



# BGLAD Newsletter

April, 2002

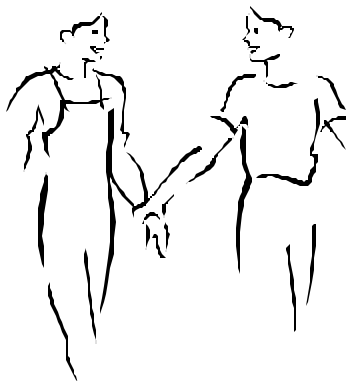
Bisexuals, gays, Lesbians, Transgenders and Allies at DuPont

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## Katie Replogle Explains BGLAD Goals for 2002

**Katie Replogle, BGLAD Network Liaison, has ambitious goals for BGLAD in 2002. "There's so much to accomplish this year", Katie explains.**



Katie Replogle and Pokey

"I had a meeting recently with Dennis Zeleny, the new VP of HR, on BGLAD Critical Operating Tasks for 2002", Katie says. "My chief goal for the network is the advancement of Domestic Partner Benefits." (*Editor's Note: See Critical Operating Tasks on page 18 of this newsletter.*)

"Instituting Domestic Partner Benefits are, by far, the most important statement the company can make in valuing BGLT employees. What I know now in terms of progress toward this goal is that DuPont will continue to look at comparison companies to see what they're offering in terms of Domestic Partner Benefits."

Katie sees a need for Fortune 500 companies to take an active stance with improved benefit offerings, as well as ensuring the rights of BGLT employees through the passage of legislation. She says, "I think it is critical that national companies speak out in support of the Employee Non-Discrimination Act (ENDA). I would like to see DuPont take a stand on ENDA in Delaware, but I feel that may prove difficult given DuPont's stand on domestic partner benefits."

Katie would like more employees to know that BGLAD is available. "I am interested in establishing greater visibility for the network. New people stumble across our web site by chance, and existing employees don't know our network exists. I've asked Dennis to help make sure folks know we're here. We've used the HR network (with mixed success) in the past to publicize our annual speaker's event. I've asked Dennis to encourage HR representatives to support and promote our network."

Katie is concentrating on the development of the 2002 BGLAD speaker's event, the cornerstone of the network's educational efforts. "The BGLAD Steering Committee and I are considering how to improve the BGLAD annual event. We want to plan a notable event this year since our event had to be postponed last year. Ideally, we would like to expand the annual speaker event into a multi-day conference. In the past we've had a speaker, plus a seminar for members of the network. We would like to add workshops, with more than one speaker to make it comparable to the events conducted by other networks in DuPont, like the Black or Asian employee networks. We are still developing ideas around what the workshop topics would consist of, but one idea was to have a workshop focused on the

## BGLAD Goals Explained (continued)




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***“It is critical that we get more network members, especially Allies, involved in helping BGLAD achieve our COTs.”***  
***Katie Replogle***

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unique challenges facing transgendered individuals in DuPont. The intent would be to increase awareness and educate people, as there are certainly opportunities to increase understanding.”

With so much for the network to do, Katie plans on relying on an expanded group of network members to help get the job done. “It is critical that we get more network members, especially Allies, involved in helping BGLAD achieve our COTs. The members of the Steering Committee sometimes get distracted, and may not be able to accomplish all we set out to do. If we delegate some of the responsibility, we’ll ensure that we achieve more of our objectives. So we’ll need to engage our membership. Many Allies say, ‘We want to help, we want to get involved.’ We need to give them an opportunity to get more involved, especially with the quest for domestic partner benefits and with education efforts.”

BGLAD’s mission is never far from Katie’s mind as COTs and plans for the year are established. “BGLAD has an important role in helping DuPont achieve its business objectives”, Katie explains. “We are an organization that can help DuPont attract and retain the best people, and foster improved employee productivity through improved morale. Individuals who feel respected and valued are more likely to be dedicated, contributing employees. It is important for minorities in the company to have a network, and support mechanisms so we feel comfortable here and want to stay here.”

### ***About Katie***

Katie is a Senior Research Chemist with iTechnologies. She has 18 years with DuPont in May. She has been at the Towanda site, in R&D, for her entire career. Katie lives in Sayre, PA with her partner Chris. They’ve been together for 18 years. Katie and Chris had a civil union a year and a half ago, and Katie proudly says, “We’re legal in Vermont.” Katie says, “I am a cat lover, and have 3 cats. I keep busy with music and sports. I am a pianist for my church. I enjoy softball, and play other sports too, but my range of activities is diminishing as my body is declining!”

### **Note From the Editor**

Speaking for the BGLAD Communications Team, I’d like to thank all of you for your support and patience to date. Stepping into Michael Leach’s shoes has proved to be a challenge, but now we’ve got over the technology issues, you can expect to see regular quarterly editions from now on.

I hope that you enjoy the fruits of our labor, and ask you to not be bashful in letting us know what you like / dislike about this newsletter, and any ideas for how we can continue to improve it.

Thanks,

Robert



## Editorial: When Will DuPont Get Onboard with Domestic Partner Benefits?

When the Communications Team surveyed the BGLAD membership for input into the format of this newsletter and to find out what issues and concerns were most important to our members, Domestic Partner Benefits (DPBs) were at the top of the list. DuPont's failure to offer DPBs to partners of its BGLT (Bisexual, Gay, Lesbian, and Transgendered) employees is a pressing concern we face as a community within DuPont.

This is not a new issue and BGLAD and the BISC (BGLAD International Steering Committee) have been working diligently over the past several years to work with senior management and make Domestic Partner Benefits a reality at DuPont. BGLAD's approach has been to inform and educate senior management and decision makers at our Company about DPBs and their importance to DuPont's BGLT employees.

The Domestic Partner Benefits issue is not a financial but a political one. In fact, the economics of offering DPBs at DuPont are actually quite small. The estimated annual cost is approximately \$1MM – a drop in the bucket when you consider the annual health care cost is in the hundreds of millions of dollars each year at DuPont. The politics come in to play when you consider the way DuPont positions itself with its frame of reference companies.

DuPont's compensation strategy is not to be first or last among our 'frame of reference' companies. The goal is to be 'middle of the pack' – neither leading the group nor bringing up the rear. A quick review (see page 11) of those companies reveals that 10 of the 18 companies (56%) already offer Domestic Partner Benefits to their BGLT employees.

How close to be to the bottom does DuPont want to be? With the recent extension of DPBs to BGLT employees at Dow/UCC and Proctor & Gamble, we are now in the minority of our frame of reference group companies that do not offer partner benefits to their BGLT employees.

To echo the words of our BGLAD Network liaison, Katie Replogle, 'Instituting Domestic Partner Benefits is, by far, the statement the Company can make in valuing BGLT employees'. Until DuPont offers DPBs, those of us in DuPont who are BGLT are not accorded the same, equal benefits as our heterosexual co-workers.

We always hear that valuing people is a critical core value at DuPont and what helps to set us apart from other companies. It's ironic that our corporate performance goal is to be out in front and financially outperform our frame of reference companies while at the same time DuPont's pay and compensation goals are targeted closer to the middle of the road. It's clear that it is past time for DuPont to offer Domestic Partner Benefits to its BGLT employees and fully demonstrate its value for the BGLTs in our workforce.



***“Until DuPont offers DPBs, those of us in DuPont who are BGLT are not accorded the same, equal benefits as our heterosexual co-workers.”***

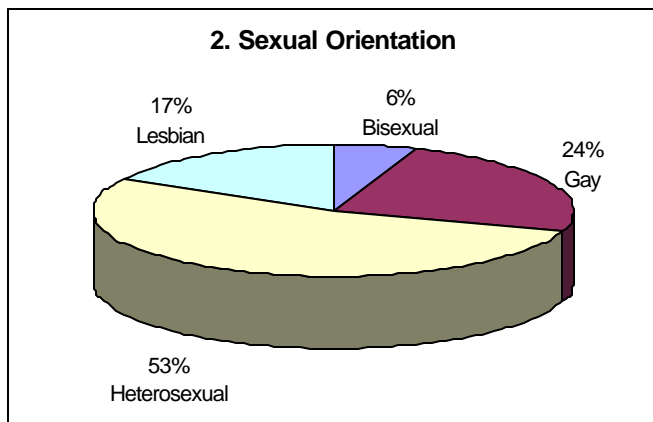
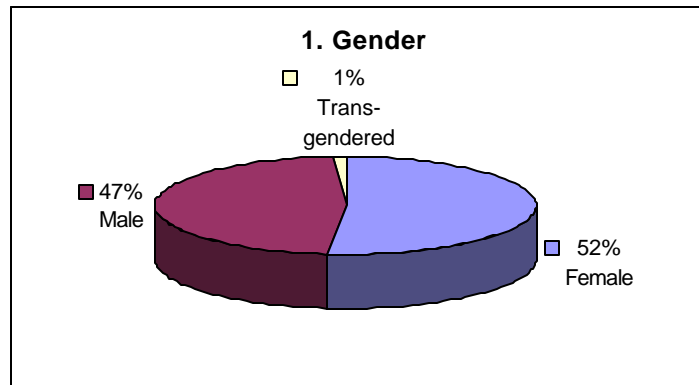


## BGLAD Communications Survey

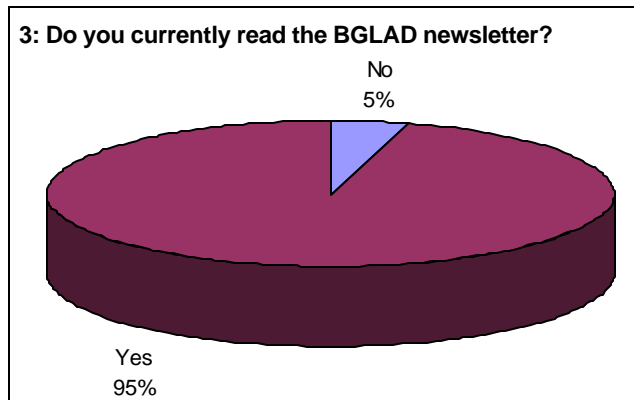
Back in early February, we sent out a questionnaire to all BGLAD members asking for help in determining the requirements for the BGLAD newsletter (e.g. what works, what doesn't work, etc.). In particular, we wanted to test whether there was support for our plans to make the newsletter more interactive and become more of a two-way communication tool.

We got a total of 91 responses, and so a big THANK YOU to all those of you who took the time to complete the survey. Here is a summary of what you told us.

*The breakdown of our total membership (322) by gender is 55.3% (181) female, 43.8% (141) male and 0.9% (3) transgendered.*

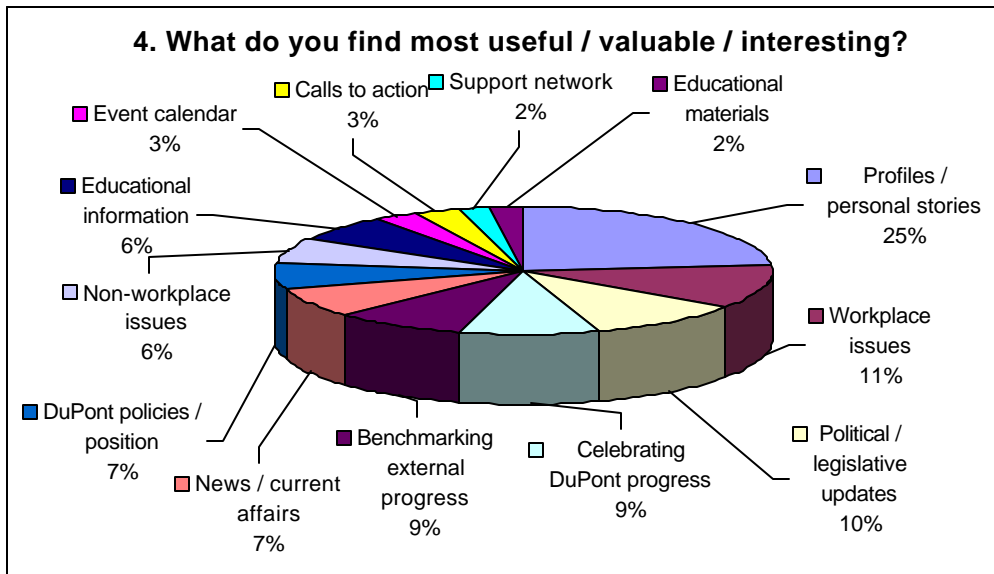


*The breakdown of our total membership by sexual orientation is 0.9% bisexual (3), 18.0% gay (58), 15.8% lesbian (51) and 64.3% (207) heterosexual.*

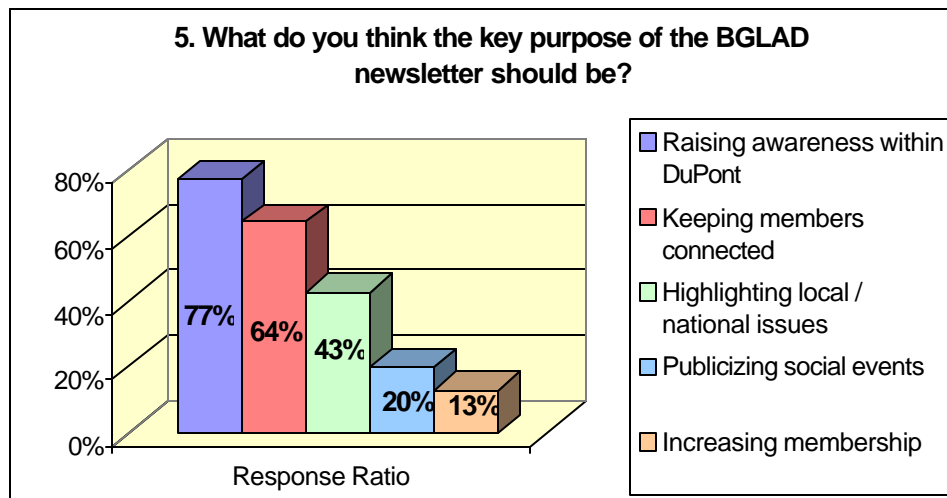


When we asked you to tell us what you find most useful, valuable and/or interesting about the BGLAD newsletter, we got written responses (many of which identified two or more areas) from 72 of you .

Rather than publishing the responses verbatim, we decided to summarize them to highlight the broader trends. As you'll see from the pie chart below, you told us that you most valued the profiles / personal stories. Many of you commented that by reading these, you can connect with and gain a much broader understanding / perspective of the issues facing BGLTs and the progress (or lack thereof) being made. Other areas of value included workplace issues (both within and outside DuPont), progress being made (again, both within and outside DuPont), political and legislative updates and news / current affairs. What was nice to hear was that many of you simply answered this one by saying "all of it".

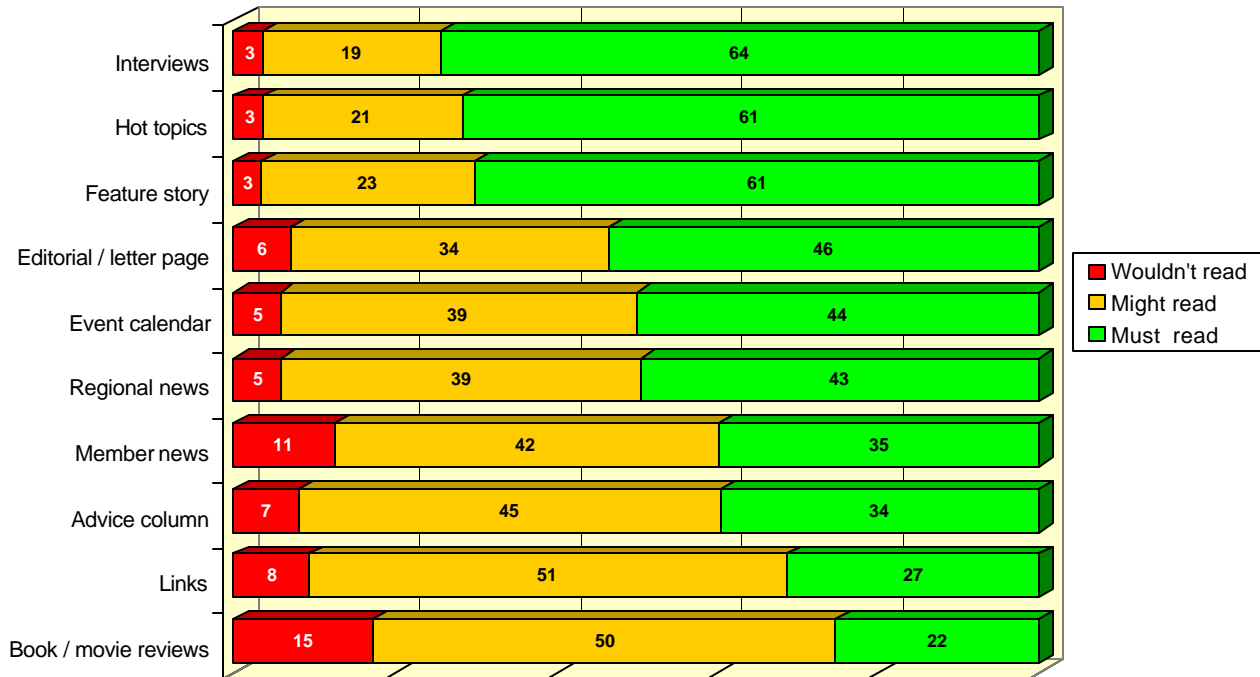


We asked you what you thought the key purpose of the BGLAD newsletter should be and what you told us was that we should focus on raising awareness (of BGLAD and BGLT issues) within DuPont, and to help in keeping members connected together. We also gave you the opportunity to provide us with other reasons, and what you told us there seemed to build on the options we'd given, i.e. building community and promoting BGLT / non-BGLT understanding.



We gave you a list of suggested sections for the newsletter, and asked you to rank them on how useful, valuable and/ or interesting you thought that they would be. As we hope you'll see from reading the rest of this newsletter, we've tried to respond to what you told us by focusing on interviews / personal stories, hot topics, feature stories, editorial / letter page, event calendar and regional news (your help being required on the last three). While a lot of you said that you'd like to see news about fellow members in the newsletter, we took the decision (because of there only being a single version of the newsletter, published on the public internet) to provide that information via the BGLAD mailing list.

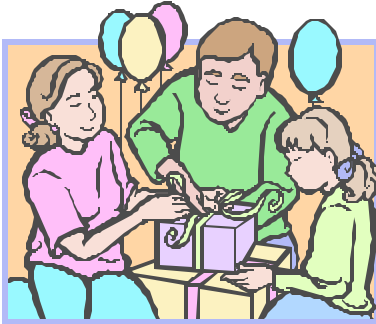
**6. How useful / valuable / interesting do you think the following newsletter sections might be?**



Finally, we asked you for other comments / feedback. A number of you emphasized the need for people to communicate across the 'straight / non-straight' divide. You felt that this newsletter has a role in helping people understand the issues (particularly as they effect individuals) and also in fostering a caring, supportive environment ("knowing that there are other open-minded and understanding people out there" was seen as important). Many people encouraged the idea of making this newsletter more interactive (e.g. the ability to communicate events, etc.).

## Thoughts on Gay Adoption

### Child welfare is the issue for the debate concerning the fitness of gays and gay couples to adopt.



No one would disagree that adoption in general is good for children. Ideally it provides stability, a nurturing environment and a better chance to just survive. What becomes the basis for the exclusion of gay adoption is the fear that such individuals pose some ill-defined threat, for adopted children. The profile of the argument is quite clear—"we are all in favor of children's welfare—but that welfare is not served by gay adoption, in fact it may be endangered by it."

The argument is pernicious in that it plays to the weak side of the American psyche. We don't really want to talk about sex or sexuality, we don't wish to have it pollute our political discussion so it remains unspoken and unbidden, a silent monster-until we summon it with non-arguments about "Morality and Family Values." Then the old monster assumes importance and validity far beyond its value and we become tongue-tied in the face of it.

Of course the argument is nonsense, of course the premise is absurd on the face of it. If it had any authenticity at all we would have to make the same claim about hetero adoption. We all know about heterosexual practices and their unruly passions for the opposite sex. Who in good conscience would let such a family adopt a young female child?

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***"No one would disagree that adoption in general is good for children."***

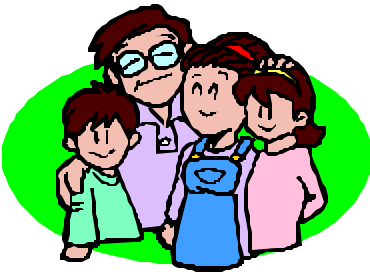
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You can look forward to many more arguments of this type, they are already clogging the letters to the editor section of newspapers: debates over family values, the danger posed by gays, quotes from the Bible, counter quotes, rafts of statistics pointing in both directions, etc. Each side, for and against gay adoption, will claim that god, justice and the American way is on its side.

Meanwhile, the sad fact is that each year in America over 150,000 kids go up for adoption. Of that 150,000 less than half will ever find stable homes. Today only a handful of states ban gay adoptions outright: Florida, Mississippi, and Utah. However, laws that militate against gay adoption continue to proliferate. Anti-gay marriage laws have a numbing effect on adoption rates by limiting financial resources and rights that are common for heterosexual families: survivor social security rights, employee leave, the right to cover a child under a parent's medical policy.

And while many states have no laws on the books that explicitly forbid gay marriage, there are certainly enough anti-gay attitudes to create a hostile and forbidding landscape.

For now the right of gays to adopt is in a state of limbo. There are no hard and fast rules or sets of standards that allow or disallow gay adoption. Even Louisiana which restricts adoptions to married couples or single individuals and which has no record of gay adoption is known to have placed children with gay adoptive parents. Ada White of the Child Welfare League of America, and once a social worker in Louisiana freely admits to placing children in gay families.



This lack of standards and record keeping means that no useful statistics can emerge, and that has implications for the quality of the debate that will follow. Certainly it has been useful to have the American Academy of Pediatricians' favorable statement on gay adoption, as well as a similar statement by the American Infertility Association. But as long as gays remain marginalized fig-

## Thoughts on Gay Adoption (continued)

ures in American society such statements can easily be ignored or neutralized by counter statements and counter claims.

What has appeared to be most useful in developing the issue in positive ways has been the very simple straightforward comments by Rosie O'Donnell. In effect she has said to her audience, "Look at me, you know me, I am gay and I am a parent." That simple statement takes all the bluster out of the anti-gay adoption argument. She has forced both sides to confront the single issue of children and what is best for them, and made it very personal.

As gay men and women and their allies we should take a lesson from this. We can and should maintain pressure on our lawmakers to preserve the rights we are entitled to as citizens. And as we do this, we must constantly remember we are not some abstract cause. Only when our lawmakers and others see us as human beings and not abstractions will we make real headway.

Rosie O'Donnell forced us to see her as a human being first and only incidentally as a lesbian. She put the plight of children above a political agenda and made those against gay adoption confront her as a person not as a concept, and that seems to be making a difference.

Lessons learned from watching all this? It's an old lesson. Tip O'Neil may have gotten it right a long time ago, when he said that "all politics is local" (and maybe he should have added "personal").

We need to change the tone and tenor of the debate about gay adoption and about gay politics in general. We are not a cause, we are human beings with a simple set of rights common to all citizens.

To make that statement work however, we will have to learn how not to be marginalized and for many of us it may mean coming out of the closet a lot earlier



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***"For now the  
right of gays to  
adopt is in a state  
of limbo."***

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## 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](mailto:BGLAD.BGLAD@usa.dupont.com).

We're still ironing out the details, but our plan is to make additional call-in lines available from 1:30 until 2:00pm on the 2nd Wednesday of each month. We will be sending out a reminder notice closer to our next meeting (May 8th), but please try to send us your questions / comments a week ahead (May 1st), so that we have time to put together considered responses.

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.



## An Adoption Success Story

**Leslie Dickerson and her partner Rose will celebrate 20 years together in November. Their relationship entered a new phase a few years ago when they became parents for the first time by adopting a son, Dillon. Now their family consists of both Dillon, and a little daughter, Samantha.**



Dillon and Samantha were originally from Guatemala. What's unique about their adoption story is the fact that Leslie and Rose are only the second same sex couple to adopt under Delaware's Stepparent Adoption proviso.

When children are adopted from a foreign country, they are adopted in their country of origin first, and then they are adopted in the U.S. Rose adopted Dillon and Samantha in Guatemala. There is no "same sex dual parent adoption" in the U.S. New Jersey permits same sex dual parent adoption for children who have been in foster care.

Delaware Family Court has "Stepparent Adoption" which helps blend families by enabling a stepparent to become an adoptive parent. This type of adoption generally occurs when a biological parent is willing to rescind his or her rights to the child. Before 2001, Delaware's Stepparent Adoption option had not been used by same sex couples before. This is the law that Leslie and Rose challenged. Leslie and Rose petitioned the court to consider Leslie's request to adopt Dillon under the Stepparent Adoption law.

The first same sex dual parent adoption involved two men, and was approved by Judge Poppiti in the Spring of 2001. The decision was made public after the DE Legislature was out of session in July 2001. Judge Poppiti is an advocate of same sex dual parent adoption, and he helped Leslie and Rose and their kids to officially become a family in November 2001.

### The Road to Parenthood

Rose and Leslie tried to have a baby years ago through fertility treatments, with no success.

They talked about adoption 15 years ago, but it was virtually impossible for a single person to adopt at that time. Close examination of two women living together in the home study process would invariably create a "red flag" that could prevent the adoption from being processed. So the couple decided to abandon the idea of having children.

Approximately five years ago, Leslie and Rose met someone at a party who had adopted a little boy from China. This meeting caused the dialog about becoming parents to begin again.

Leslie will be 52 in July, and had planned to retire and change her lifestyle to accommodate retirement. She had to think long and hard about parenthood. After eight months' consideration, she and Rose decided to proceed with starting the adoption process.

Leslie and Rose decided that they did not want to adopt a child who had been institutionalized; they felt children had the best chance of adjusting well in their new home if they had been in foster care instead. They decided that since Guatemalan adoption involves babies born in the hospital, and good prenatal care for the moms, this was the option they wanted to explore. In addition, available

***"Dillon and  
Samantha are  
very happy kids."  
Leslie Dickerson***

## An Adoption Success Story, Continued

babies in Guatemala are placed in foster care while they await adoption.

They went through the Madison Agency, located near their home in North Wilmington. The adoption process, while long, was relatively uncomplicated for Leslie and Rose. Leslie explains, "We consider ourselves very lucky. Except for our ages, this was the right time in our life to consider parenthood. Most people had no issue with our relationship, and agreed that it was important to find a good home for children who needed it."

The first adoption required approximately two years to complete both paperwork and process. Leslie says, "Dillon was born in April, and we found out that we had a son on May 6. He came home with us in September. I was worried about getting too excited and too attached until we knew for sure that everything would proceed with the placement." There was a slight delay in Dillon's arrival due to a pediatric epilepsy scare. The problem was misdiagnosed, and Dillon is fine.

"Dillon was going to be an only child. We started talking about how nice it would be for him to have a sibling, and we decided to adopt another child. We began considering adopting again in December 1999, and started the process in February 2000. Samantha arrived in August 2000."

Guatemalan adoption requires a 3-day stay in the country, because of flight schedules. Rosie took family leave from her job with both adoptions, for approximately 3 months.

The family is now complete, and the kids are well adjusted. Leslie explains, "Dillon and Samantha are very happy kids. Dillon has old eyes and an old soul. He is an easy-going kid. Samantha screams a lot some days. Despite the difference in ages, they are about the same height and weight. Both know they came from Guatemala, and know they had a birth mom. Dillon always says, 'Tell me my story.' Dillon Robert will be age 4 on 4/24 and Samantha Lyn celebrated her 2nd birthday on 4/11."

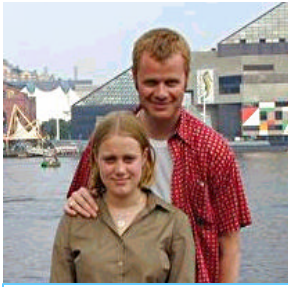
*Leslie is an Employee Assistance Program Counselor at the Experimental Station.*



Leslie, Rose, and Kids

***"We consider ourselves very lucky. Except for our ages, this was the right time in our life to consider parenthood. Most people had no issue with our relationship, and agreed that it was important to find a good home for children who needed it."***  
***Leslie Dickerson***

## Meet the Team: Robert Ford



Robert and Hannah

Each issue, we plan to introduce members of the Communication Team (Pam Czajkowski, Robert Ford, John Gardner, Jon Schladen and Joy Lynn Schroeder). This month, we're starting with Robert Ford who has been a BISC member for two years and who has responsibility (together with John Gardner) for communications.

Robert is Business Manager for DuPont Communication Solutions and CIO for DuPont Solutions & Services (part of DuPont Global Services). He has been with DuPont for 15 years (6 of them with ICI Fibres before it was acquired in 1993). Prior to moving to the US in 1995, he was based at a number of different sites in the UK.

Robert is divorced and lives in Wilmington, DE. He has a 16 year-old daughter, Hannah, who lives with her mother in the UK.

Robert says, "One of the biggest loves of my life (after my daughter) is music. I spend a lot of time listening to it, both recorded music and live concerts. I'm also a self-confessed 'foodie', both cooking and eating! I like to explore my adopted homeland at weekends (usually in search of music, food or both) and am currently waiting for my Green card to come through (switching from a work visa to an immigrant visa)."

**56 % of our US  
Frame of  
Reference  
companies now  
provide Domestic  
Partner Benefits  
to their  
employees.**

## How DuPont Measures Up on Domestic Partner Benefits

Company	DPB's
ALCOA	No
Allied/Honeywell	Yes (1998)
BASF	No
Dow/UCC	Yes (2002)
Eastman Kodak	Yes (1997)
ExxonMobil	No
Ford	Yes (2000)
GE	No
Hewlett-Packard	Yes (1997)
IBM	Yes (1997)
ICI	No
Lucent Technologies	Yes (1997)
Merck	No
3M	No
Pharmacia	Yes (1997)
Motorola	Yes (2000)
Procter and Gamble	Yes (2002)
United Technologies	No



## Gender Talk

***“Gender identity is formed through a complex relationship of genetic, biological, and neurological functions.”***



***“Look beyond conventional wisdom that you are either male or female based solely on upon your birth sex...”***

In order to gain a better understanding and foster a greater acceptance of those who are transgendered, Joy Lynn Schroeder is offering Gender Talk as a regular column in the BGLAD Newsletter. Your comments and suggestions are encouraged. Questions or topics which you would like addressed in this column can be sent to the editor.

Most people never think much about their gender identity - having little or no understanding of what causes their sense of being male or female. Gender identity is formed through a complex relationship of genetic, biological, and neurological functions. In most cases a fetus with XY chromosomes will develop into a boy; and a fetus with XX chromosomes will develop into a girl with the corresponding anatomical and neurological attributes matching their genetic makeup. However, anomalies in the birth process do occur. Though these occurrences can be said to be rare they impact millions of lives everyday.

One baby in every 500 births is born intersexed; they may have ambiguous genitalia, or genitals that look correct for one gender but aren't consistent with the infants genes, or a chromosome makeup more complex than just XX or XY. For example, in one out of every 13,000 births the male (XY) chromosomes are unresponsive to male hormones. This condition is referred to as complete Androgen Insensitivity Syndrome (cAIS). These babies develop and grow up female, except for the lack of internal reproductive organs, even though their chromosomes are XY. They often develop into slender, attractive women who have a female gender identity. For more than thirty years, the International Olympic Committee (IOC) has conducted genetic "gender-testing on all women athletes. In the 1992 Olympic Games in Barcelona, 5 women were found to be cAIS, and in the 1996 Games in Atlanta, 8 women were found to be cAIS; all were rejected from participating and the findings were often made public, resulting in total humiliation for the women involved.

For the past 200 years, the medical community has held the belief that "Genitals + Upbringing" formed one's gender identity. It appears now, with the advances made in medical science, that there is strong evidence that certain brain-structures in the hypothalamus actually determine each person's innate gender identity. These structures are "hard-wired" during the early stages of pregnancy through a hormone imprinting process in the central nervous system. Hormone fluctuations during this critical time can result in a gender identity in conflict with the biological sex. These fluctuations in hormones occur in about one in every 300 to 500 births, resulting in a condition referred to as Gender Identity Dysphoria (GID), or Transsexualism. Once thought to be strictly psychological in nature GID can now be viewed as neurobiological in nature.

I hope that this has helped you to look beyond conventional wisdom - that you are either male or female based solely upon your birth sex; and to see that depending upon any number of circumstances there is a continuum of possibilities.

### 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.

## Calendar of Upcoming Events

To submit info on a future event, please e-mail John P. Gardner.



### Koffee Klatsch

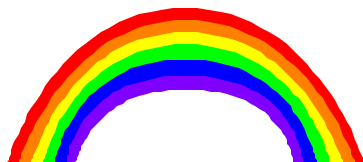
A monthly coffee house meeting for gay men held the second Wednesday of each month at Brew HaHa, Shipley Street entrance, downtown Wilmington, DE. Contact Ron Schnorbus at AIDS Delaware for more information.

### Bingo-A-Go-Go

Saturday, April 20, 2002 at the Mill Creek Firehouse. Doors open at 6:00 PM and the first game will begin at 7:00 PM. The theme for this Bingo is "Hurray for Hollywood." Tickets are \$10 in advance and \$12 at the door, and can be purchased at the AIDS Delaware office, or from any member of the Rainbow Chorale or Delaware Pride. **Future Bingo-A-Go-Go Dates in Rehoboth Beach, DE:** May 25, 2002; July 13, 2002; August 31, 2002.



### Rainbow Chorale



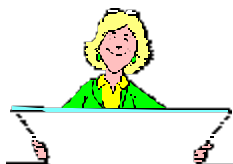
Delaware's BGLT chorus has concerts planned for Saturday, May 18 at 8:00 PM and Sunday, May 19 at 4:00 PM, First and Central Presbyterian Church, Rodney Square, Wilmington, DE. Call 1.888.512.5093 for tickets and additional information.

### National AIDS Marathon

Deadline to register: April 26, 2002. The event is planned for Fall 2002. For more information, call 1.202.543.2RUN or [www.aidsmarathon.com](http://www.aidsmarathon.com).



### 2002 BGLAD Conference



Put October 3 and 4, 2002 in your diaries. We'll be sending out more details of our 2002 BGLAD Conference shortly.

### Dining Out for Life

Eat at any participating restaurant at the Delaware beaches in Sunday, June 9, 2002, and a portion of your tab will benefit AIDS DE.



### DE AIDS Walk

Sunday, September 29, 2002

## BISC & BGLAD - 2002 Critical Operating Tasks

### Community

Continue improving the effectiveness of BGLAD. Build, grow and involve the BGLAD community to identify and resolve common issues, and to ensure a solid connection between BGLAD Chapters and the BISC.

1. Encourage, support & act as a resource for new and existing Chapters.
  - Develop formal and regular contact with each existing chapter.
  - Ensure participation of chapter liaisons as non-voting BISC members.
  - Act as a partner to provide resources and advice to start-up chapters.
2. Increase membership.
  - Promote Safe Place™ program.
  - Design/implement publicity campaign.
  - Advocate for members and other BGLT's facing people treatment issues.
3. Promote networking and active involvement of members.
  - Increase face-to-face interactions.
  - Structure BISC meetings to allow members to participate in an "open" segment and encourage participation.
  - Take an active role in ensuring the continuation and BISC participation in Wilmington BGLAD lunch meetings & other chapter events.
  - Assure broad-based involvement on task teams and committees.
  - Administer Mentor system.
  - Survey the membership to get input on network activities and COTs.
4. Administer process for welcoming new members, and ensure that all members are connected with our goals, vision, and mission.
  - Update and reissue key sections of membership packet
5. Hold an annual network conference in conjunction with the annual speaker event.
6. Make connections to the outside community through such events as Gay Pride celebrations, etc.

**Responsibility:** Community Coordinators (Roy Baker, Julie Rutter, Jane Bradd Andersen; In/Out reach - Robin Karol)

### Education

Provide educational resources and opportunities whenever possible.

1. Supply resources, when requested, to facilitate learning experiences regarding sexual orientation/transgender issues in the workplace.
2. Actively support Alter and Associates' effort to provide awareness training to SBU's.
3. Provide education materials or learning experiences for those managers/employees who wish to learn at their own pace.
4. Promote the BGLAD Library.
5. Work with HR to include transgender issues in the next generation diversity training program.
6. Include a column on transgender issues in the BGLAD Newsletter.

**Responsibility:** Education Coordinators (Mary Hadley, Joy Schroeder)

## Equity

Restructure and reenergize the BGLT equity effort; influence change in DuPont managing processes which treat BGLTs inequitably.

1. Form an equity team; reenergize.
2. Brainstorm and choose strategies.
3. Prioritize issues and assign responsibilities.
4. Take an overall equity approach by including processes such as development, job transfer, hiring, strategic staffing, mentoring programs, conference support, etc., in addition to DPBs.
5. Work towards addition of "gender identity" to the corporate non-discrimination statement.

**Responsibility:** Equity Coordinators (Leslie Dickerson, Mark Kennedy)

## Communications

Increase value-added communications.

1. Publish at least four newsletters, emphasizing BGLAD member news and views, key topics of interest to the network (such as DPB, transgender issues, education).
2. Evaluate expanding newsletter (public version) to do some push to the VP/GM distribution list and other upper leadership distribution.
3. Maintain the BGLAD website to convey BGLAD to the world at large, keeping the information current, avoiding duplication with other BGLT sources and linking to other sources.
4. Support all other BGLAD teams by helping with, editing, writing, or whatever they need to further their communications.

**Responsibility:** Communications Coordinators (Robert Ford, John Gardner)

## Administration

Make BISC a highly effective work team.

1. Resource BISC meetings.
2. Provide educational, team-building opportunities for steering committee members.
3. Clearly define BISC roles and responsibilities.
4. Determine connect points - internal and external - and how BISC members interface with those points.
5. Establish a system to measure BISC's effectiveness.

**Responsibility:** Meeting Resource (Jim Fossler)  
Network Liaison (Katie Replogle)