



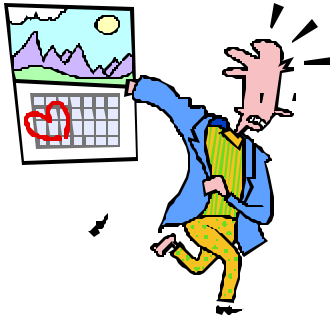
BGLAD Newsletter

February 2003

Bisexuals, Gays, Lesbians, Transgenders and Allies at DuPont

URL: www.DuPontBGLAD.com

E-mail: BGLAD.BGLAD@usa.dupont.com



We're Back!

- Thanks to all for the positive feedback on the last newsletter. The editorial team has made a firm resolution to publish more frequently this year. But you know how resolutions go! So, if you have a story idea or newsletter content (especially a review of a movie or book with BGLT themes) please submit your contribution to John P. Gardner.

Katie Replogle Reflects on 2002

Happy New Year!

This is the time when many of us take stock of what we've done in the past year and what we'd like to do in the coming year. At our December meeting, the Steering Committee reflected on BGLAD's accomplishments in 2002. Here are some of the highlights:



- We held our fifth Speaker Event in October, and Faith Wohl gave an inspiring and provocative speech.
- Members of the Steering Committee met with HR VP Dennis Zeleny to educate him about network issues and enlist his support.
- The Newsletter team produced a flashy newsletter loaded with information and color graphics.
- The Communications team used Zoomerang to conduct a survey of the membership.
- A new BGLAD display board has been designed and will debut at the MLK Day celebration in January.
- We gained 37 new members, and doubled our transgendered membership!

Let's give ourselves a round of applause!

What's in store for 2003? The Steering Committee has developed our Critical Operating Tasks, which have been sent to the network. High on our list is that perennial favorite, Domestic Partner Benefits. But we will also be directing significant effort toward increasing the visibility of BGLAD and educating ourselves and others about transgendered issues. And we want to start planning as early as possible for our next Speaker Event.

What can you do in 2003? Help make BGLAD more visible by displaying a "Safe Space" magnet in your workspace. Invite someone to join the network. Current members are our best recruiting tool: almost 75% of our members report that they knew a member before they joined BGLAD. Volunteer to plan a social event for members in your area. Put up a display at your site for National Coming Out Day. Staff a BGLAD table at a diversity event in your community.

Finally, I encourage you all to TALK to the Steering Committee. What are your concerns and ideas? How can we help you address those concerns or carry out those ideas? What's going on at your site, in your business, or in your workgroup that could be shared across the network? We offer an open discussion session at the beginning of each of our monthly meetings. You can also reach us by email ("BGLAD BGLAD" in Lotus Notes) or by phone (302-571-9112).

Let's work together to make 2003 another great year for BGLAD!

-Katie

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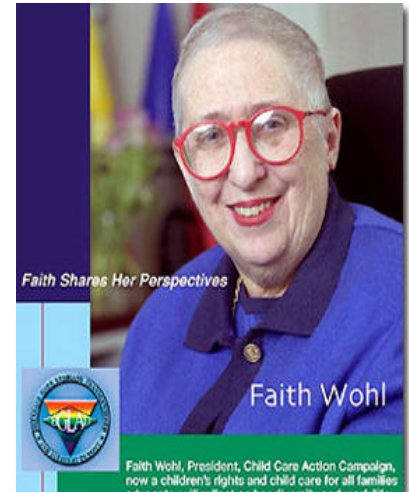
Faith Wohl Addresses Diversity Progress

Child Care Action Campaign President and former DuPont diversity director Faith Wohl spoke about the importance of respectful treatment of people on October 4, 2002 at the fifth annual Diversity Education Speaker Series Event in Wilmington, Delaware.

In her speech, Faith said DuPont has made progress in encouraging diversity in the workplace, but still has significant work to do, and challenged senior leaders to move faster in accomplishing these goals. She said, "Creating an environment that is friendly to families and employees is not just a matter of programs or bene-

fits." "It is really a matter of creating a culture of respect." In addition, Faith called the lack of progress in advancing diversity a matter of ethics.

The event was well-attended by senior leadership, who seemed genuinely interested in meeting and listening to the ideas of the BISC and Event Design Team. Unfortunately, the event was sparsely attended by the general population of DuPont. This is a real concern, since lack of attendance could signal lack of interest or commitment from BGLAD membership, and impact the advancement of BGLAD COTs. We're in the process of determining whether or not an event can be planned for this year, based on budget constraints.



Gender Talk By Joy Schroeder

First Steps:

When a person decides to transition it sets in motion a whole series of events that can be at times an emotional roller-coaster and very often frustrating but at the same time the whole process brings a sense of completeness to one's life.



Transitioning in the workplace that I had been a part of for 20 years created it's own set of fears and anxiety. I can still remember that first day, five years ago, when I came to work as Joy. Fear of ridicule, and rejection were just some of the feelings I fought to overcome that first day. I didn't know what to expect, but now in looking back - neither did management and my co-workers. Dealing with the anxiety and frustration of workplace issues was not the only stressful event I was dealing with, since there were other elements happening at the same time. My body was trying to adjust to the large doses of estrogen and progesterone I was taking, "coming out" to family and friends was still taking place, and I was undergoing the laborious and painful process of electrolysis for the removal of my facial hair.

Thankfully, not all of these first step experiences were stressful. There was a real sense of adventure as I shopped for a brand new wardrobe. Lill, my partner, shook her head and rolled her eyes on more than occasion, as I experimented with different colors and styles. Cosmetology 101 as I like to call it, was another excursion into the unknown. Foundation, blush, powder, lip color, nail color, eye shadow, and hair styles were new to me, with so many choices, and so many different looks one can create. I can recall spending over an hour putting on my face only to look like a China Doll with a painted on face or a hooker. Lill and I laugh now over those first makeup experiences, but they were certainly exasperating back then.

My powers of observation were sharpened as I observed the mannerisms and body language of other women. One of my most intriguing experiences was speech therapy. To achieve a more acceptable feminine voice I worked with a speech pathologist, a dear sweet man who had extensive experience working with transgendered individuals. I hope in my sharing these first steps that you have gotten to know me a little better, and gained a deeper appreciation for all the little things that concern a MTF transgendered person.



Out & Equal Conference By Roy Baker

I attended the 2002 [Out & Equal Workplace Summit](#) in Orlando, Florida September 13 - 15, 2002. Having been my first time at this conference, I didn't know what to expect. What I found was a powerful event for sharing best practices related to LGBT workplace equality. I listened to some great plenary speakers, attended some very educational and interesting workshops, and networked with 550 LGBT employees and HR professionals from companies around the country and around the world, going along with this year's theme of "Transforming our workplace, Changing our world".



Although I was the only LGBT employee from DuPont, many companies sent upwards of 30 or more employees; but they are also the same companies who are further along on their journey for LGBT equality than we are here at DuPont. Steve Crawley, DuPont HR and BGLAD supporter, was the only other DuPont employee to attend this year's conference.

There were over 60 workshops going on over the 3-day conference. Most workshops were for the "Employee Resource Group" (BGLT Networks), but some workshops were specific to HR professionals, and others were focused on issues and skills for the individual, regardless of role.

One workshop even asked "what next" for the employee resource groups who's companies already have Domestic Partner Benefits and "Gender Identity" protections (none of which we have here at DuPont).

Another valuable workshop I attended

explained the problem of "shop floor" LGBT employees and the different diversity "rules" (and tolerances) that get applied to them compared to the office-worker. I sure could relate to that one, having come from a manufacturing atmosphere myself a few years back.....

The conference included two plenary keynote speakers. Vermont Governor Howard Dean spoke on his state's historic decision to grant legal rights to same sex-couples. Patricia Ireland, former president of the National Organization for Women (NOW), delivered the second keynote. In an often-humorous talk, she shared her unique experiences in working across social lines on issues of race, gender, culture, gender identity, and sexual orientation.

This year's sponsors included Proctor & Gamble, Chubb, Kodak, IBM, Raytheon, Ford, Chrysler, Dow, Boeing, Chevron/Texaco, and many more. Hopefully DuPont will be a sponsor of a future Out & Equal conference.

Headquartered in San Francisco, [Out & Equal Workplace Advocates](#) is a national organization devoted to the LGBT community in the workplace. Its goal is to provide services and programs that promote equality for all individuals, especially the LGBT community, families and allies in the workplace.

Meet the Editorial Team: Pam Flynn

Pam Flynn is part of the DuPont Communication Solutions group. She has been with DuPont for 15 years, and is a Delaware native.

Pam is divorced (and formerly known as Pam Czajkowski) with 7-year old twins, Andrew and Brooke.



Pam's kids, Andrew and Brooke

Andrew and Brooke are preparing to add a stepdad to the mix in early May when Stephen Taylor joins their family. Stephen is in the process of relocating from the UK.



Pam says, "We're really looking forward to a time when we don't have to rush Stephen off to the airport!"

Pam loves the Rehoboth/Dewey beaches and enjoys travel to England and Marco Island, Florida.

Seeking Similar BGLT Organizations: Can you help?

Jon Schladen, a member of the newsletter editorial team, was familiar with an organization similar to BGLAD at the University of Delaware. John thought perhaps we might be able to partner with this group, and possibly learn from them. Unfortunately, when Jon attempted to contact the group, he learned the group has disbanded.

While this group no longer exists, other corporate or academic organizations supporting BGLT issues may be in existence. So, we've decided to survey our membership to see if leads on similar organizations can be found.

A lot of power can be gained through networking. Are you famil-

iar with another corporate or academic organization like ours? If so, please contact Jon Schladen.

We'll keep the BGLAD membership updated on our attempts to search for similar organizations in future issues of this newsletter.



BISC Membership Changes

The BISC recently welcomed Gayle Gibson, Steve Spangler and Pam Flynn as the newest members of the BGLAD International Steering Committee (BISC). The three newest members will begin their term as members-at-large before moving into committee leadership positions.

In addition, Leslie Dickerson has been approved to serve for another term. Leslie previously led the Equity Team, and she has recently



joined the Communications Team. Robert Ford will move from the Communications Team to the Equity Team.

Mark Kennedy who served on the BISC since January 1997 resigned from active duty in September 2002 due to other work commitments. We thank Mark for his contributions.

Mark will continue to serve BGLAD as a liaison to CR&D.

We need your help: Story ideas and input desired

One of the challenges in producing a newsletter involves story idea generation. We want to keep the content fresh and interesting, and we need your assistance to make that goal a reality!

Would you like to be featured in an upcoming issue of the newsletter as a "People Profile"? Perhaps you would agree to be interviewed for

an upcoming story on the roles of Ally or Advocate in the BGLAD Network. Or maybe you've recently seen a cool BGLT movie or read a book that would appeal to the network, a you'd like to submit a review. Whatever your area of interest, the newsletter team welcomes your input. Please email the BGLAD account with your ideas.



Calendar of Events

Pride Pins Bowling Monday, February 17 @ 7pm

Held the third Monday of each month, Pride Pins is a highly successful event for the Delaware community. Drawing a crowd of nearly 50 bowlers, a \$10 admission includes shoe rental and 3 games. Pride Pins is held at Price Lanes off 141 and Kirkwood Hwy. across from Prices Corner Shopping Center.



Bingo-A-Go-Go

Scheduled quarterly, Bingo-A-Go-Go has fast become a favorite for community members. Bingo-A-Go-Go is sponsored by Delaware Pride, AIDS Delaware, and the Rainbow Chorale. Dates and Themes for 2003: Friday, January 24 - "Mardi Gras" - Millcreek Firehall, Wilmington; Saturday, February 15 - "Sweethearts" - Rehoboth Convention Center; Friday, April 4 - "Sing Into Spring" - Millcreek Firehall, Wilmington; Saturday, June 21 - "Beach Blanket Bingo" - Rehoboth Convention Center; Saturday, July 12 - "Bingo American Style" - Rehoboth Convention Center; Saturday, August 23 - "Hurray for Hollywood" - Rehoboth Convention Center. **Doors open at 6:00pm, first game will begin at 7:30pm.** You must be 18 or over to attend. Tickets are \$12 in advance and \$15 at the door. Special Games are available at 5 for \$8.00 or \$2.00 each. Tickets are available by calling (302) 652-6776.

Dining Out for Life Thursday, March 13, 2003

"Dining Out For Life" is a one-day restaurant fundraising event held in over 20 cities nationwide. The event was originated eight years ago by ActionAIDS in Philadelphia, PA. The concept of "Dining Out For Life" is quite simple: on a specified day, participating local restaurants contribute a percentage of their sales to a local AIDS charity. Patrons of the restaurant also make individual contributions, which automatically enters them in the "Dining Out For Life" raffle.

Participating Restaurants (Check the AIDS Delaware Web site for an up-to-date list):

- *Brandywine Brewing Company*
- *Buckley's Tavern*
- *Downtown Brewing Company*
- *Hadfield's Seafood*
- *Iron Hill Brewery (Newark, DE)*
Jessop's Tavern & Colonial Restaurant
- *Kelly's Logan House & Café*
- *Lamberti's Cucina (Claymont)*
- *Lamberti's Cucina (Prices Corner)*
- *Le Chameleon at the Christina Hilton*
- *Luigi Vitrone's Pastabilities*
- *Mikimotos*
- *Saigon Restaurant*
- *The Arsenal at Old New Castle*
- *The Terrace at Greenhill*



Calendar of Events

Koffee Klatsch Second Wednesday of each month



A monthly coffee house for gay men held the second Wednesday of each month at Brew-Ha-Ha, Shipley Street entrance in Downtown Wilmington. Call Rene Pugmire at 302-652-6776.

Gay Men's Health Conference Saturday, March 29, 2003



An annual conference focusing on health issues specific to gay men. Contact AIDS Delaware for additional details: 302.352.6776.

Rainbow Chorale of Delaware "I Have Had Singing" Concert



May 17, 2003, Saturday 8 PM, First & Central Presbyterian, Rodney Square

May 24, 2003, Saturday 8 PM, Epworth United Methodist Church, Rehoboth Beach

BGLAD Dining Out Group

Is anyone interested in the BGLAD Dining Out Group? The group previously met every quarter, with Julie Rutter coordinating.

Robert Ford has graciously offered to fill the coordinator role. If you would like to be included on the Dining Out Group mailing list, please send an email to Robert Ford. The next event will be scheduled in March.



Ask Bee: BGLAD Advice Column Ready to Debut

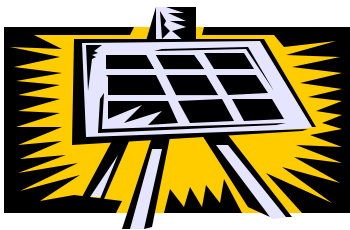
Perhaps you're wondering how to come out to your family or co-workers. Or maybe you just transferred to a new area, and are having trouble meeting people. Who do you ask for suggestions or advice?

Introducing "Ask Bee"...your opportunity to get advice on life issues. Send your questions to the BGLAD account. Questions in need of a speedy reply will be handled through the BGLAD account, and published in the newsletter at a later date.

This column will be "tongue-in-cheek" and should be a fun read, however the intention to help members of the BGLT community is real. So if you're worried, wondering, or wanting some help, don't forget to "Ask Bee."



New BGLAD Display Unit Available



A new BGLAD display unit is available. The display helps explain the mission and intent of BGLAD, membership overview, how to join, and info on where to get more information. The unit made its display debut at the MLK Convocation Ceremony on January 19, 2003. The display will be used for future BGLAD speaker events, and for other diversity gatherings in DuPont, and beyond DuPont.

Thanks to Roy Baker and Robert Ford who worked with Len Stevens of DuPont Communication Solutions to design the unit.

If you have a need for the display, kindly contact Roy Baker for more information.



People Profile: Sam Walls

About Sam

Sam celebrated 25 years of service with DuPont in September 2002. He spent his first three years at Edge Moor, as he likes to recall, "working in a factory." Sam was laid off, and amazingly, rehired by DuPont just three months later when he was offered a job at the Experimental Station. The job was in the Pressure Research Lab in Central Research and Development, and Sam has worked in the lab since October 1980.

Sam's primary responsibility involves handling IT procurement for his group as the IT Corporate Process and Development Business Support Specialist. There are 85 people in his group, and he assists them with Lotus Notes and first-level desktop support. His other responsibilities include number crunching/data analysis and tracking SBU costs.



Being "out" at work

"I've been 'out' to my co-workers since 1988," Sam says. He recalls, "Being 'out' didn't really change anything for me. Some people regard me as a celebrity of sorts, some regard me as a token. A lot of people knew me when I was the tall guy who was married to a beautiful blonde, and who had a son. My son is 22 years old now. I was married for 7 years. My current partner and I have been together for 11 years. We bought a house in Collingswood together, and are busy restoring the property."

Sam feels that both he and his co-workers have benefited from a continuing dialogue about his lifestyle. He says, "Day by day, the mutual education of my co-workers has increased the comfort level on both sides. When my partner and I bought our home we had a big open house, and about half of my co-workers came to the event. They were excited to meet my partner. While I understand BGLAD has an established agenda, one-on-one interactions have worked wonders for me, and helped to break down barriers."

Dissolving barriers enables Sam to educate people. He says, "A co-worker was curious about HIV testing, and came to me to ask some questions. It is rewarding for me to be a resource for people, and to help people regardless of their sexual orientation."

Although the workplace is a comfortable space for Sam now, he acknowledges that there have been workplace tensions in the past. He says, "I was convinced that the tension would eventually pass, and wanted to take a 'wait and see' approach. My supervisor heard about it, and came to me to discuss the problem. I was told that management wanted me to be comfortable at work, and I was encouraged to formally complain. I decided to continue dealing with the issues independently, without taking any action. It is really remarkable to me that a manager would offer to intervene fourteen years ago."

Sam says, "I rejected the offer of help by explaining time would heal the problems. As a result, people heard that I opted not to take formal action, and this actually may have helped my cause. It was hard to deal with things at the time, but I am glad I let it run its course. I diffused a lot of the tension at work by telling my co-workers, in jest, 'You're not that pretty, get over yourself', explaining they were not my type anyway!"

People Profile: Sam Walls

Workplace bonds have grown in the ensuing years. Sam speculates about the reason for the change in attitudes by saying, "I am not sure, but it may help that I am in a committed long-term relationship, which may be less threatening to people. I share a common goal with my co-workers in struggling to maintain a relationship, but I'm the luckiest one since I'm 'married' to a great cook."

Life outside of DuPont

Sam keeps busy in his spare time. He says, "We socialize with friends a lot. In addition to remodeling our home, I like computers, reading, and relaxing."

Sam and his partner are proud of their new home. He explains, "Our home is a former church rectory that is 110-years old. I was in an apartment in Philadelphia, and wanted more space. Collingswood is a nice neighborhood, and very gay-friendly."



The Role of BGLAD

"I first started going to meetings for BGLAD in 1991, in the basement of a church. I was introduced to BGLAD by Bob Hill," Sam remembers. He explains, "I haven't been too involved, but I do send the BGLAD newsletter and BGLAD announcements to folks who would prefer to receive the information via snail mail," he explains.

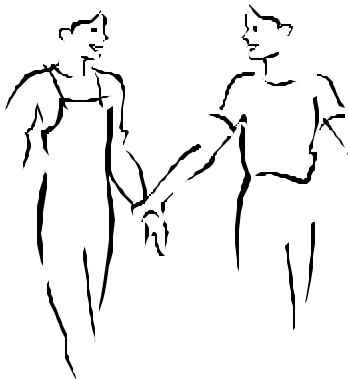
Contact Us

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Is There Something That You're Not Telling Us?



Maybe you've changed assignments recently, moved offices, moved house, retired, changed your name, or all of the above. If so, please drop us a line (at BGLAD.BGLAD@usa.dupont.com). That way, we can keep our membership records up to date.

Got any ideas on how to increase the interaction of BGLAD membership? Drop us a line!

Know of any cool volunteer opportunities to help support the BGLT community? Let us know!

We'd like BGLAD to be even better in 2003...remember, we can't do it without you!

BGLAD International Steering

Katie Replogle

Joy Lynn Schroeder

June Cohen

John Gardner

Robert Ford

Roy Baker

Leslie Dickerson

Mary Hadley

Robin Karol

Krystal Coles

Steve Spangler

Gayle Gibson

Pamela Flynn



Put Your Questions To The BISC

One of the things that we heard from you is that you'd like more two-way communication with the BGLAD International Steering Committee (BISC).

What we'd like to do is open up the first thirty minutes of our monthly BISC meeting for you to ask questions and share your thoughts. So we can best utilize the time, what we'd like is for you to send your questions / comments in advance to BGLAD.BGLAD@usa.dupont.com.

We will be sending out a reminder prior to our next meeting. Questions in advance are appreciated. Also, just so we can gauge the number of lines we might need, please let us know whether you think you'll be calling in.

