



BGLAD Newsletter

December, 2000

Bisexuals, Gays, Lesbians, Transgenders and Allies At DuPont

Contact: BGLAD.BGLAD@usa.DuPont.com See us at www.DuPontbglad.com

BISC ELECTS NEW MEMBERS

The BGLAD International Steering Committee (BISC) consists of leaders within the out gay, lesbian, bisexual, and transgendered DuPont community and their allies. New members have joined and some old friends have left the BISC.

Goodbye and thank you to Christian Hassell, who has served on BISC since 1999 and has been a BGLAD member since 1992. Elaine Donald is rotating off to concentrate on her new work duties.

Members joining the BISC (along with a few comments if we could catch up with folks over the Holidays) are:

- **Roy Baker** - It would be nice to see the climate (and attitudes) continue to improve, so more people can feel comfortable about coming out-- And becoming members of BGLAD
- **Letitia Cheatham** - My hope is that BGLAD will be instrumental in helping DuPont and DuPont Pharma. implement same sex partner benefits by the end of 2001.
- **Robert Ford**
- **Robin Karol**

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WILMINGTON PASSES RIGHTS MEASURE

With little fanfare and no opposition, Wilmington's City Council has adopted a gay-rights ordinance

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

BISC ELECTS NEW MEMBERS

(Continued from p. 1)

- **Joy Schroeder** - I hope that our members will become more secure, enabling them to become more vocal, hopefully producing the strength and power necessary to achieve a better living and work environment for all BGLT's

Vital de Carvalho is now leading the South America BGLAD chapter and is the liaison with DUSA management. Elizabeth O'Neal is the leader of the Mid-Atlantic Chapter.

New BGLAD Committee Leaders:

Administration: Carol Lowrie, Jim Fossler, Tom Connelly, June Cohen

Communications: Michael Leach

Education: Mary Hadley, Joy Schroeder

Equity: Leslie Dickerson, Mark Kennedy

Community: Katie Replogle, Pam Prior, Robin Karol, Robert Ford

Members at Large: Roy Baker, Tish Cheatham

Transgender: Joy Schroeder

Want to help? Please contact the committee leaders and volunteer!

BGLAD MEMBER NEWS

MARK COMES OUT

Earlier this year I decided that it was important for me to be able to come to work as a whole person, and for my co-workers and bosses to know who I am. After 15 years in DuPont, I had reached a point where hiding or being elusive about my personal life was just too taxing, and for sure made it very difficult to strengthen business relationships. So- out I came! This has been absolutely this best decision I have ever made. All the fears I harbored over the years about negative repercussions on my career were just simply ill-founded. In fact, my career is progressing stronger than ever!

I truly feel liberated and find work to be more rewarding than ever. It is a wonderful thing to be able to put out a picture of your partner and to be able to talk about what is going on in your lives outside of work. I also find it to be rewarding to be able to speak openly about gay and lesbian issues, particularly relating to issues of equality such as domestic partner benefits, etc. The sensitivity toward respectful treatment of our gay and lesbian employees has been particularly heightened in the last several weeks as DuPont and the United Way had to address funding issues stemming from the Supreme Court's ruling on the Boy Scouts. I believe the DuPont culture and environment has changed, and now more than ever the time is right for our gay and lesbian employees to feel they can come out, be safe, and come to work with dignity. Come on out folks- it is truly liberating!

Mark -- DuPont Chemical Solutions Enterprise

NEW BABY: Peter Marcus Orzech

Mary Hadley and Steve Orzech announce the arrival of Peter Marcus Orzech, born on Sunday, October 22 at 6:31am. We are all doing great! The vital statistics: 8 pounds, 5 oz; 20 3/4" long, 10 fingers and toes.

Meet Another Gay DuPonter and Family

By Michael B. Leach



News: Mark tell us about your background.

Mark: I was born and raised in the city of Baltimore: my parents still live there. My folks married early and I was born (in 1959) when my parents were teenagers. We were poor and uneducated and they struggled very hard with multiple jobs and long hours. I'm the first person in my extended family to go to college, much less get a Doctorate.

I grew up in the city: we played tag in the storm sewers and made do with whatever simple amusements we could find or make for free. Because my parents worked incessantly, I spent at least 50% of my

time with my grandparents in Lutherville (near Towson). The daily bus trip taught me to be resilient and independent. When you're responsible for yourself and your own amusement, you get pretty confident. We used to run across the local train trestle when a train was approaching, and never once did we have to dive off the trestle into the creek! (p.s. I'm more safety conscious now!)

News: How did you escape poverty?

Mark: A combination of things helped me: religious faith, self-sufficiency, and hard-working parents who stressed education. Dad did ok in his job in mail advertising, rising from the janitor to the owner of the company! My parents had different religious faiths, so they avoided organized religion. We had both Christian and Jewish holiday celebrations and I was fascinated by both and by the similarities of all religions. I discovered the Methodist church nearby and attended. Even today, my children and I celebrate both Christian and Hebrew holidays.

News: Did you know you were gay?

Mark: I always knew I wasn't like the other boys, but couldn't put my finger on the difference. When I was young, I played dolls with Sandy next door . . . it was, perhaps, a clue to my orientation when my GI Joe started dating Ken! At first, I interpreted my feelings as "something wrong with me". In retrospect, I should have realized I was gay, but I didn't. By the time I was 13 or 14, there was so much negativism then about gays and blacks that my realization didn't make it to my conscious mind. In my house, sex was a taboo subject and sexual orientation was never spoken of. On the other hand, I never heard anything negative about homosexuals from my parents; in fact I remember positive comments from my dad about his High School baseball coach, who was gay. So when I came out to my parents in 1994, I was a little apprehensive about their reaction. They reacted with "it doesn't matter - we love you"; "To be honest, we've been

thinking this was a possibility for some time". My parents were extremely supportive from the first minute.

News: Were you persecuted in school?

Mark: Not for being gay, but I did suffer some abuse for being different. I was deep in the closet, even to myself. At that time, it was clear that being gay was something one did not want to be -- a "fairy". When I finally admitted my orientation to myself, I was terrified of being found out. I became asexual and submerged into my school work. I was an extremely good student in high school. When I graduated high school, I attended undergraduate at Duke University on scholarship, double majoring in Chemistry and Russian. I remained asexual through college -- never even once kissed a girl (or a boy) until I began to date in college. During my undergraduate years, I had a total of four relationships (with three women and one guy) but the time came in each relationship when physical sex was about to happen and I pulled out of the relationship. It was like the sexual act would have forced me to deal with my sexual orientation and it was too painful! With women I felt that I was not being authentic -- cheating. With men, the fear was homophobia. My self-loathing and ambivalence continued through college and graduate school.

News: It seems like a stretch that you were married and had two children. How did it happen?

Mark: During my doctoral studies at Purdue (analytical chemistry), I gradually realized I was attracted to men. This further horrified me, as I couldn't approach them for fear of confirming my fears. So I tried to do the same lusty things (cat calls, flirt, etc.) that other young men did but I couldn't "make myself straight". I valued having friends (of either sex) and met my future wife in graduate school. We realized we both had strong spiritual ties and a wonderful friendship ensured. When we realized we were in love, we entered into an unspoken pact -- "we know Mark has had gay feelings, but that was just a stage". Barbara (*not her real name, ed*) and I married in 1983, and went through the motions of physical sex. Sure, we "did it", but the lust and excitement were completely absent for me. What a reversal of the stereotype! Our faith and friendship were strong and we continued for 13 years to "work it out". Ben was born in 1989 and Keith in 1992. In 1986, I got an offer from DuPont and Barbara -- also a PhD chemist -- got an offer from another local company, so we moved to Delaware.

News: Did your faith help you eventually to come out?

Mark: After graduate school, I decided to pursue an ever-deepening desire to serve God through pastoral ministry. I went to Eastern Baptist seminary for three semesters. I was already beginning to realize that I was gay, and had a major life crisis when I finally confronted the fact that I would have to conceal my sexual orientation forever if I continued in the ministry. So, though I excelled at preaching, family counseling, and Old Testament studies, I dropped out of seminary.

News: Eventually, your gayness won out?

Mark: We just finally couldn't ignore my coolness. I felt trapped in a relationship and finally at our 11th wedding anniversary dinner Barbara asked "are you still attracted to men?" I guess we

could claim the record for denial, eh? We went to counseling and after two years of trying to find a way to stay together and be happy we jointly decided to divorce and yet stay geographically close so we could both participate in the nurture and growth of our children. We hired a mediator and jointly did our divorce settlement. We spent a lot of time talking to friends/acquaintances from divorced families and based on their experience, we designed our divorce and child-care responsibilities to benefit the kids.

We wanted to live close together so the kids would have easy access to both of us 24 hours per day. After months of searching, we moved and bought houses that are a five-minute walk apart. Ben and Keith alternate weeks with each parent. And it's ok to call the other parent anytime -- no restrictions. We didn't want the kids to feel like they're being "shuttled" between houses, so they have clothes and toys at both.

News: You two are co-parents, and really making it work?

Mark: Barbara and I still do things together. We go to parent-teacher and other school events together. Teachers are shocked to see a divorced couple arrive together -- most divorced couples want to avoid each other. One teacher didn't believe we were divorced and demanded proof. Barbara and I are still friends but we have our own relationships with others.

News: How did you accept your gayness?

Mark: After divorce, I went to several gay men's spiritual retreats (to learn about the gay man's journey) and I learned a lot about the journey we gay men go through and just how much I had in common with so many others. It was the first time I felt understood and validated. At one of these retreats, I met John. He lives in NYC and is a pianist and conductor. We became long-distance friends and progressed to lovers. It was hard to sustain the relationship, being apart. His work was in New York and my career in Wilmington. After three years, the logistical difficulties overcame the relationship. At this point in my life, I can honestly say that I not only accept being gay, but I am also thankful for being gay because it is such a gift from God.

News: What has being a gay man at DuPont been like?

Mark: I came out at DuPont in 1994 while I was still married. I had already come out to close friends in the work group and they were aware of the journey I was on. Our organization decided to run natural work groups through the three-day multicultural awareness workshop, including the obligatory one-hour on sexual orientation. There was so much denial and resistance in the group that I unexpectedly outed myself in the middle of the workshop! I so surprised myself when I stood up and shouted "Hey, I'm gay! -- Quit acting like this is some intellectual exercise!" or something like that.

The reactions in the meeting were really astonishing! One guy I traveled with a lot was incredibly homophobic. He said "this is going to be hard for me: on one hand there is my entire upbringing and on the other there is you (Mark) and I can't make these two things match up". He became a real supporter.

There were other reactions when I got back to DuPont. I started to get hate mail pushed under my office door over night. I had my tires slashed at Barley Mill Plaza twice. The notes escalated into comments like "we don't want to work with faggots" and "hope you die of aids". Later the construction of the notes changed from hand written or typed to words cut out of newspapers/magazines and assembled to make a message. This really scared me -- the escalation -- so I went to my HR manager, who told me to be patient and "wait it out". My supervisor, on the other hand, got Security involved and HR investigated and caught the person.

News: You are the children's father, so DuPont covers their medical care.

Mark: Barbara and I each have one kid on our respective company's medical coverage. Partner benefits is not a big deal right now except as an affirmation that I exist and am respected and valued in the same way as other employees.

News: You've experienced the gay discrimination of the Boy Scouts of America in person. Tell us about it?

Mark: Ben wanted to be in Scouts, so he joined a troop at his school. I participated in the father-son things until word reached a Presbyterian minister Scout parent that I was gay. Immediately the troop leadership asked me to not participate, even to the point of asking me to not come into the troop meetings, but rather "wait in the car" to pick Ben up. When I couldn't participate with Ben, his interest waned and he dropped out a few months later.

News: What do your children think about you being gay?

Mark: Ben and Keith have known since they were young that I'm gay. There are kids books with gay characters, so Barbara and I used them to educate the kids. They think I'm just "dad". Other than restrictions by some of their friend's parents that prohibit kids from going to my house, there have been no negative incidents. I expect the kids to grow up to be great straight men. We're delighted that they are growing up to be multicultural: they understand "gay" to be a good thing, not pejorative. Their teachers have been great and deal head-on with gay issues when they come up.

I have two stories that illustrate how Ben and Keith feel about homosexuality. Near the time Barbara and I were to divorce, the kids were running around in the house and 2.5-year-old Keith, overhearing Barbara and me using the word gay, stopped right in front of us and asked out loud "What's gay?" Before I could answer, Ben, his 5-year-old brother, said "Gay's just another kind of love" and the two kids scampered off.

Kid story # 2: At Easter, the kids brought home live baby chickens and Barbara decided to adopt two of them. Once when Barbara was travelling, the chicks came to my house to stay. The personalities of the chicks were different: one was passive and quiet and the other aggressive, so the kids and I decided that one was female and one male (who could tell otherwise?). When they got bigger and Barbara took them to a farm, the kids asked about the sex of the chickens and the farmer looked and said that both were males. That night when Ben and Keith got home, they screamed, "Daddy daddy, the chicks were gay! -- remember how they liked to cuddle?"

News: What aspect of your sexual orientation and people's treatment of you has hurt the most?

Mark: Without a doubt, intolerance by organized religion has been a continual rejection and conundrum. Cutting people off from their spirituality is a horrible thing. When I was coming out, I asked four ministers and one rabbi "Does God still love me?" - All of them said "no, not if you're gay". When will they understand that gay people are God's creation too?

DuPont WILMINGTON AREA WORK/LIFE AWARDS

By Deb Yates

Annually DuPont recognizes employees who go that extra mile to help colleagues grappling to balance work and their personal lives. At the Nov. 11 Wilmington area Work/Life Awards ceremony honoring 15 awardees, two BGLAD members came out during the course of their presentations of awards. The ceremony was attended by 150 people, including senior DuPont management.

Kathy Brown in HR/DCSE was recognized for her persistent efforts in obtaining and administering a DuPont dual-career overseas move for a lesbian couple. "Kathy really persevered, as these issues had never been worked before." One member of the couple had this to say during the award presentation:

"Now, for those of you that have not experienced "Coming Out", it is a very risky thing - with potential reactions ranging from outright rejection, subtle discrimination, to gaining a welcoming new ally. I decided to put my faith and trust in Kathy. I had seen her involved in diversity work at my site, which she approached with energy and optimism. I also was impressed by her way of coaching and challenging management to speed up their journey on diversity."

"So, I came out to someone at work for the first time, but asked Kathy not to reveal my sexual orientation to others, unless it was absolutely necessary. -- This is normally a practice that I like to do, but realize that now the group that knows about me is getting quite large. -- Kathy later shared an insight with me. She found that by my coming out to her, I "*put her in the closet*" -- meaning that she now had to be careful in her use of pronouns when talking about me and my partner and she had to find ways to talk around the subject without revealing my orientation. She was now on her own diversity journey."

When the couple was notified that Kathy had been selected for the Work/Life Award, it presented new challenges: Who would present the award and how much of their story would be told? One member of the couple decided to present the award herself, as well as come out publicly (within DuPont) at the ceremony. "I really did struggle with what might be the corporate repercussions, but I decided I really didn't care. It was the right thing to do for Kathy and for me." Fortunately, there have been no negative repercussions since the presentation.

The other person recognized was Bryant Holt, for his efforts supporting a lesbian DuPonter through a family illness and also decided to personally present the award.

"Bryant provided my first experience around valuing people. When I came out to him my daughter (actually my partner's daughter) was very sick. She was hospitalized and we were trying to manage round the clock parental support between myself, my partner and my daughter's father. Bryant was supportive and understanding. He didn't worry that my name wasn't on the birth certificate. He understood that a parent isn't necessarily biological. He

worked with me so that I could do my job at home and at the same time at DuPont. Not only that, but he was supportive in my coming out to management and the impact that could have.”

“I still was not sure the day of the awards if I was going to come out. The irony is that there was another presentation (see above) by a lesbian who came out during the ceremony. I had already decided it was something I was going to do. But she really encouraged me!”

"The coming out process was especially “frightening”, since there were ten people from my work group at the ceremony who did not know I was a lesbian. What little feedback I have received has been positive, although I must admit that there was a great deal of fear around the possibilities.”

The highlight of the ceremony was the fact that the two of the 15 awards were associated with lesbian families. “This gives me a lot of hope. There are other groups that have recognized how to handle this and see that it is an important issue.”

For both BGLAD members, this year’s awards pointed out in a special way how Work/Life issues, diversity issues and human rights issues have melded together over the years. “When you live it every day, it’s all the same thing.”

DuPonters who received Work/Life Awards included Kathleen Brown, William Collins, Garry Dotson, Mark Nelson, Dawn Fawley, Barbara Heck, Bryant Holt, John Kerr, Richard Klimpel, Denise Kopko, Miriam Meconnahey, James Ploskon, Floyd Smallwood, John Snyder and Lisa Whalen.

The Work/Life Awards were started in the early 1990s by a group of volunteers to recognize DuPonters in the Wilmington area who have consistently shown the compassion, understanding and caring needed to help a co-worker deal with a difficulty such as the death of a spouse or caring for a seriously ill child. Award recipients typically are nominated by the employees whom they helped.

A GOOD CATHOLIC PONDERERS

By Deb Yates

Recently a “friend” of mine asked me how I could be so “Gay Friendly” and still call myself a “good” Catholic. After my initial emotional response, I realized upon reflection that three main beliefs influence my thinking.

- **A God of Love** – I can still remember some of my early childhood teachings being based on an earlier focus on God as a vengeful and judgmental God. For me, the most refreshing aspect to emerge after Vatican II was the joyous focus on a loving God. I believe everyone is a child of God, therefore, deserving of love and respectful treatment. For as much as I loved my father, I can remember that some of our earliest “debates” were concerning bigotry. It didn’t make sense to me then and I doesn’t make sense to me now. I refuse to participate in bigotry against gays and lesbians based on false assumptions and generalizations that are held by some people in society. With all the apologies that Pope John Paul II expressed last year, where was the apology to gays and lesbians for our silence and complicity which has furthered violence and oppression?
- **Unconditional Love** – In my ministry work as a member of laity in the Catholic Church, I like to recall an old saying, “you may be the only Bible a person ever sees.” How can I claim to be a Christian, if I do not exhibit love and respect for all people? In behaving otherwise, I am not living out Christ’s gospel of love. As a child, I witnessed, and was the victim of, on-going events

where family members would suddenly announce, “I don’t love you anymore, because.....” Where did we as a society go astray in creating a belief system that makes love contingent on 100% agreement? 100% giving up of one’s self? As a child of God, I believe each of us is called to live life to the fullest, becoming the person God intended us to be, with the gifts God gave us. In the religious education classes I teach to junior and senior high students, I continually remind the children that there is nothing they will ever do that would cause God to stop loving them.

- **Conscience** – For me, refusing to practice any form of bigotry, including against gays and lesbians, is a matter of following my conscience and my perception of God’s will that we treat everyone as children of God. I am most importantly accountable to God, not just society or individual friends or family, for all of my actions. In the Vatican II document "Declaration on Religious Freedom" we are all reminded “every one of us will render an account of oneself to God” (Romans 14:12). To truly be a “good Catholic”, I believe I have a responsibility to encourage change in the church, including such areas as the church’s stand on homosexuality!

These beliefs are at the core of my behavior. Most important, maybe it just all comes down to a bracelet that many of the kids are wearing: WWJD? **What Would Jesus Do?**

HASSELL LEAVES DUPONT -- Parting Thoughts

To: Dr. Tom Connelly

A few weeks ago I sent you a note welcoming you to CR&D. Now I write to say farewell.

I have been offered a wonderful research opportunity at Los Alamos National Laboratory (LANL), and I will be resigning from DuPont effective 20 October. Nevertheless, I wish you well in your new position leading Science and Technology for the Corporation, and hope you can still continue in your role with BGLAD.

My work with BGLAD has been both rewarding and frustrating. I told you when we first met that we were trying to develop a business case for Domestic Partner Benefits (DPB). I will now be able to view this from the other side, as Los Alamos offers these. In addition, I was recently heavily recruited by one of our competitors, and they were trying to institute DPBs if for no other reason than to retain me. It seemed that I alone constituted a sufficient business case to change their benefits package-- it is not that I am such a stellar chemist, but rather that instituting the DPB was an obvious business decision for them. I did not choose Los Alamos solely because they offered the benefit, but it was a contributing factor. Not only will we be able to move and know that our family's health is protected just as with my peers, but I know that I am going to a

place that considered this issue and decided to create a working environment that includes me and my family. I cannot describe how affirming it felt for me to see that my family was included in the benefits package.

There is another more subtle side to offering DPBs: I normally do not share my personal life until I get to know colleagues rather well. But having DPBs in the benefit sign-up information that goes to every LANL employee every year means that people are not so shocked when confronted with the possibility of working with a gay colleague. I felt comfortable to discuss my partner, Paul, with my new boss and several other colleagues who welcomed us during a recent house-hunting trip: the precedent had been set and codified by the Lab leadership.

I have worked hard for DuPont and feel I have made several valuable contributions. In return, the Company has afforded me many opportunities for professional and personal development. I feel a deep affection for this Company and the many wonderful people in it, and am always available to help further its success in any way I can.

Regards and best wishes in your new role,
Dr. Christian Hassell

New in the BGLAD Library:

As Nature Made Him

John Colapinto Harper Collins 2000

As Nature Made Him is the story of David Reimer, a man whose penis was destroyed in a botched circumcision when he was 18 months old. His “treatment” – surgical reassignment to a “female,” counseling, and, when he reached puberty, hormone injections - was directed by Dr. John Money, a researcher at Johns Hopkins University who believed that nurture is more important than nature in molding gender identity. Money’s theories were based on his work with individuals born with both male and female genitalia. At this time – the 1960s and ’70s – these “intersexed” children were generally “converted” to females, at least in part because the surgical techniques for creating male genitalia had not yet been perfected.

Reimer, named “Bruce” at birth, presented Money with an ideal test of his theory. Not only was he born a “normal” male, but there existed a perfect “control” subject - an identical twin brother Brian (whose own scheduled circumcision had been canceled after David’s horrible accident).

The book tells the story of David’s childhood as a girl. Even though she was kept in the dark about her history, “Brenda,” as she was re-named, behaved like a typical boy. By all accounts, she had a very difficult time fitting into the role she had been assigned. Nevertheless, Money, who saw the twins once or twice a year until they were twelve years old, proclaimed the treatment a success and gained considerable public fame and support for his methods.

Meanwhile, the family struggled and suffered. The father turned to alcohol, the mother had to be treated for depression, Brian got into trouble with the law, and Brenda became increasingly rebellious, withdrawn, and even suicidal.

Finally, when Brenda was fourteen, one of her counselors had the courage to defy the “expert” and recommend that she be told the truth and allowed to become male again. “David,” as he chose to call himself in his new identity, had his penis surgically reconstructed. He eventually married and adopted his wife’s three children.

As Nature Made Him is very well-researched. The author interviewed as many of the key players as possible, including David, his family, his counselors, and professionals and academics on both sides of the “nature vs. nurture” debate (Money was not particularly cooperative). The book raises important and thought-provoking questions about the origin of gender identity and the treatment of children born with ambiguous genitalia. Some reviewers have said the book is “dry” in parts, but I found it entirely fascinating.

Need Something To Read?

The BGLAD Library has a host of books and other resources.

Look it up at:

**[http://www.dupontbglad.com/
Library/library.html](http://www.dupontbglad.com/Library/library.html)**

BGLAD WORLD NEWS

Wilmington, Delaware Passes Rights Bill

By Timothy Cwiek - Philadelphia Gay News Dec 8-14, 2000

With little fanfare and no opposition, Wilmington's City Council has adopted a gay-rights ordinance covering the areas of housing, public accommodations and city contracts. Wilmington is the largest city in Delaware, with about 75,000 residents. The ordinance was adopted Nov. 16 by a 12-0 vote after three people testified in its favor. It was signed into law the next day by Mayor James H. Sill Jr. The ordinance was sponsored by City Councilman Norman M. Oliver (D-4th District). Oliver said the ordinance was adopted without any protests, nor any coverage from the Wilmington media.

The ordinance bans discrimination on the basis of sexual orientation in the areas of housing, public accommodation and city contracts worth between \$10,000 and \$60,000, said Patrick Allen, assistant city solicitor. Alleged violators of the ordinance will be prosecuted by the city solicitor's office, Allen said. The ordinance does not specify the penalties that will be imposed on violators, he said. The ordinance also does not address employment discrimination based on sexual orientation, Oliver said.

Thomas Noyes, special assistant to Sills, said the city's 1,000 workers already are covered by an existing personnel policy that bans discrimination on the basis of sexual orientation.

BOY SCOUTS and UNITED WAY: What Happened This Fall?

All over the U. S., the issue of institutionalized discrimination by the Boy Scouts of America has become a "cause celebre".

- In New York the nation's largest public school system has severed ties with the Boy Scouts of America because the organization discriminates against gays and lesbians. New York City Schools Chancellor Harold Levy announced that city schools and educators can no longer

sponsor troops or recruit Scouts during school hours on school property. The cities of Chicago, San Francisco and San Jose and Minneapolis have also ended their sponsorship of Boy Scout troops and prohibit the Scouts from recruiting new members in the public schools.

- Legal Defense and Education Fund lawyers report that several major corporations like J.P. Morgan, Knight-Ridder and Levi Strauss have dropped sponsorship of the Scouts.

- In 1992, Levi Strauss & Co. became the first major company to end contributions to the Boy Scouts because of their discriminatory policy toward gays. Banking giant Wells Fargo Co. pulled support before the high court's decision as well.
- Additionally, Merrill Lynch announced that it was "actively reviewing" its support for the Boy Scouts and the Wall Street Journal reported that the company is likely to end its \$150,000 annual contribution. Since 1987, Merrill Lynch has donated \$1.9 million to the troops.
- At least 10 United Ways have adopted or are considering policies to prevent funds from going to groups that discriminate on the basis of sexual orientation. These include groups in Portland, Maine; Providence, R.I.; New Haven, Conn.; Santa Fe, N.M.; San Francisco; Somerset County, N.J.; Heart of Florida United Way; the United Way of Massachusetts; and United Ways in Minneapolis and St. Paul, Minn.

Yet this fall there is increasing evidence of a backlash against that backlash. Parents, business executives and conservative political groups are speaking out against those who are retaliating against the Scouts.

- In Tempe, Arizona, the City Council reversed an attempt to keep city workers' donations from going to the Scouts through the United Way. The initial decision prompted a flurry of angry calls and e-mails, and the city's openly gay mayor, Neil Giuliano, is now targeted by a recall campaign.
- In Kentucky, numerous donors to the United Way of the Bluegrass threatened to stop contributions if the charity cut off its funding to the Boy Scouts. The United Way decided to continue supporting the Scouts.
- In Eugene, Oregon, a school district's ban on Boy Scout recruiting at schools was lifted following vehement complaints. The superintendent and school board chairwoman

apologized for not seeking the opinion from the public before the ban was imposed.

- Congress voted 62-12 to reject a proposal to strip the Boy Scouts of their federal charter.

BEING AN EFFECTIVE ALLY -- COMING OUT

By Dean Johnson

Leslie Cagan writes in the War Resisters League Organizer's Manual, "Straight people must deal with homophobia whenever and wherever it comes up" (Footnote 1). In 1993 I became an ally of glbt people. Since then, I've been both a Resident Assistant and a Hall Director at Manchester College. Living in the dorms gave me a real sense of the homophobia and heterosexism found on a college campus. Because I had many glbt friends, roommates, and residents, I have seen, heard, and felt the abuse of those brothers and sisters. Sometimes, I was found "guilty by association".

One day I was walking with a close gay friend who was out on campus. Someone behind us shouted, "Hey fag! Hey faggot!" My friend and I looked at each other with dismay. Surely he couldn't be that stupid. We were both resident assistants. Both of us were known to confront this kind of language. Manchester includes sexual orientation as part of the college non-discrimination policy. Again we heard, "Hey fag!" I walked over to the young man and confronted his behavior: he told me that he was calling to friend walking in front of us. I informed him that it didn't matter to whom he was talking, the language was inappropriate. I threatened to document him if I heard it again. Needless to say, he was not very happy with me. About three months later during a vacation, I walked out to my car one morning and found that it had been severely keyed (scratched the paint with a key). Inscribed on the hood were the words, "Long hair fag". It has never been proven who keyed my car, but I have my suspicions.

The point of telling all this is to share part of my "coming out story." I can never fully understand what it is like to be gay, but I still feel some of the pain caused by the abuse.

Taking the next step

While at Manchester I became an advocate for the glbt students, faculty, and staff. My reputation for being an ally grew. I had many students (and some faculty and staff) come out to me. During my last year at Manchester it became clear to me that I played an important role as an ally on campus. A student approached me to ask some questions about the gay community on campus. When I asked him why he came to me he said, "The faculty members I talked to said you would have the best idea of who I should get to know on campus". I was shocked and scared. I was leaving at the end of the year. What was going to happen when my spouse, Melissa, and I left? Who would be there for the students to talk with? I decided to start an allies group called United Sexualities. The group's purpose was to be an allies group for glbt people in the Manchester College community. We compiled a list server that had over 50 names of administrators, faculty, staff and students.

The coming out process for the entire group met with some intense backlash but United Sexualities became an officially recognized campus group, receiving funds from the student budget board. As a result, United Sexualities, the Manchester Church of the Brethren and the Peace Studies Institute were able to bring Rev. Dr. Mel White to campus to speak at a convocation. The group has also provided training for those who want to be publicly acknowledged as allies through a "safe zone" program. Safe Zone is a two-hour program that provides resources and training to those interested. After participants complete the training they receive stickers to hang on their room or office door that let people know they are safe people to talk to about glbt concerns.

Getting started

Being an ally means being an activist. The issues surrounding the equality of glbt peoples are issues of justice. The struggle for equal treatment for our sisters and brothers will move forward only as more people become active. An ally is more than a supporter of glbt persons. Being an ally means that you are committed to defend and celebrate the contributions made by the glbt people in our society. It means working to challenge institutional and individual forms of injustice that affect all types of people. The first step to organizing is understanding yourself and your personal beliefs and boundaries. Here are a few questions to ask:

What are your personal beliefs and biases toward those who are gay, lesbian, bisexual or transgendered?

If you are straight: what are your limitations in understanding the situation?

Do you know anyone that is part of the glbt community that will help in the fight?

If you are gay: are you ready for this step in your own coming out process?

And for everyone: how far are you willing to go for the issues being discussed?

If you are uncomfortable, you need to know when to step back from the situation.

The next step is understanding your campus or community. What does it mean to be gay, lesbian, bisexual or transgendered on your campus? What resources are available on campus and in the wider community (i.e. key people, organizations, publications)?

The next step is getting organized. "In your strategizing, you'll need to determine: a) what are the causes of the problem, b) what is the solution, and c) who has the power to make the needed

change - both what advocates can apply pressure, and what groups actually set the policy or whose attitude you want to change."

Starting out simple

It is unrealistic to think that the campus or the world will change overnight. Start out by doing simple things:

a) Display symbols. Buttons, signs, stickers and flags are a good way to start dialogue. Hang "pride" flags and signs in obvious places. The dialogue will help others to better understand who you are and what you believe and also help you better understand yourself.

b) Hold vigils. Vigils are silent candle services with people standing together in a circle or in a line, usually held in remembrance of something or someone. For example, a powerful vigil could be held on National Coming Out Day in remembrance of glbt teens who have committed suicide because they didn't feel free to come out.

c) Organize programs. Effective programming can accomplish a lot. It can include public speakers, film programs, and panel presentations. There is nothing like the opportunity to learn from asking questions of a panel of out lesbian and gays.

Keys to success.

1. Have a good sense of humor. You'll be shocked at what you hear and see. If you can not laugh you will burn out.

Dean Johnson was the founding member of the allies group United Sexualites at Manchester College. He is currently a student at Bethany Theological Seminary working on a Master of Arts in Theology. His thesis will examine Brethren identity.

DIALOGUE FALL 1999 THE NEWSLETTER FOR THE BROTHERN AND MENNONITE COUNCIL FOR LESBIAN AND GAY CONCERNS -- BMC PO BOX 6300 MINNEAPOLIS, MN 55406

2. Listen. Listen to those you are in conflict with. Let them tell their stories. After they feel heard, there is a better chance they will listen.

3. Educate yourself. Don't just read books on homophobia and heterosexism but read books by those you oppose. Look at literature and web sites by anti-gay groups. You can make better arguments when you understand their positions.

4. Be aware of the way you present your case. There is a time to yell and a time to whisper. On a scale from 1 to 10, with 10 being shouting, learn to speak at a level three. If you speak softly, people are more likely to listen and hear what you say.

5. Love. Show people the love they refuse to show you and learn to love yourself.

Remember to laugh, listen, and love as you continue on your journey to combat the hate. Being an ally is not an easy job, but it is a necessary one. Only speaking out and being active will create change. Imagine.

Footnotes.

1. Leslie Cagan, "Organizing with Lesbian and Gay Groups" in War Resisters League Organizer's Manual, ed. Ed Hedemann (New York, NY: War Resisters League, 1986), 112.

2. Neil Wollman, "Influencing Attitudes and Behaviors for Social Change," (N. Manchester, IN, Psychology Department, Manchester College, 1997)

LOWELL SELVIN - BUSINESSMAN



By: T. J. DeGroat
Diversityinc.com

Today's business world is home to female CEOs, African-American presidents and Latino chairpersons. But despite how inclusive corporate America considers itself, there remains at least one taboo: many gay professionals remain in the closet. In July 1999, when Lowell Selvin became CEO of Online Partners and the Gay.com Network, he was not just fueling his passion for the high-tech business world, but was publicly serving the gay community as a role model and advocate.

There is great fear in gay and lesbian professionals and business people in coming out," Selvin says. "As a teenager growing up in today's world, "you're hearing Republicans talking inclusion but not mentioning gays and lesbians. You hear Dr. Laura telling you everything about you is wrong. It plays out with professionals, too."

When Selvin began his career developing information systems at Light Signatures in the 1980s, he feared coming out. "Even though I was in a long-term relationship, and still am, the thing I could not do was come out," he says. During the past two decades, tolerance has increased and Selvin decided he couldn't hide part of himself from co-workers. Now, he always tells potential partners and clients he is gay before beginning a business alliance. "I decided to out in waves. It's a continuing management process," he says.

Despite increased corporate diversity initiatives there is still a long way to go, Selvin says. In his last position as CEO of a network marketing company, advisors repeatedly suggested that Selvin remain in the closet. "We've made some improvements in the world of fashion, media and even politics, but I think the business world has a very long way to go," he says. "There are important contributors to businesses who are afraid to come out. They are CEOs, they are senior vice presidents and they are also mailroom clerks and assistants. So my underlying personal mission is to use this job to build acceptance."

Acceptance is also a mission of the company, which provides a place for the gay and lesbian community to come together. The San Francisco-based Gay.com provides interactive services such as news, shopping and chat to about 2.6 million unique visitors each month.

The network and its parent company, Online Partners, recently increased its global presence when it opened an office in Buenos Aires – an area not known for tolerance of gays - to coincide with the launch of a Spanish-language site. There are offices in New York, Paris and London, as well. There also is a French-language Web site and the company is about to launch a Portuguese-language site.

Since Selvin joined Gay.com, revenue has increased five-fold. In March, he raised the largest amount of funding for gay-identified business, raising \$23 million from investors such as Chase Capital Partners, Flatiron Partners and The New York Times. Selvin came to the company with about 20 years of experience in business management and consulting. After graduating in 1981 with a specialized degree in human factors engineering from the University of Illinois, he worked with Fortune 500 companies such as Johnson & Johnson and MGM. He served as CEO for Arbonne International and as a practice director for Arthur Andersen Business Consulting.

Selvin believes that in the business world, 80 percent of success is perseverance, but the remaining 20 percent is timing and good fortune. Both factors came together last summer when Online Partners and Gay.com were looking for a CEO.

"I always said when I hit 40 I would retire to teach and consult, but after just a few months I realized I wasn't ready to stop," he says. The position was a perfect fit for Selvin, who always had been an activist. He is a founder of the Los Angeles Gay & Lesbian Center, serves on the Capital Committee for the Human Rights Campaign and is a committee member for AIDS Project Los Angeles.

The company is involved with youth organizations such as the Gay, Lesbian and Straight Education Network, and works to create "a world-class site that presents a great face for gay and lesbian youth. How do you reach the 18-year-old in Topeka, Kan.?"

Selvin's ultimate goal is to reach people. "To have people say, 'Wow, they're Gay.com and they're a great, well-run business,' I think sends a very strong message."

I've wanted the shadows...
I don't anymore.
No matter what happens,
I won't anymore.

I've run from the sunlight,
afraid it saw too much.
The moon had the one light
I bathed in...
I walked in...



I held in my feelings and closed every door;
No matter what happens, I can't anymore.

There's someone who must hear the words I've never spoken.
Tonight if he [she] were here, my silence would be broken.
I need him [her] to touch me - to know the love that's in my heart.
The same heart that tells me to see myself -
to free myself -
to be myself at last.

For too many mornings, the curtains were drawn.
It's time they were opened to welcome the dawn!

Oh, a voice deep inside's getting stronger -
I can't keep it quiet any longer!
No matter what happens it can't be the same anymore

I promise it won't be the same anymore.

Barbra Streisand
Yentl soundtrack - 1983

Easing of Gay Blood Ban Rejected

The Associated Press Sep 15 2000 2:28AM ET

GAITHERSBURG, Md. (AP) - The government is considering easing the ban on gay male blood donors - but its scientific advisers say don't do it yet, citing lack of evidence about how it might affect the AIDS risk in the nation's blood supply.

All men who seek to donate blood are asked if they have had sex, even once, with another man since 1977. Those who say they have are permanently banned from donating blood. Critics say that policy, in effect since 1985, is outdated because better testing can now detect virtually all blood infected with HIV, the virus that causes AIDS - and there's an increasingly urgent need for more blood donors. Also, the gay community contends the policy is discriminatory, forbidding donations by thousands of men whose HIV tests show they're healthy.

So the Food and Drug Administration asked its scientific advisers Thursday whether it should change the rule to ban only men who had sex with another man within the past five years. But the advisers voted 7-6 that there was not enough evidence that it's safe to make that change. The FDA is not bound by its advisers' decisions but typically follows them. The issue has split the blood industry, with half of the nation's blood banks supporting easing the policy while the American Red Cross, representing the other half, opposes any change.

Easing the ban would result in an estimated 62,300 gay men, or men who had experimented with homosexual activity only once, seeking to donate blood, FDA medical officer Dr. Andrew Dayton said. Out of that group, less than two units of HIV-infected units of blood might get into the blood supply undetected, he said. The current ban on gay male donors "seems very discriminatory," said Dr. Mark Mitchell, a Connecticut physician on the FDA advisory panel. "I feel very strongly that it needs to be changed." But he was outvoted by fellow panelists who complained that the FDA's estimates were based on mathematical models - nobody knows exactly how many homosexual men want to donate and how many of that subset have HIV. "I encourage the FDA to continue to look at possible options for how this can be changed in a safe fashion," said Dr. Jeanne Linden of the New York State Department of Health.

All donated blood undergoes strict testing for the AIDS virus and other blood-borne diseases. Of the nation's 12 million units of donated blood, about 10 HIV-infected units slip through each year, causing about two to three HIV infections a year, said Dr. Michael Busch of the University of California, San Francisco. But new genetic tests adopted by blood banks last year have many scientists expecting to virtually eliminate even those rare cases. Still, as an extra precaution, the FDA also requires blood banks to question potential donors about their risks for HIV and other diseases and refuse the blood of high-risk people. The hope is that people will not lie, although studies show many do. Barred for life from donating are gay men, intravenous drug users and prostitutes. Other people are forbidden to donate blood for a year after certain risky behaviors, such as having sex once with a prostitute. An estimated 8 percent of gay men have HIV. But many blood banks are asking why they must turn away thousands of potentially healthy men.

Easing the ban "should have no detrimental effect on ... the safety of the blood supply," said Dr. Louis Katz of the American Association of Blood Banks. "It's also a matter of fairness", said Dr. A. Smith of the Gay and Lesbian Medical Association. "Like risks should be treated alike," she said, asking why women who have

unprotected sex with multiple men - another big HIV risk - aren't barred from donating. The Red Cross argued that changing the policy could require HIV tests to catch an additional 1,200 infected units of blood, a big strain on the system. "We cannot change our procedures in a way that would result in increased numbers of infectious donation in our blood supply," said Dr. Rebecca Haley, the Red Cross's chief medical officer.

The debate comes amid concern about blood shortages. Only 8 million Americans donate blood, just 5 percent of currently eligible donors. Blood donations are decreasing about 1 percent a year, while demand for blood is increasing by 1 percent a year. Already, some cities routinely experience blood shortages during holidays and the summer.

Sister Jeannine Gramick: The Catholic Church Attempts to Silence a Supporter



**By Sister Jeannine Gramick, School Sister of
Notre Dame (SSND)**

Society hears the pain of battered women who remained silent for too long, often because of fear of further reprisals or concern about others, particularly their children. When a woman has found sufficient strength to name the oppression she has endured and seeks help, she is often pursued by the batterer, who tries to cower her into submission and begin the cycle of intimidation once again.

For 11 years the Vatican investigated my pastoral ministry to lesbian and gay persons, after my congregation, the School Sisters of Notre Dame, conducted two studies resulting in positive evaluations of my work. I gave no particulars publicly about these investigations because Church authorities requested that I remain silent during the investigation process in the interest of confidentiality.

The publication the Notification from the Congregation for the Doctrine of the Faith on July 14, 1999 presented details of the Vatican investigation from the perspective of the hierarchy. Since July 1999, I have offered my own viewpoint by revealing additional facts, which show that the process principles of fair judicial procedure outlined in the Catholic Church's 1971 document, *Justice in the World* (par. 45) were not followed. Gradually, I found my voice and have told my story to various Catholic and ecumenical audiences.

While I am not a battered woman and have experienced no physical abuse, the emotional dynamics of the investigation and its aftermath are similar. A command not to speak or write about the Notification and its ecclesiastical processes is similar to ordering a woman who feels she has been unjustly treated to remain silent. Is this not a violation of the basic human right to self-defense? A woman religious does not surrender her human rights by virtue of her state of life. Our Church teaches "no one should be deprived of their ordinary rights because they are associated with the Church in one way or another" (*Justice in the World*, par. 41). How can we grow in becoming a more just Church unless we reflect on and learn from our own experience?

Furthermore, how can it be right to require that I not ask the Christian faithful to write to the Vatican to express their views about the Notification? Church law states that "(the Christian faithful) have the right and even at times a duty to manifest to their sacred pastors their opinion" (canon 212, 3).

Members of religious communities give special attention to the wisdom of the community, expressed in the voice of a religious leader, as a source of knowing God's will. Our community documents call us to obey God by proclaiming the good news to all particularly those considered poor, promoting unity and reconciliation, eliminating the root causes of injustice, working for positive systemic change, and risking innovative response to the needs of the time.

I try to live obedience in the light of these principles and the requests of religious leaders, both of which, hopefully, are congruent. If they are congruent in the member's understanding, I believe the member must obey the will of God as manifested in her conscience, just as any baptized Christian must follow his or her conscience, even if it is not congruent with official Church teaching. Vatican II's Declaration on Religious Freedom states that "'every one of us will render an account of oneself to God' (Rom. 14:12), and for this reason (one) is bound to obey one's conscience" (par. 11). Church teachings are certainly more serious matters than directives of religious leaders; therefore, the obligation to follow one's conscience applies to these directives as well.

I have gravely considered the requests of my community leaders, as well as our community documents. I feel pained that the Vatican and my community leaders now ask me to silence myself. After finding my voice to tell my story, I choose not to collaborate in my own oppression by restricting a basic human right. To me this is a matter of conscience.

I am deeply saddened by the current situation because my community leaders and I have a common desire to serve God and God's people. My faith in God and the paschal mystery give me hope that this Good Friday experience will some day be followed by an Easter Sunday. I ask the prayers of all who are concerned.

Editor's Notes: CICLSAL (Congregation for the Institutes of Consecrated Life and Societies of Apostolic Life) contacted Sister Rosemary Howarth, Superior General of the School Sisters of Notre Dame, to intervene in regard to Sister Jeannine Gramick. CICLSAL communicated that Gramick's attitude corresponded poorly to the Notification. She has expressed criticism of authoritative interventions of the Church and has incited others to write to protest the Notification. The See continues to receive documentation from various sources. The Congregation for the Doctrine of the Faith communicated to CICLSAL, which communicated to Howarth, that *Gramick may not speak or write on homosexuality, the Notification, or on any ecclesiastical processes that led to it. Gramick may not encourage the faithful to publicly express their dissent from the official Magisterium, nor protest decisions of the Holy See, nor criticize the Magisterium in any public forum whatsoever concerning homosexuality or related issues.* Basically, CICLSAL called upon Sister Rosemary Howarth to order Sr. Jeannine Gramick by order of obedience to desist from making any more public statements on the whole affair.

On May 24, 2000, Gramick was issued the formal obedience by Sister Rosemary Howarth. On May 25, Gramick issued a response that, in conscience, she could not collaborate in her own oppression by restricting a basic human right to speak about her experience. Deliberate disregard of a formal command can ultimately result in dismissal from her congregation.

BISC CRITICAL OPERATING TASKS

Each year, BISC plans the major goals and objectives. The 2001 Critical Operating Tasks are not complete: here is the current draft. If you have comments, please contact the committee leader responsible.

Administration - Carol Lowrie, Jim Fossler, Tom Connelly, June Cohen

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

Communications - Michael Leach, Deb Yates, Ray Korup

1. Publish at least six 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 BGL 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

Equity - Mary Hadley, Joy Schroeder

Restructure and reenergize the BGL equity effort; influence change in DuPont managing processes, which treat BGLs inequitably.

1. Form an equity team; reenergize.
2. Brainstorm and choose strategies.
3. Prioritize issues and assign responsibilities.
4. Partner with businesses.
5. Use "Spousal Equivalency" model.
6. 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
7. Identify and capitalize on BGL market, including generating ideas and concepts for DuPont to grow.

Education - Leslie Dickerson, Mark Kennedy

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.

**Community Katie Replogle, Pam Prior
In/Out reach - Robin Karol
Annual Conference - Robert Ford**

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 (TM) program
 - Design/implement publicity campaign
 - Be advocate for members/other BGL'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 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.

Members at Large - Roy Baker, Tish Cheatham

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

MEMBERSHIP UPDATE

Katie Replogle

We extend a warm welcome to **forty** (wow!) new members who have joined since the last newsletter was published.

BGLAD now has **304** members! The recent membership drive has been an amazing success: **fifty-eight** new members have joined since our speaker event in early October. **Fifty-one** of those new members are allies. Some joined on their own after hearing Mrs. Degeneres's talk. Most, however, joined after being invited by a current member of BGLAD. Many of us were surprised at how easy it was - all we had to do was ask! There are lots of supportive folks out there already. Let's get them connected to BGLAD!

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| Remember that you can stay connected to BGLAD after you retire if you can receive email at home! Just send us your address! |
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Want information on BGL events in the Delaware Valley area? You should be on the Mid-Atlantic Chapter's mailing list. The contact is Elizabeth.A.Oneal@usa.dupont.com
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