation -- why is change so slow?

GSB: We are not doing enough about education and providing people the opportunity to get beyond stereotypes. There are excellent materials available to help GSB employees learn about diversity, including the Creating a Respectful Workplace (CREW) course, which we are offering to all employees. We are considering using CREW and other programs to support the GSB staff as it works

to expand its diversity focus. The bottom line issue isn't one of religious beliefs or geography: it's the recognition that gay and lesbian people experience love and family in a different way and that DuPont values all people regardless of their innate qualities.

News: One of the big issues for gay and lesbian DuPonters is the lack of health care benefits for our partners and families. What's your view on this?

GSB: There are a lot of angles from which to view the question: equity, legal, moral, business, religious... The thing that unites us as DuPonters is that we are all in business and all trying to offer products and services to meet our customers' needs at a profit. Depending on how far on the journey of learning we are, we may hold a wide variety of beliefs. Regardless of our personal beliefs, from a business perspective, we know that we want to attract and retain the most qualified people in DuPont. I'm not sure of the business case for partner benefits and I'm looking forward to a dialog with HR leadership on this subject. We know that many of the companies we compete against offer healthcare benefits to domestic partners and families, usually regardless of their sexual orientation.

News: If DuPont is typical, there may be 5,000-10,000 homosexual DuPonters worldwide. What can you do to help us get healthcare benefits?

GSB: In this and other meetings, we are learning a lot about our gay and lesbian employees and their needs. We will discuss our learnings with corporate HR management, both to ensure we're doing the right things to provide a safe and productive working environment and to discuss healthcare benefits.

Thanks for meeting with us and let's have a regular dialog so we can continue to support BGLAD and our gay and lesbian employees. And a word to our employees: please don't hesitate to contact anyone in the GSB leadership with your ideas and concerns. (MBL)

Vital de Carvalho (Continued from Page 1)

Vital was born in 1970 in Santo André, Brazil, very near Sao Paulo. His parents were born in Vitoria and Aracaju -- 1000-2500km from Sao Paulo. Mom has a clothing store and dad works in a company that makes parts for automobiles. Vital is the first in his family to attend university. Until 1999, he lived with his family, including sisters Solange and Elisa and her 2-year old daughter Bruna. "Bruna is the woman in my life -- she's my goddaughter." In Brazil, the godfather is the closest friend of the family and the person who would take the child if something happened to her mother. Vital sees Bruna a few times each week to take her to play and be a father figure in her life.

News: You lived at home until last year--this is traditional in Brazil.

Vital: Yes. It is interesting being out of my familial home. For years, I was so busy with work and studies that I didn't have time to sleep, much less meet other people. Now that I'm living alone and I'm not taking any courses, I'm having a holiday and enjoying furnishing the apartment, learning to cook and relax. It's like a new phase in my life: having a private place and some time to be alone and think and reflect.

News: How has your career at DuPont worked out?

Vital: I started in 1988 as a trainee in Information Technology; after one year I was contracted as a regular employee, and I spent three years as a systems analyst in IT. In 1992, I started full-time in Ag Products as a credit analyst and then as a business analyst. In 1997, I transferred to Treasury as a financial analyst. From 1989 to 1994, I took my degree in Business Administration, which was the key to start working in the Finance function, in 1992.

News: What does your work involve?

Vital: I manage the relationships between DuPont and all Brazilian banks; take care of cash management, capital structure, risk and exposure

management, and insurance. Because the currency is not always stable, DuPont has many hedge contracts to protect against local currency fluctuations-- I help to negotiate these contracts and work with other regions to develop financial strategy, place currency hedges and handle cash exchanges. I'm working to customize the DuPont U. S. treasury courses and offer in them in Brazil as part of the worldwide DuPont Financial University.

News: What do you want to be when you grow up?

Vital: My career goals are mostly focused on Finance, both corporate and within a business. I'm working now on a Masters degree in Finance, and I'd like an international assignment or two.

News: Are you Out at DuPont?

Vital: Yes! One year ago, I began the process of coming out in DuPont; first with close friends, then the word spread to my work group and beyond. I found that everyone already knew I was gay -- what a discovery!! -- they recognized the signs, no girlfriend, etc. I was creating this fantasy life for others who knew it was a fantasy! I didn't make a big announcement but I stopped hiding my sexual orientation. I got tired of having to live two lives and it was so great to be myself.

About the same time, there was a finance meeting on diversity and it was apparent that people knew little about minorities. As no one knew about BGLAD, I contributed to the discussion by explaining BGLAD to the group and how minority networks work and that DuPont Brazil should use networks too. It was a revelation to some in DuPont. Many people congratulated me after the meeting for coming out in public and for supporting minorities. Now the ball is rolling and cannot be stopped.

News: How have you been treated in DuPont?

Vital: From the first day, I've had good support and no major differences in day-to-day life. I've never had any incidents about being gay in DuPont. I think I was not discriminated against, although I know some people were surprised about my

orientation. Most people just don't know what to do or how to feel about sexual orientation issues -- they don't know how to calibrate the working environment in DuPont on a gay-friendly scale. I'm the only out gay person in DuPont Brazil. I believe there are other gay and lesbian people in DuPont Brazil, but were not organized or interacting much. The few inappropriate remarks are a matter of people making jokes and comments that come from ignorance, not hostility. They really don't know how to treat gay people and don't realize the impact -- we can't blame them, but we must educate them. I'm talking here about my friends and colleagues. We'll make a small start and begin with education!

News: Do you have support from your family and friends?

Vital: My parents both "know", but not formally; they accept me, but don't understand; it's perhaps easier because I don't have a partner. Our relationship is strong and it will withstand an impending formal declaration about my orientation. Up to now, they haven't asked and I haven't told. I do have my gay friends at home sometimes, and my parents love transcends things they don't understand. My sisters understand and support me. I am a lucky person -- I have many friends - gay and hetero friends from school. We go to gay and non-gay places. I've had had some serious relationships in the past, but haven't found the love of my life yet.

News: What do you do for fun?

Vital: Mostly, I travel. I've been to a number of the beaches in Brazil (Rio Janeiro and the Northeast of Brazil) and the interior. At Bonito, a city near the wetlands of central Brazil, the water is crystal clear and you can see all the fish and plant life -- just amazing, as it's near the jungle; good snorkeling. I went to Europe in 1993 --France, England, Netherlands, Germany, Italy, Austria, Portugal and Spain and Prague. I go to see the sights in the big cities, and with a couple of gay friends we went to the churches, museums, nightlife, restaurants and gay pubs or dance clubs occasionally. It's amazing to cross a national border and see everything is different --food, language, culture behaviors --

amazing to see such differences in such a short distance. The U. S. and Brazil are very large countries with many common customs, language, and food. Europe is very different from place to place. I'm a big Disney fan! And have been twice to Disney World in Florida. I've been to the U. S. several times -- places like Miami, New York, and Washington -- being the typical tourist. My trip to NYC was amazing also: I arrived on Halloween with my Dracula costume; I joined the big New York City parade and had a lot of fun. Washington was neat - went to the Mall, the great Museums and monuments -- a beautiful place with all the parks and nice people -- very helpful with directions and advice. In Washington, I liked the small Women's History Museum the most -- it was interactive and showed the roles of women, clothing, and décor through the ages. It was even possible to try on the old clothing -- I was with a Brazilian woman friend who works at DuPont in Ag, and she tried on the corset but didn't like it much! The Holocaust Museum was very powerful as well.

News: Why are you serving on BISC?

Vital: The first time I went to DuPont Wilmington, I talked with BGLAD members and arranged to meet with Mark and Tim and we had lunch and enjoyed the time together. I started thinking then to do more to support BGLAD. When the note from Carol announcing the BISC vacancies arrived, I responded with a note saying I would like to explore being on BISC.. Then two months later "Congratulations! You've been elected to BISC!" I was surprised a lot, but I am willing to try to help.

News: Are there gay and lesbian groups in Brazil?

Vital: Several organizations now exist; most sprung up as a result of AIDS. I want to form a BGLAD chapter in Brazil and maybe South America, but I'm not sure how to go about it. I'll start traveling this year around South America on business, and I'll learn if there is interest in other countries or whether it's safe to be gay in other countries. I want to go slowly and learn before acting. I haven't talked with the DuPont management yet, and I'll start sounding people out soon -- I have a meeting

with our HR director soon. I need to prepare some good material that is not too scary to other people; needs to be soft. Several people in DuPont Brazil are interested in BGLAD, but there is no marketing of BGLAD in the region.

People treat me great! -- almost like they don't know I'm gay or don't care. I'm a friendly person, so perhaps it's easier. But they need to know more about being gay, so they can understand and respect gay people. I may be an example of being gay for them, but I do not want them to think I am the only type of gay personality - I want them to respect gays in general, not just gays like Vital is and disrespect other gays (see related story on page 8)

News: Any last comments?

Vital: Education is key. People want to help work better with minorities but they just don't know how. The negativism comes from ignorance. We have to work on that; have to dispel the stereotypes and allow people to know us as just people with our special characteristics.

You can visit Vital's personal internet site at:

<http://pessoal.mandic.com.br/~carvalv/>

Mbl

Couples

February is the month for Valentine's Day and it seemed an appropriate time to include this item on gay and lesbian couples. Thanks to a BGLAD member who first assembled this piece (and a prodigious amount of additional information) and published it to the network during Gay History Month in October 1998.

One of the biggest challenges that gay and lesbians face is when we DO find that special person in our lives. The challenges of living as a couple are even more difficult than just living life as an openly gay or lesbian person.

In 1983 a study about American couples (heterosexual married and unmarried, and gay and lesbian couples were included):

- In general the partner with the greatest income has more power within the relationship. In only one category was this not the general rule. For lesbian couples this did not seem to apply. For gay couples, the connection between power and income was stronger than even for heterosexual couples.
- Gay men enjoy their jobs more if they can be out at work. For lesbians this did not seem to be as much of an issue. This, the researchers speculate, may be because single women are not assumed to be lesbian as readily as single men are assumed to be gay.
- During the first two years of a relationship, gay men have sex together more often than any other category of couple. After ten years, they have sex together much less often than do married heterosexual couples. This reflects a common pattern by which gay male relationships turn into more of a friendship than a sexual relationship after a period of years.
- In 1990 the US Census, for the first time, included a question that more or less identified gay couples. It counted 88,200 gay male couples with an average household income of \$56,863 and an average age of 34.4 and 69,200 lesbian couples with an average household income of \$44,793 and an average age of 34.0.

NEWS FROM BGLAD MEMBERS

FAMILY STORIES

(We asked BGLAD members to write us about their family situations and we'll be delighted to include your story!
MBL/RL)

Pam

I am a 36-year-old woman who has been involved with my partner for over six years. She came to our relationship with three children, our daughter (15) and two sons (10 and 8). We live together in the Philadelphia area. The neighborhood we live in is a very Catholic, Republican area. Needless to say our transition here has been eventful. We are very involved in the local elementary school and over time we have become just another set of active parents. The teachers have for the most part learned to accept us as we are. The children's father is also very involved so it is not unusual for all three of us to attend parent conferences or meetings together. Just to add an interesting side-bar, dad is also gay. Over time most of the families in the area have accepted us and respond to us like anyone else. Sometimes we will experience negative events such as writing racial slurs in the dirt on our cars or hear comments from the local teens--something that happens less and less frequently. At times it is very difficult for the children to explain why they have two moms. We work very hard to show them that we are not ashamed of who we are, but we also understand their trying not to be different among their peers. For us this means that we leave the explanation of "who I am" up to them. If they choose to call me their aunt to their friends that is how I respond and if they refer to me as their other mom that is how I respond. We try not to make a big deal about it and let them adjust at their own pace. Sometimes they will call me Mom and other times they call me Pam. I respond to both. Life is a little different with the teenager. She is all about fitting in and having gay parents just doesn't work. For her we let her tell people at her own pace. If she has sleep-overs it is up to her to explain why my partner and I sleep in the same bed. We also attend all school functions

for her. She knows that we are interested in her education so therefore she has to accept that her teachers know her family situation.

The lack of domestic partner benefits from DuPont is a serious issue for us, despite the fact that the children are covered by their father's insurance. My partner is not covered by his insurance because they are divorced, she's not covered by my DuPont health care benefits, and she's not covered by her own employer's plan because she runs her own business. I've written to DuPont management about this (and gotten a response!). I'm still trying to figure out how to make the argument for domestic partner benefits in terms he can accept.

My partner, their father and I sit down about once a week to discuss all the different things that are happening around the children. Anything and everything is discussed. When my partner is away the kids dad and I have co-parented. The children are used to having three active parents--they don't always like it but they have accepted it. Our families know about all of us and this Christmas we celebrated with my family, my partner's family, and the children's father. Ours is indeed a unique situation and we surely have some difficulties. We work very hard to keep everyone's feelings in the forefront and try to remember that we make mistakes. We use every resource available to us and I feel like we do a tremendous job in a very different circumstance. Pam

HOW DID YOU SPEND Y2K EVE?

(We asked some BGLAD members how they spent the Y2K Event -- here are some responses...)

Rose and I spent the evening much as we do every year -- home in front of the TV with Dick Clark -- but we did do something different this year just because it was the millennium. We went up stairs at midnight with the video camera and took pictures of a sleeping Dillon so he would know and be able to tell folks what he was doing on the big night!! Leslie

We spent Y2K at Penn's Landing in Philadelphia.....watching the fireworks from Camden. A great way to ring in the Millennium in Wilmington's back-yard! Gary

Sitting at Barley Mill Plaza watching for electronic break-in attempts (which thankfully never came). I did get to the New Year's Eve party in time to have a glass of champagne. MBL

SCHOLARSHIPS AVAILABLE

The LEAGUE Foundation at AT&T is looking for graduating high school seniors who are college bound. It is my understanding that this year, we will award \$1500 scholarships instead of \$1000 and at least one scholarship in the name of Matthew Sheppard for \$2500. All information can be found on <http://www.league-att.org/foundation> I will be glad to print and mail out information for those who do not have access to the web.

The LEAGUE Foundation provides educational opportunities to Lesbian, Bisexual, Gay and Transgendered youth. It is an outreach of LEAGUE at AT&T, a not-for-profit organization.

Applications must be postmarked by 2/28/00.

Please call me and I will assist anyone from the Philadelphia/Delaware area who might apply.

Joel Stango
AT&T Business Customer Care
Brandywine Corporate Center
650 Naamans Road, Floor 2
Claymont, DE 19703

302-793-4833 (Voice) 302-793-4777 (Fax)
jstango@att.com

CITIGROUP --NATION'S LARGEST FINANCIAL SERVICES FIRM TO OFFER DOMESTIC PARTNER BENEFITS

Tuesday, Feb. 8, 2000

WASHINGTON - The Human Rights Campaign has learned that Citigroup informed its employees today that it will offer them domestic partner benefits, becoming the nation's largest financial services firm to provide such benefits.

"We recognize that balancing work and family issues places financial, emotional and time demands on all of our employees," Citigroup's Human Resources Department said in a memo obtained by HRC. "Our commitment to diversity and our competitive goal of becoming the employer of choice in the financial services industry require that we continually evaluate the range of benefits we offer our employees."

The memo said the company anticipated opening enrollment in May, after completing some administrative details. Benefits will be available to same- and opposite-sex domestic partners. "Citigroup's move is part of growing trend in business toward recognizing the value of a fair and inclusive environment for gay and lesbian workers," according to Kim I. Mills, HRC's education director. "Domestic partner benefits are smart business. They can give employers a competitive advantage in recruitment, boost employee morale and send a signal to consumers and investors that a company is making a tangible commitment to diversity."

Citigroup becomes the fourth among the top 10 Fortune 500 companies to announce domestic partner benefits. (Citigroup is No. 7 on the Fortune 500.) "Citigroup's new policy further highlights how out of step ExxonMobil is," Mills added. ExxonMobil, which ranks No. 4 on the Fortune 500, rescinded Mobil's domestic partner benefits when the companies recently merged. Nearly 3,000 private and public employers provide these benefits, including 87 of the Fortune 500, according to HRC's WorkNet, which tracks such trends.

Additionally, more than half of the Fortune 500 include sexual orientation in their non-discrimination policies.

"These benefits are a step toward equal compensation for millions of Americans with an unmarried partner. It's equal pay for equal work," Mills said.

Brazil Gay Murder Protested

Tuesday February 15 01:23 AM EST

Brazil is no stranger to gay-bashing murders; the Brazilian Association of Gays, Lesbians and Transgender Persons (ABGLT) has documented 170 in 1999 and the [Grupo Gay de Bahia](#) has documented 1,661 in the last decade. But a February 5 attack by 30 skinheads on two gay men in heart of Sao Paulo that killed one has sparked protest both locally and abroad. Sao Paulo is described as one of the most diverse and tolerant cities in Brazil. About 400 people, including some politicians as well as activists, huddled in light rain with candles, flowers and signs on the night of February 12 at the spot in the Praca da Republica where the gang attacked Edson Neris da Silva and his friend Dario Pereira Netto, according to a Reuters report. Just hours before that demonstration began, two transsexual people were found dead in different parts of Sao Paulo, both stabbed in the heart. Brazil's leading weekly magazine "Veja" editorialized against the attack on da Silva, saying, "The prejudice in Brazilian society is great and often violent, as was seen last week in Sao Paulo where a group of maladjusted people ... killed a gay man with punches and kicks for no other reason than hatred of difference."

The [International Gay and Lesbian Human Rights Commission](#) (IGLHRC) has also called for international letters of protest to Brazilian officials, demanding a thorough police investigation and full and fair trials for suspects. Grupo Gay da Bahia has found only a 4% rate of conviction for the gay-bashing murders it has documented.

IGLHRC cited a statement by Netto, who described how at about midnight early on the morning of

February 5, he and da Silva were walking through the Praca da Republica, a notorious cruising area. About thirty people with shaven heads, clothed in black, set upon the two, who ran in opposite directions; Netto managed to escape. Unnamed witnesses said da Silva was beaten for about 20 minutes, during which, "All you could hear was the sound of fists. After they finished they left as if nothing had happened." The assailants kicked and punched da Silva, some with brass knuckles, and whipped him with chains. He was said to be unrecognizable after the attack, and died soon afterward. Witnesses had called police, who arrived after the gang had dispersed. At a nearby bar, they arrested 18 people, 16 men and 2 women, who confirmed that they were members of a skinhead group; witnesses were able to identify at least 5 as part of the attack, and one of the men reportedly admitted his participation. Seven other suspects reportedly could not be detained by police because they were underage. District police chief Francisco Missassi told reporters soon after the attack that although skinhead groups had been active in Brazil for some time, he was not aware of any prior murders by such groups in his district. The police had continued their search for suspects at least through February 7.

[IGLHRC recommends letters of protest be sent to [Exmo. Sr. Jose Gregori](#) (fax: 55 61 226 7695), Secretario Nacional dos Direitos Humanos, Ministerio da Justica, 70064-900 Brasilia - DF; copies should be sent to [Marcelo Cerqueira](#) (fax: 55 328.2262/ 9989.4748), 40022-260, Salvador, Bahia, Brasil. For more information, contact IGLHRC's [Emergency Response Network](#).]

MEMBERSHIP UPDATE

Katie Replogle

Our membership is now 242, down from 247 in December (one new ally and doing an update on the entire list led to the changes)

BGL's: 119 B: 4
 G: 55
 L: 60
Allies: 123 Advocates: 56
 Supporters: 67

By location:

	<u>BGL's</u>	<u>A's</u>	<u>Total</u>	<u>sites</u>
Wilmington area	80	101	181	22
All other US sites:	36	20	56	29
non-US sites:	3	2	5	3

MEMBERSHIP CHANGES SINCE 1/1/96

	<u>Gained</u>	<u>Lost</u>	<u>Net</u>
BGL's	61	50	+11
Allies	91	27	+64
Total	152	77	+75

Reasons for leaving network:

- Left company 35
- Sold business 23
- Retired 9
- Request 5
- Lack of work 5