



BGLAD Newsletter

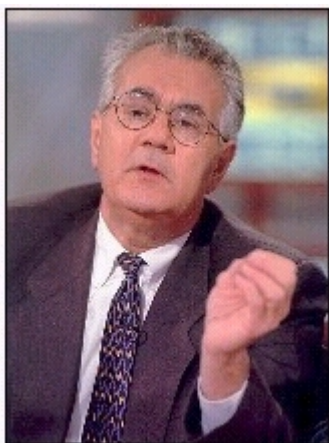
August, 1999

Bisexuals, Gays, and Lesbians At DuPont

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See us at www.dupontbglad.com

Barney Frank To Speak at DuPont – October 4th.



U. S. Representative Barney Frank will speak on October 4th. at 9:00 a.m. in the Nemours Auditorium. Rep. Frank featured prominently in the presidential impeachment debates and is known for his forthright stance on government. This event is open to anyone who works at or for DuPont; registration is not necessary. BGLAD sponsors speakers to address the total DuPont audience in the Wilmington area at least annually.

Want to join Barney and DuPont senior leadership for breakfast? Send in the survey (see last page)!

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Continuing BGL Education with Heather Wishik

Heather Wishik, author of “Sexual Orientation & Identity: Heterosexual, Lesbian, Gay and Bisexual Journeys”, and frequent visitor to DuPont, will be with us also on October 4th. in the afternoon to help us continue our journeys. Topics of this session will be communicated shortly. This session is for BGLAD members and invited guests only. Details to follow via email. With these two events planned for October 4th., it’s hoped you can be in Wilmington that day.

This Newsletter is published by BGLAD--Bisexuals, Gays and Lesbians 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 Newsletter is published six times per year. Submission of relevant articles and information is very welcome. See us at www.dupontbglad.com

Interview With Our Sponsor:

Our sponsor recently met with the BGLAD International Steering Committee (BISC) to continue his journey of understanding and exchange views on sexual orientation and BGLAD's objectives.

BISC: What is the most memorable event in your diversity journey?

Sponsor: In 1997, three BGLAD members and I went to Lucent to hear Brian McNaught speak. Brian was an inspiration, but I was more honored to be taken into Carol and Tim's confidence. I learned a little about what life was really like for a BGL person. Several years ago, I attended a conference of NABA: the National Association of Black Accountants. A woman sought me out at the Conference because I was from DuPont. She told me that she wanted to meet someone from DuPont because she was aware that DuPont had changed its policy on sexual orientation and she wanted to know more about DuPont. The combination of these two things really brought home to me that one's sexual orientation, and others' reaction to it was a vital concern. I wanted to learn more too.

BISC: How much do you know about BGLAD's history?

Sponsor: Changing DuPont's non-discrimination policy must have been a difficult task. Since BGLAD's founding in 1991, that must have taken several years and met with lots of resistance. Changing people's beliefs is a process which requires sustained effort and patience.

BISC: In the last few years, we haven't seen much progress. A key issue for BGLs is medical benefits. What do you feel about the issue of life partner benefits?

Sponsor: We (DuPont) should DO IT! But this is a tough issue. It is difficult to ask people to change deeply-held views rapidly. When BISC met with Chad Holliday a year ago, he expressed his support.

But the issue is complex. Medical benefits are clearly critically important to all BGLs and other unmarried couples.

BISC: What do you think the barriers are?

Sponsor: I know the financial aspects are not significant in terms of the cost of providing benefits to partners. This could become a financial issue soon, though, if the businesses experience a shortage of people or begin to lose employees because other companies which provide partner benefits are viewed as more attractive places to work than DuPont. As DuPont transitions to a more knowledge-intensive, science-driven company, we will even more need to attract and retain the best people and the only way to do that is to provide a working environment which they find attractive. I also don't think that public backlash against DuPont's products is an issue, nor is potential sales to the BGL marketplace large enough to be seen as attractive.

BISC: Given the slow pace, why doesn't DuPont permit specific SBUs to offer partner benefits?

Sponsor: Business differentiation of compensation is important because it is apparent to business leadership that if total compensation is out of line with our competition in a specific industry, we won't get and keep the best people. Differentiating partner benefits would require change in legally regulated benefit programs and would be a significant expense to change. The change would have to be for all businesses under the regulations, so it's an "all or nothing" proposition.

BISC: If partner benefits is going to be even more important, what's the delay?

Sponsor: Top management is supportive. Last fall, Chad Holliday introduced guest speaker Margarethe Cammermeyer and received some hate mail as a result. This experience strengthened his support – imagine being the target of extremist attention for supporting diversity, much less *being* different. The Company is entering a new era and the management is progressive. But partner benefits needs to be an issue and concern of the SBUs. If

the businesses do not see this issue as important to their success, they won't have the energy to support the change and to sustain the drive for change in the face of opposition from those who view gays negatively. We have succeeded in attracting people of color, women, ethnic and culturally diverse people – we need to build on these positive experiences to welcome BGLs as equal partners.

BISC: So what should we do now?

Sponsor: We need to continue to build (1) awareness (2) understanding and (3) conviction. I'm going to encourage the global finance organization and beyond to use the Sexual Orientation In The Workplace course. I will be speaking with my colleagues in senior management to raise their consciousness on BGL issues. We need to get many more people involved in sexual orientation learning...more business leaders need to start on a journey of understanding. The BGL community needs to be present and visible and be seen not by the stereotypes but as every-day colleagues. Acceptance and support doesn't just happen: familiarity does breed understanding.

Sponsor: I've got a question for you (BISC). Is it our goal that everyone be "out"?

BISC: The decision to reveal personal characteristics is just that: personal. BGLAD has no objective that everyone be out. We'd love the environment in DuPont and our communities to be safe to be out, but that vision is far from reality in many places. BGLAD is a network which supports whatever degree of "outness" its members choose. As you deal with the BISC, you're dealing with the "tip of an iceberg": we're all out as BGLs or allies, but the network members are somewhere on the continuum from closet to out. If we were all out it would help BGLs not to be ignored. We have a choice about our situation, unlike blacks, for example, who usually cannot hide their skin color. It's sometimes doubly debilitating for gay people to both deal with our sexual orientation and have a choice about being recognized as gay at all.

BISC: We're tired of the harrassment, unequal treatment, and tired of being ignored. We're not sure we can wait forever.

Sponsor: I don't want to hold out unrealistic hope that partner benefits will be in place in a year. I fully expect to see it done within seven years, but it depends on the pace of change in the Company. If the plans and changes Chad has discussed happen, the need for partner benefits will be manifest sooner than later. I hope you're not disappointed that I'm not going to militantly attack this issue, because I don't think we will achieve action without giving people time to learn and change their beliefs. Raising a polarizing issue won't get it solved; awareness and understanding will.

(ed)

TOTAL NETWORK STATISTICS

BGLs: 125 B: 7 G:55 L: 63
Allies: 115 Advocates: 47
 Supporters: 68

Changes since 1/1/1996:

	<u>Gained</u>	<u>Lost</u>	<u>Net</u>
BGLs	51	34	17
Allies	80	24	56
Total	131	58	73

Reasons for leaving BGLAD:

Left company: 33
Retired: 9
Sold Business: 11
Request: 5

Sexual Orientation in the Workplace

Has your business/region/site/group taken The Course? How about "putting a bug in your HR organization's ear" on this? Familiarity breeds understanding.

CREW IS COMING!

One COT for the Community Co-ordinators is: Be an advocate for members/other BGL's facing people treatment issues. Here is one method DuPont is using to highlight these incidents and behaviors.

Have you heard of CREW?? CREW stands for Creating a Respectful Environment Workshop.

It is a Corporate program touted as the next phase of "A Matter of Respect." This is a program designed with input from many locations and diversity groups to help sites continue on the journey towards a more inclusive, respectful workplace. The program consists of a series of videotaped vignettes (fancy word for short scenes or scenarios) showing many disrespectful and WRONG behaviors that resulted in actual People Treatment cases at DuPont.

The vignettes were developed and screened with input from various diversity networks and BGLAD was involved in the script and "plot" of one of the vignettes which involves sexual orientation issues. Interestingly, the vignette that was originally produced for sexual orientation did not meet our approval and the CREW designers took our input and totally re-wrote and re-shot the vignette. The resulting vignette now being shown is actually a place where many of us would like to work. All employees with speaking parts are B/G/Ls or an Ally and only one "non-supporter" is mentioned.

Several SBU's have started using the CREW Tapes and course already (including Engineering, Ag and others) while several are just starting out (including nylon and Lycra*) while other SBU's probably haven't even heard a whisper about it yet. If you haven't heard of it where you are, then ask management!! If you've heard of CREW, or already participating in it - great! We've heard that some businesses or locations are choosing not to view all the vignettes. As BGLAD members can imagine, the one with the most trepidation is the one on sexual orientation. If you would like support to get all vignettes used where you are, send a note to the BGLAD account and let us know.

What Can Allies do??

An ally wrote:

"My understanding is that corporate leadership does not hear much from BGLAD supporters, but that the people against BGLAD's efforts are vocal. Also, I am told that Chad and others say that DuPont employees in general do not support gay/lesbian rights.

Without entering discussion of whether rights should be about public opinion, I would like to voice support for BGLAD to counter all this but the problem is that it's not clear how. Can, for example, BGLAD help allies and members know where to direct letters? I think people would be more inclined to take action if there were a specific issue attached to the letters, or if there was some kind of concerted action to join. Most people will not out of the blue send a letter to Chad or anyone else supporting equal rights. But Chad, I believe, is asking to hear how people feel. What do you think?"

The Community Coordinators answered:

"There is no formal petition or group putting together voices to speak positively to senior management (Chad) about the issues that are important to BGLAD. But, I can't help but think that the individual voices from employees WILL matter to Chad. Perhaps even more than an organized campaign. He deals with those every day, but getting heartfelt letters from individuals about important issues gives the whole thing a new face. It's no longer a political group pushing an agenda, but instead it's people caring about people.

So, in short, I encourage you to send your thoughts to Chad. We have also recently taken on an executive leadership sponsor in Our Sponsor. He has shown a lot of enthusiasm for supporting the issues that we're dealing with. If you wanted to write to him, I know it would be appreciated."

Domestic Partner Benefits

US AIRWAYS August 9th: "With unemployment running at a rock-bottom 4 percent, employers have discovered these benefits are a tool for attracting and keeping the best employees," US Airways spokesperson Mills said. "In addition, DP benefits are a step toward equal pay for equal work. Employers are beginning to realize they have been paying married workers more and they are trying to smooth out these discrepancies."

Overall, more than 2,800 U.S. employers offer domestic partner benefits, according to the Human Resource Campaign's WorkNet project which tracks this trend. With the addition of US Airways, 71 Fortune 500 companies now offer or will soon offer these benefits. Many are household names, such as AT&T, Chase Manhattan Bank Corp., General Mills, IBM, Mobil Oil, Time Warner and Walt Disney Co.

<http://www.hrc.org>

OTTAWA (AP): Canada's Supreme Court struck down a heterosexual definition of "spouse" Thursday in a landmark decision that could rewrite Canada's law books to give legal rights to same-sex couples.

The ruling, which centered on the case of an Ontario woman seeking financial support from her former female partner, does not address the issue of homosexual marriages. But by ruling 8-1 that the heterosexual definition of spouse is unconstitutional, the court's decision could give same-sex partners all the legal benefits of a common law marriage.

"It's a huge decision," said Ian Brodie, political science professor at the University of Western Ontario. It "stops short of saying same-sex couples can get married, but that's almost a secondary issue now."

A/PLUS: BGLs at Andersen

The Andersen Consulting Wilmington Diversity Team held it's first Diversity Fair on June 23. Each of the Networks (Black, Asian, Women's, New Joiners, Gay/Lesbian, Hispanic) represented at the site, as well the Diversity team itself, had a booth displaying educational information, costumes, tasty treats. The A/PLUS (Allies and People Like Us) Network at the Wilmington site was pleased to have it's own booth which was decked out in a huge rainbow flag, lots of community, support and educational information, free magnets, prizes consisting of rainbow mouse pads, etc. A+ members were on hand to answer questions and

give out prizes. We had many more visitors to our booth than we expected!

Also in June, the Network celebrated Pride Month by having a large display in the site's "City Center". Once more, we had available community and support information as well as "Famous People", explanations of various signs and symbols, and lots of educational material. We also had lunchtime showings of "Homophobia in the Workplace" and "The Cost of Serving in Silence".

Recently, we've been networking outside of the Wilmington Area and are planning a social event or two with others in the Philadelphia/Washington region. It's taken us a while to get off the ground, but we're flying high now!

4. Determine other inequitable management processes; e.g. career development, hiring, Strategic Staffing, etc.

5. Support gay rights issues in the public sector consistent with our non-discrimination policy; e.g. support ENDA.

Responsibility: Equity Coordinators

CRITICAL OPERATING TASKS

Each year, the BISC polls the Network for areas of concern and important issues and sets objectives for the next year. The 1999 COTs are:

Equity

Utilize targeted education to gain support from leadership to focus on and change areas of inequitable treatment in managing processes; e.g. development, job movement, benefits, etc. Partner with businesses in the design and implementation of changes to existing processes, including Domestic Partner Benefits as well other people treatment policies and practices.

1. Design educational presentation on b/g/l issues with specific focus on Domestic Partner Benefits and other equity issues in employment.
2. Develop speakers network of b/g/l's and allies familiar with issues to deliver educational presentation to targeted audiences.
3. Ongoing benchmarking with other comparison companies for position on DPBs and other equity issues in employment; communication of findings to DuPont.

Community

Continue improving the effectiveness of BGLAD. Build, grow and involve the BGLAD community to identify and resolve common issues.

1. Support Chapters
2. Increase membership
 - Promote Safe Place (TM) program
 - Design/implement publicity campaign
 - Be advocates for members/other BGL's facing people treatment issues
3. Actively involve members
 - Increase face-to-face interactions
 - *at least 3 General Membership meetings annually
 - *Speaker Series
 - *Annual Conference
 - Assure broad-based involvement on task teams and committees
 - Administer Buddy System
 - Implement Targeted SBU Advocacy
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

Responsibility: Community Coordinators

Education

Provide educational resources and opportunities whenever possible.

1. Supply resources, when requested, to facilitate learning experiences regarding sexual orientation 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 BGLAD Library.

5. Identify and capitalize on BGL market, including generating ideas and concepts for DuPont to grow.

Responsibility: Education Coordinator

Communications

Increase value-added communications.

1. Determine purpose of communications
 - Perform 'gap' analysis to determine deficiencies/efficiencies
 - Devise ways to fill those gaps
2. Be primary news author (via Network News and World News) from the BISC to general Network
3. Investigate alternative communications
4. Advise on communications from BISC to Network, BISC to DuPont, BISC to external world, etc.
5. Update/Maintain/Upgrade WWW Page

Responsibility: Communications Coordinator

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

Responsibility: Meeting Resource and Network Liaison

Members at Large

Implementation Assistance

1. Help implement COTs and other small projects as needed
2. Represent general membership

Responsibility: Members-at-Large
