



BGLAD Newsletter

Bisexuals, Gays, Lesbians, Transgenders and Allies at DuPont

URL: www.DuPontBGLAD.com

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

• BGLAD Pins for Sale!

- Does your Spring wardrobe need a pick-me-up? How about a BGLAD pin? This multi-colored pin with gleaming faux gold finish is now available. Thanks to June Cohen for ordering the pins.

Pins cost \$8.50 each or 2 for \$15. For more information, or to place an order, contact: [BGLAD c/o June Cohen, 1007 Market Street, #D-10068-1, Wilmington, DE, 19898](mailto:june.r.cohen@usa.dupont.com)

email: june.r.cohen@usa.dupont.com

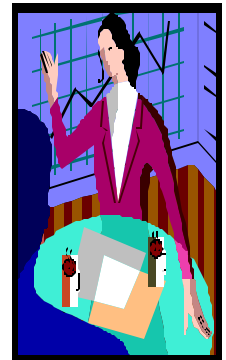
From the Network Liaison

“Eat pizza and lose weight!”

“Refinance your mortgage!”

“Increase your [body part] size three inches in three weeks!”

These are typical of the messages – about twenty a day - that greet me every morning when I check the BGLAD email account. We also get a few messages a day from outside BGLT groups, informing us of local events and issues of interest. And, once in a while, there’s an email from a BGLAD member.



I often think, “Wouldn’t it be great if we got more email from BGLAD members than we get from people who are trying to sell us something?” Effective communication is critical for BGLAD to provide support to our members and ensure our goals are in line with members’ needs and desires. But it is a challenge to connect this network of 337 people, who are spread out among 26 sites in Delaware, 33 sites in 17 other states, and seven sites in six countries outside the US. Many of us don’t see other members on a regular basis, and possibly some of us have never met another member face-to-face.

As your Network Liaison, I try to keep you all informed via email about GLBT -related events and issues inside and outside DuPont. (Thank you to all who forward those items to me!) And our Newsletter Team does a great job of presenting interesting information in an eye-catching format. But communication has to be a two-way street. We need to hear from YOU!

Some of you have brought situations to our attention where BGLAD or DuPont can act as an advocate. We’ve heard about a local university, where DuPont recruits heavily, that removed sexual orientation from its non-discrimination statement. We’ve heard about one site’s “respectful behavior” training that did not mention sexual orientation. And we’ve gotten involved.

For about six months, the BISC offered open call-in sessions before its monthly meetings. We’ve dropped these sessions due to lack of response. All of us are very busy, and perhaps a half-hour meeting at a set time is not convenient for most people.

Until we come up with a better forum for discussion (any ideas - ?), there’s always email. It’s quick and easy to send, and I actually read it and try to respond promptly. (I also answer phone calls, as do other BISC members.) So let’s hear from you: How can BGLAD support you? What do you think we should be working on? What’s going on at your site that we should know about? Perhaps my dream of getting more “real” email than spam is just a dream, but it would be nice to have something left after all the spam is deleted. Please write!

-Katie

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DuPont Co-sponsors Reaching Out 2003 Conference

DuPont was a sponsor of the fifth annual Reaching Out Conference of LGBT MBA students. The conference, which was held on April 4-6 in New York City, was organized by students from the graduate business schools of Columbia University, New York University, and Dartmouth College. It consisted of a series of panels and networking events that offered an opportunity for students and business leaders to share information and build networks.

The conference was attended by 500 MBA students from the US and

Europe. About twenty-five employers, including American Express, JP Morgan Chase, IBM, and Merrill Lynch, participated in the Career Expo.

Victoria Shea, Manager of Staffing and Development for Finance, represented DuPont at the conference. "The conference was very well run and well organized," she said. "The quality of the schools represented was very good. The speakers were accomplished business people, and I enjoyed their speeches."

Victoria felt that the conference was a great recruiting opportunity for DuPont. "The biggest advantage was that I was able to talk directly to students about career opportunities at DuPont." She also found it beneficial to talk with representatives of other companies about the value of this conference.

We would like to thank Willie Martin for providing funding for sponsorship from the Corporate Office of Diversity and Work/Life.

Helpful Web Sites: Human Rights Campaign Web Site

www.hrc.org



Working for gay, lesbian and transgender equal rights

A great place to find out about pending legislation, news, event calendar, and volunteer opportunities. Check it out!

Do you have a URL that would be of interest to the BGLT community?
Send it to the BGLAD email account.
We would be happy to publicize it!



Famous BGLTS

In each issue of the newsletter, we will include information on accomplished individuals in the BGLT community.

Jerry Smith (1941 - 1987)

Jerry Smith was one of the finest players in the NFL. He was an all-pro tight end for the Washington Redskins, and was fellow Redskin David Kopay's lover for a time. After retiring from football, Smith owned a gay bar in Austin, Texas. He died of AIDS-related illness in 1987.

David Kopay (1942 —)

David Kopay seemed to have everything going for him. He was a

Submitted by Steve Spangler

pro athlete, intelligent, charming and handsome. Then, in December of 1975, he publicly announced that he was gay, sending shock waves through the world of sports.

Following a successful college football career, he signed on as a professional with the San Francisco Forty Niners. He played for several



teams over the next few years, including the Lions, Redskins, and

Green Bay Packers.

After a serious depression, Kopay began psychotherapy. His doctor convinced him that he need to get married. YEAH, marriage cures homosexuality... NOT!!!!

The marriage eventually ended in divorce. In 1975, David's career ended. The story is told in his autobiography, THE DAVID KOPAY STORY.

Other Pro Athletes in the BGLT community include:

Glenn Burke
Baseball

Dave Pallone
Baseball

Meet the Editorial Team: John P. Gardner

John is currently a financial leader in Global Sourcing and Logistics and has been with DuPont for 17 years. He has held a variety of financial and S&M (elevate your thinking, that's *sales and marketing*) positions within the Company.

In his non-working time, John has a passion for travel and tries to maintain his fragile grip on sanity with a creative combination of yoga and kick-boxing.

He also enjoys tackling the seemingly never-ending barrage of projects that come with owning and maintaining an 1870's house in the Trolley Square section of Wilmington.

John is single and has been an active member of the BISC for two years.



John celebrating a 'significant' birthday recently. Identities concealed to protect the innocent.

Movie Review

"Normal" starring Jessica Lange and Tom Wilkinson on HBO

"Normal" is the story of a Mid-western couple rocked by the husband's desire to change his gender identity after 25 years of marriage. The movie ends up being about the transformation of both individuals, and how their relationship continued in spite of the journey.

The movie deals with the topic of transgendered issues with empathy, and a dose of humor too.

"The film is sprinkled with a bit of humor right up to the charming end when we realize that this is a movie about the strangest things some of us will do for love." - *Film Threat*

"A television event that truly deserves the label." - *New York Observer*

"Story of a middle-aged man preparing to undergo a sex change and of the woman who slowly comes to accept him is rendered with sincerity and restraint by director Jane Anderson." - *Variety*

Kudos to HBO for tackling this topic.



BGLAD Philanthropic Activities

Do you know of any opportunities for BGLAD members to provide help or assistance to those in the BGLT community? Please let us know. We would like to advertise volunteer opportunities in upcoming issues of the newsletter.



Please send community events news to the BGLAD account. If you have an interest in helping organize such an event, please email the BGLAD account.

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, and you'd like to submit a review. Whatever your area of interest, the newsletter team welcomes your input. Please email your ideas to the BGLAD email account.



Calendar of Events



Pride Pins Bowling -

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

The next Bingo-A-Go-Go, a joint fundraiser of Delaware Pride, AIDS Delaware and the Rainbow Chorale, will be held at the Millcreek Firehall on Kirkwood Highway **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.

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.

Wilmington events will be held at the Millcreek Firehall. Summer events will be held at the Rehoboth Convention Center. Food and Beverages are available during the games.

Dates and Themes for 2003

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



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 at the Shipley Street entrance in Downtown Wilmington. Call Rene Pugmire at 302-652-6776.

Rainbow Chorale of Delaware - "I Have Had Singing" - Concert

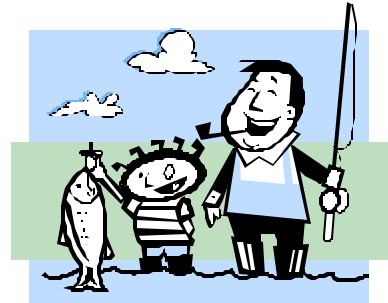
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| May 17, 03 Saturday | 8 PM, First & Central Presbyterian, Rodney Square |
| May 24, 03 Saturday | 8 PM, Epworth United Methodist Church, Rehoboth Beach |

Family Focus By Leslie Dickerson

Leslie is the proud mom of Dillon and Samantha with her partner, Rose.

Families come in all shapes and sizes. For BGLT individuals, the challenges for creating and sustaining a 'traditional' family are legion. Starting with this issue, the newsletter will include information for and about our members with children. If you have information, pictures or stories you would like to share please send them to the BGLAD email account.

To start of us off, here's a web site celebrating our diverse families sponsored by Family Pride Coalition. The Family Pride Coalition is an organization whose mission is supporting and protecting the families of gay, lesbian, bisexual and transgendered parents. For more information on this organization go to www.familypride.org.



BGLAD Dining Out Group

The Dining Out Group will meet on May 8, 2003. Details to follow. To submit a restaurant suggestion in advance of our next night out, please email Robert Ford.



Ask Bee: BGLAD Advice Column

Dear Bee,

I want to share more about my life with my co-workers, but don't know how to begin. Any suggestions?

Bee says:

Start gradually by sharing what you did over the weekend, in a matter-of-fact, conversational way. Remember, you control the amount of detail you want to share. You'll be able to assess the acceptance level by sharing limited amounts of information at first, and can decide if this is working, or if a new approach is needed. Keep us posted!



BGLAD Web Site



The BGLAD web-site has been updated to reflect the current BISC membership and our new merchandise. The merchandise section has been cleared of all 'other' inventory and the order form now reflects the new, ultra-exclusive BGLAD pins.

BGLAD COTs will be added to the site as soon as possible.

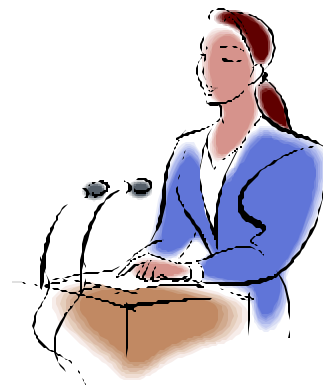
If you have other site content, or suggestions on the next phase of the site, please email John Gardner.

2003 Speaker Event

The BISC is in the process of evaluating whether or not a speaker event will be conducted this year.

Event planning can be somewhat time-consuming, and there is no such thing as too much help!

If you have energy to help with a speaker event, or ideas about possible speakers, please email the BGLAD account as soon as possible.



Gender Talk

By Joy Schroeder

Transgender Law, Health Care, And DuPont

The winds of change seem to be blowing in a favorable direction lately for transgendered people. The number of jurisdictions providing nondiscrimination policies for gender variant people now total: 45 cities, 8 counties, and 3 states. For a complete list visit: www.transgenderlaw.org/.



One of those new jurisdictions last year was Buffalo, New York, where I had the privilege of being involved with the effort to add gender identity/ expression to that cities' nondiscrimination policy. My candid testimony before the Buffalo Common Council gave me the distinction of being the first openly transgendered person to speak out before this legislative group.

This increase in supportive legislation has given the Trans community a new hope in its struggle for basic human rights and equal protection under the law. The number of discrimination cases brought before the bench has increased dramatically; and the majority of the rulings have supported the rights of the transgendered person. While we still have a long way to go to ensure basic human rights and equal protection for all transgendered people, it is encouraging to see education and acceptance begin to win out over ignorance and rejection.

Unfortunately the winds of change are not as favorable in the private sector. Transgender rights in the workplace have lagged far behind the public sector. Companies have been resistant to bring transsexuals under their diversity umbrella. Only 16 Fortune 500 companies have added gender expression to their company's nondiscrimination policy.

| | | |
|-------------------|---------------------|-----------|
| AETNA | Intel | Nike |
| Agere Systems | JP Morgan | PG&E |
| American Airlines | Kodak | Walgreens |
| Apple Computer | Lexmark | Xerox |
| Avaya | Lucent Technologies | |
| IBM | NCR | |

Fewer yet are those companies that provide for the specific health care needs of the transsexual – which usually include:

- *Psychological counseling, for the initial diagnosis, for guidance through the transition, and to obtain the letter required for surgery.*
- *Hormone Replacement Therapy (HRT) to adjust their body to their new gender role.*
- *Electrolysis, for transsexual women, to permanently remove facial hair and sometimes body hair.*
- *Sex Reassignment Surgery (SRS), "the operation" changing their genitals to match their new gender role.*

Recommendations on health care needs of transsexuals have been published by the Harry Benjamin International Gender Dysphoria Association (HBI-GDA) in 'Standards of Care'. HBI-GDA is a professional organization devoted to the understanding and treatment of gender identity disorders. It has approximately 350 members from around the world, in the fields of psychiatry, endocrinology, surgery, psychology, sexology, counseling, law, and sociology.

Avaya, Lucent Technologies and DuPont are the only companies that provide for the specific medical needs of their transsexual employees. Two of those companies, Avaya and Lucent Technologies, also provide gender identity nondiscrimination language in their EEO policy, and a comprehensive benefits package which includes Domestic Partner Benefits for their GBLT employees.

Though it has done a very good job in keeping the fact that it provides medical coverage for Sexual Re-assignment Surgery a secret, DuPont is to be commended for its attention to the medical needs of its transsexual employees..

What I truly find to be disturbing, though, is DuPont's failure to bring its transsexual employees under the full protection of its diversity umbrella. With no formal company policy/training the transsexual falls prey to the intolerant, and narrow-minded prejudices of both management and co-workers. I would encourage DuPont to follow through in its efforts to bring equality to the workplace. Take those final few steps: provide the policies and training necessary to insure the dignity of our transsexual employees, and extend benefits coverage to include the partners of our GBLT employees.

Only by driving out fear, harassment, and ignorance in the workplace will we ensure the safety, dignity and equality of all of DuPont's GBLT employees.



Eric G. Melin Speaks: A DPC Leadership View on the Issues of the Day

- Q. How do you see the work that is being done with the DPC BGLAD team adding value to Performance Coatings' bottom-line?
- A. It may be cliched to say, but my experience with the BGLAD team has reemphasized to me the need to have a workplace that is free from harassment and fear. The networks across DPC play an integral part in helping us to continuously improve the way we as individuals see and value each others contributions and capabilities. The BGLAD network helps to accomplish this awareness for the issues and realities faced by those colleagues that are Bisexual, Gay, Lesbian or Transgendered.
- Q. Would you recommend that other SBU's in DuPont have similar teams? Why or why not?
- A. I would strongly recommend that all SBU's take the time and energy to have teams that push forward our principles of valuing people's diversity and differences. This goal might be accomplished by a variety of teams and in a variety of venues.
- Q. How has your personal experience on the DPC BGLAD team broadened your understanding of BGLT issues either in the workplace or in your personal life?
- A. It has opened my eyes to the realities of how people in our workforce are still faced with fear and discomfort, cutting short their ability to contribute to their fullest. My participation in BGLAD also serves as a reminder and challenge for me personally to lead by example and take conscious actions to set the tone of intolerance for discrimination and mistreatment of fellow employees.
- Q. How has your understanding of BGLT issues helped you personally in creating a more respectful DPC work environment and what role do you feel senior leadership has in creating a safe, supportive and nurturing environment for BGLT colleagues in the DPC businesses.
- A. There is a two-fold responsibility for creating the work environment at DuPont. First, I believe senior leadership is fully responsible for the work environment and tone. Consistency in our leadership tone, visibility, and actions is the only way that the entire organization has a clear understanding of the expectations of how we will behave and treat people in the workplace. The second level of responsibility is with the employees themselves, challenging fellow employees when they are not respectful of fellow employees, setting the right example, and setting aside outside experiences when they come into our workplace.

Q. What do you believe are the greatest challenges to BGLT and Allies in DPC today?

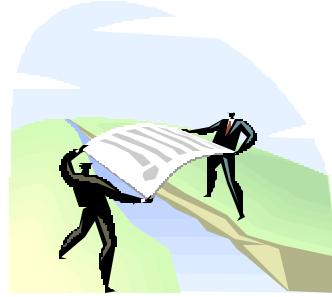
A. Dealing with the strong held religious beliefs associated with this topic. I have found it very easy in my own beliefs as I clearly believe that no matter what beliefs I or others may hold, treating people with dignity, respect, fairness, and allowing them to contribute to their fullest, are principles that should apply to all individuals.

Q. If you have supported Domestic Partner Benefits (DPBs) at the corporate level, what was the response you received? Was that shocking for you, either positively or negatively?

A. DPBs is a very complex topic because these benefits are more difficult to administer than our current family benefits, for which our policy follows recognized government IRS rules (children, dependents, etc.). Not having studied the topic further, it is very hard for me to reconcile the challenges.

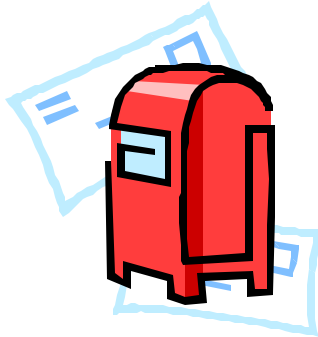


Contact Us



Email

BGLAD.BGLAD@usa.dupont.com



URL

www.DuPontBGLAD.com

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 Committee

- *Katie Replogle*
- *Joy Lynn Schroeder*
- *June Cohen*
- *John Gardner*
- *Robert Ford*
- *Robin Karol*
- *Krystal Coles*



- *Roy Baker*
- *Leslie Dickerson*
- *Mary Hadley*
- *Steve Spangler*
- *Gayle Gibson*
- *Pamela Flynn*