



Pride in Federal Service 2021 Virtual Summit Series

A history of federal LGBTQ+ Employee Resource Groups

October 14, 2021
2:00-4:00 PM EST



Group Agreements & Guiding Principles

Homophobic, transphobic, or racist comments will not be tolerated and are grounds for removal from the Summit Series.

Experiences and stories shared may differ from your experience. Please welcome the opportunity to learn and embrace curiosity over judgement.

Respect the confidentiality and privacy of speakers; do not share identifying details with others.

Remain on mute when not speaking.



Session Overview

- Employee Resource Groups (ERGs) and why they matter
- Smithsonian Pride Alliance: The first federal LGBTQ+ ERG
- Fireside chat with former Federal GLOBE Board Members
- Pride in Federal Service formation and evolution
- Question & Answer



Pride in Federal Service: Who we are

Pride in Federal Service is an interagency work group focused on sexual orientation, gender identity and expression nondiscrimination in the federal workplace.

We are a community of practice for federal LGBTQ+ Employee Resource Groups, with 300+ members across 30+ agencies.

PFS is independent of any federal agency, is nonpartisan and independent of any other non-profit, political or lobbying group, association or organization.



Employee Resource Groups (ERG)

Employee Resource Groups, or ERGs, are employee-led groups that connect employees around a common interest, identity, or experience.

ERGs help build a sense of community within an agency or department and serve as a resource for employees who share similar backgrounds or experiences.

Examples of federal-wide ERGs:

- [Federally Employed Women \(FEW\)](#)
- [Blacks in Government \(BIG\)](#)

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Special Emphasis Programs (SEP)

Special Emphasis Programs are different than ERGs. Special Emphasis Programs (SEPs) exist to address historic discrimination in federal employment. Three SEPs are required by law:

- Hispanic Employment Program
- Federal Women's Program
- People with Disabilities

Special Emphasis Program Managers (SEPMs) work with and for agency management to improve retention, recruitment, and professional development of groups that have experienced historic discrimination.



PRIDE ALLIANCE

 Smithsonian



 Smithsonian

The History of Smithsonian GLOBE

Todd Dell (*Doane*), Chair, Smithsonian Pride Alliance

Hannah Byrne, Public Historian, Smithsonian Libraries & Archives



A Note on Language

Everyone has their own relationship to words for our community and the relationship to those words have changed over time. The history of different meanings is part of what we capture at the Smithsonian

We acknowledge the diversity of language and our respectful of the lived experiences of the people in our community

First Brown Bag Lunch

1989

1989: First Brown Bag Lunch

"So they decided that's what they would do for National Coming Out Day, and put up signs saying that they were hosting a brown bag luncheon."

"I sort of said, perhaps we should organize a bit for some of the other. . . . So a few of us over thirty, which I was barely, but I was, formed the organization and have been working ever since to increase the visibility of lesbians and gays, and lesbian and gay issues at the Smithsonian as appropriate."

1989: First Brown Bag Lunch

- Two staff (possibly interns) hosted a brown bag lunch for National Coming Out Day
- They were already out to most but not at work
- They put up posters and word spread of the event around campus
- Great turnout with many folks meeting for the first time
- Some – but not all – wanted to create an official organization

Smithsonian Lesbian and Gay Issues Committee

1991

1991: S.L.G.I.C.

Smithsonian Gay & Lesbian Issue Committee was formed in 1991 by Len Hirsch and Eric Keller.

Seeking recognition from SI administration to create a "formal voice at the Institution."

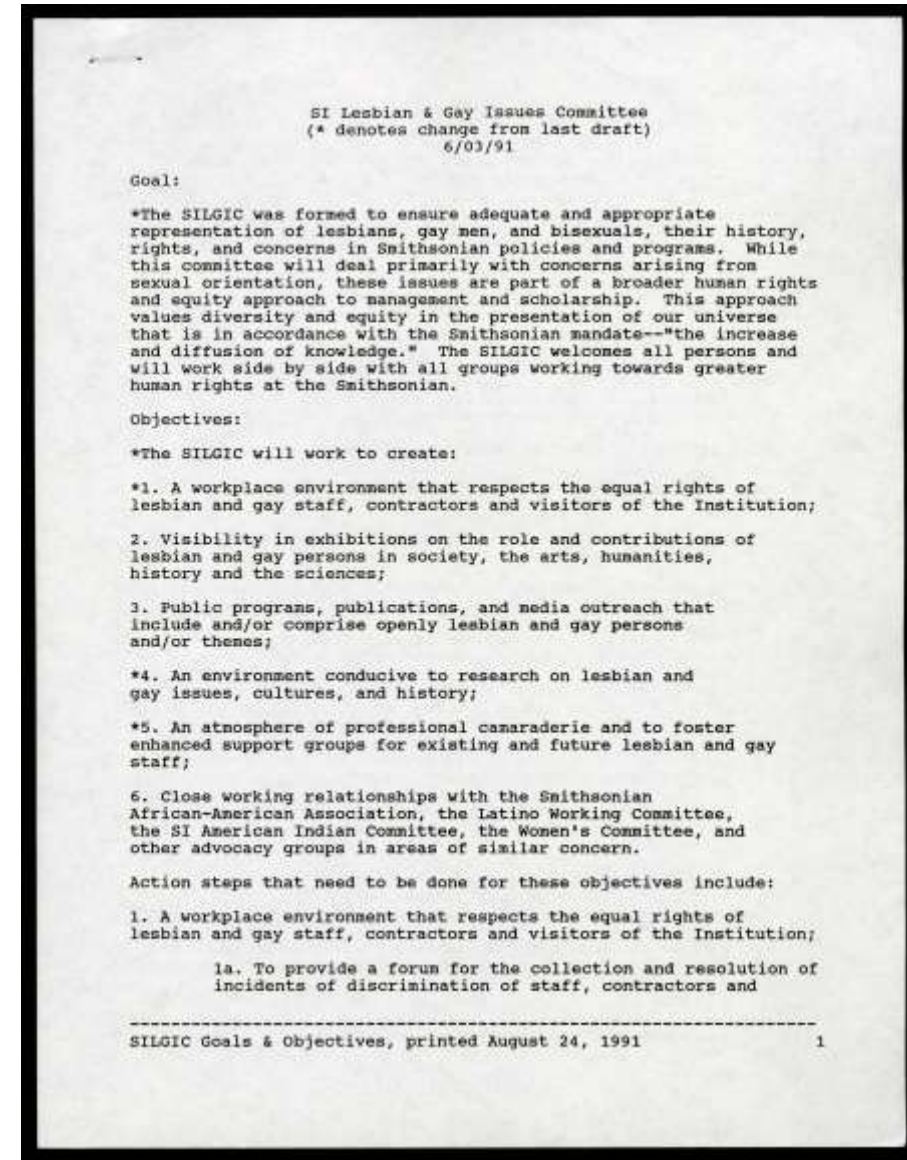
Greater expansion for employee support under 8th Secretary Robert McCormack Adams.



Smithsonian Torch Article about the Formation of the SI Lesbian and Gay Issues Committee, March 1992. Smithsonian Institution Archives, Acc. 98-105.

SLGIC worked to create:

1. A respectful workplace environment
2. Visibility in exhibitions
3. Public programs, publications and outreach
4. An environment to conduct research on this history
5. An atmosphere of professional camaraderie
6. Close working relationships with other SI affinity and advocacy groups



The SI Lesbian & Gay Issues Committee Goals and Objectives document, June 3, 1991. Smithsonian Institution Archives, Accession 15-218, Box 4.

What were the issues?

- HIV/AIDS
- Security Clearances
- Losing Jobs



The AIDS Memorial Quilt being spread out for display on the National Mall, October 1996, by James Di Loreto. Smithsonian Institution Archives, Acc. 11-009, Image No. 96-11069.

Creation of G.L.O.B.E.

1993

1993: Creation of G.L.O.B.E

G.L.O.B.E. = Gay, Lesbian, or Bisexual Employees

Hirsch was the founder and head of both Federal GLOBE and the Smithsonian GLOBE chapter.

Early presence, publicity, representation, and growth

Early development / collaboration / interaction with Federal GLOBE



1995: Clinton Executive Order

<https://www.nytimes.com/1995/08/05/us/clinton-ends-ban-on-security-clearance-for-gay-workers.html>



*To Federal Globe
With appreciation,
Bill Clinton*

Quote from Len Hirsch's 1996 Oral History Interview

"We are truly invisible unless we force it onto the public program and exhibit spaces for a number of reasons. One there isn't even a category in the collecting or in the archives for the lesbian and gay [related topics]. So if it's there, no one even knows how to find it."

Reviving Smithsonian **GLOBE**

2011

A story about a new employee...

- In 2011 a new staff member started working in the the Smithsonian.
- This new employee was very excited to work at Smithsonian and to meet with other queer colleagues - and get engaged on LGBTQ+ issues at the Institution.
- He started searching the intranet for LGBTQ ERGs but his searching came up empty.
- Eventually he discovered some mention of GLOBE and its founder, Dr. Len Hirsch.
- He contacted Len, who was thrilled to meet someone who was interested in the cause. They talked about the history of GLOBE and how it had languished over the years as the situation improved for LGBTQ folks. They had domestic partner benefits and non-discrimination statements, and generally a quiet acceptance
- But the overall situation at Smithsonian was not ideal.

2012-2014: Reviving Smithsonian GLOBE

- Met with executive leadership with some concerns and goals and received significant pushback
- Brown Bag presentations
- Small lectures/events
- Created Facebook Group and ListServ in 2013
- Film Screenings
- Pride Planning



Pride Revival



Smithsonian LGBTQ+ Employees & Allies





Pride Revival



Smithsonian GLOBE Meeting LGBTQ History Month

To celebrate LGBTQ History Month, in addition to our regular GLOBE business and social meeting, history curator Katherine Ott will bring some LGBTQ objects out of storage!

Monday, October 24 at 2 PM - 3 PM

Events



2019: Two Cities, One Smithsonian

Pride Alliance Renaming & Rebranding

2018

Pride Alliance Renaming & Rebranding

- Our group was ready for a new name that reflects and embraces the full spectrum of who we are as a community
- Voting on Final Three Names
 - 59.04% SI Pride Alliance
 - 30.12% SI GLOBE
 - 19.28% Gender and Sexuality Equality Alliance
- New name announced May 17th 2019
- **Immediate membership increase of 17%**

2019: Pride Alliance Rebranding

“We have always aimed to be a welcoming place for people of all sexual orientations and preferences, colors, creeds, gender identities and expressions, and denominations. Over the years, it has become increasingly apparent that the GLOBE acronym (Gay, Lesbian, Or Bisexual Em-ployees) does not adequately represent our community, our scope, or our goals. ”



Pride Alliance Rebranding

Primary Logo



Full Color



Full Color Reversed



Single Color



White

Internal Logos + Rules



Internal Vertical Logo

Clear Space

Primary logo clear space parameters apply.

Minimum Print Size

To maintain the integrity of the primary lockup in print, minimum print width is 2.5 inches, and minimum digital width is 162 pixels.



Internal Horizontal Logo

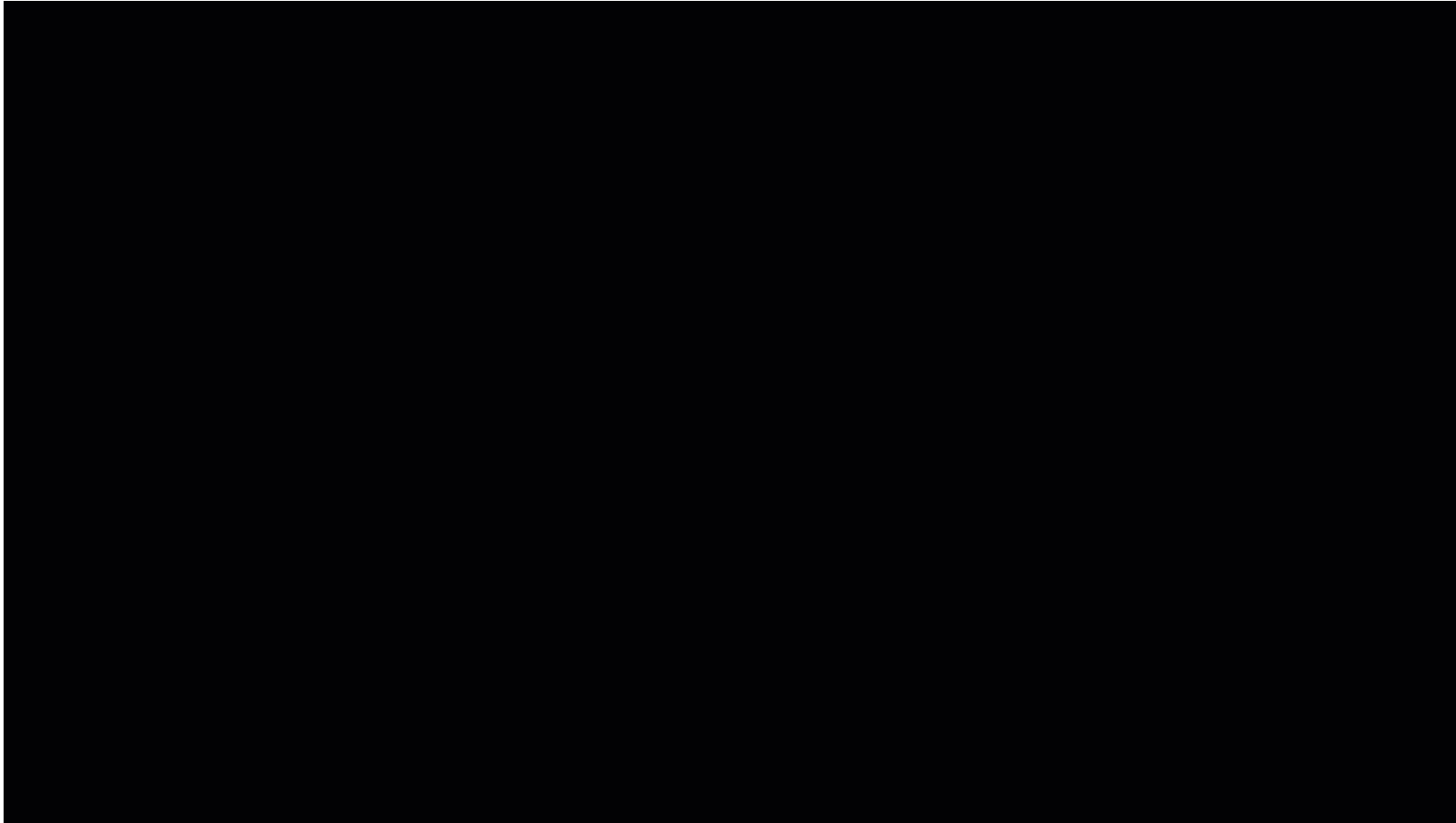
Clear Space

Primary logo clear space parameters apply.

Minimum Print Size

To maintain the integrity of the primary lockup in print, minimum print width is 3.5 inches, and minimum digital width is 234 pixels.

2020: Project Pride



Search YouTube for “Smithsonian Project Pride” <https://youtu.be/ECzoCaljaKM>



Fireside Chat with Federal GLOBE



Federal GLOBE; Len Hirsch is seated right of the US flag and Frank Kameny is second left of the flag.



Federal GLOBE members in New York City, 1993.



Federal GLOBE members in New York City, 1994. Len Hirsch is bottom left.



Federal GLOBE marching in the Washington, D.C. Pride parade, 1994



Federal GLOBE marching in the New York City Pride parade, 1994



Pride in Federal Service marching in the 2018 Washington, D.C. Capitol Pride parade



Pride in Federal Service marching in the 2018 Washington, D.C. Capitol Pride parade



Pride in Federal Service

Started as a small group of federal employees who met at the annual Out & Equal Summits and wanted to continue conversations and collaboration outside of Out & Equal Summits

Formed in 2016-2017 with an organization plan, name, and a mission to provide a forum for sharing best practices and resources on federal diversity and inclusion efforts related to equal opportunity for lesbian, gay, bisexual, transgender, queer, questioning, gender nonconforming, nonbinary, intersex, asexual, and Two-Spirit (LGBTQ+) individuals.

Open to federal employees and contractors.

Purpose is to support and connect federal LGBTQ+ ERGs and create a community of practice for LGBTQ+ ERG leaders, SEPMs, EEO/D&I Specialists.



Pride in Federal Service

2018-2019 Leadership Team

- Chair: Meghan Walter (USDA)
- Co-Chair, Data Collection & Metrics: Brian S. (IC)
- Co-Chair, Outreach & Community Engagement: Mike Benardo (FDIC)
- Co-Chair, Policy: Mahri Monson (EPA), Dylan deKervor (DOJ)
- Communications Director: Tom Lotito (Treasury)
- Advisors: Alicia Crain (Peace Corps)

A vertical bar on the left side of the slide, composed of several colored stripes: purple, blue, green, yellow, orange, red, and brown.

Pride in Federal Service

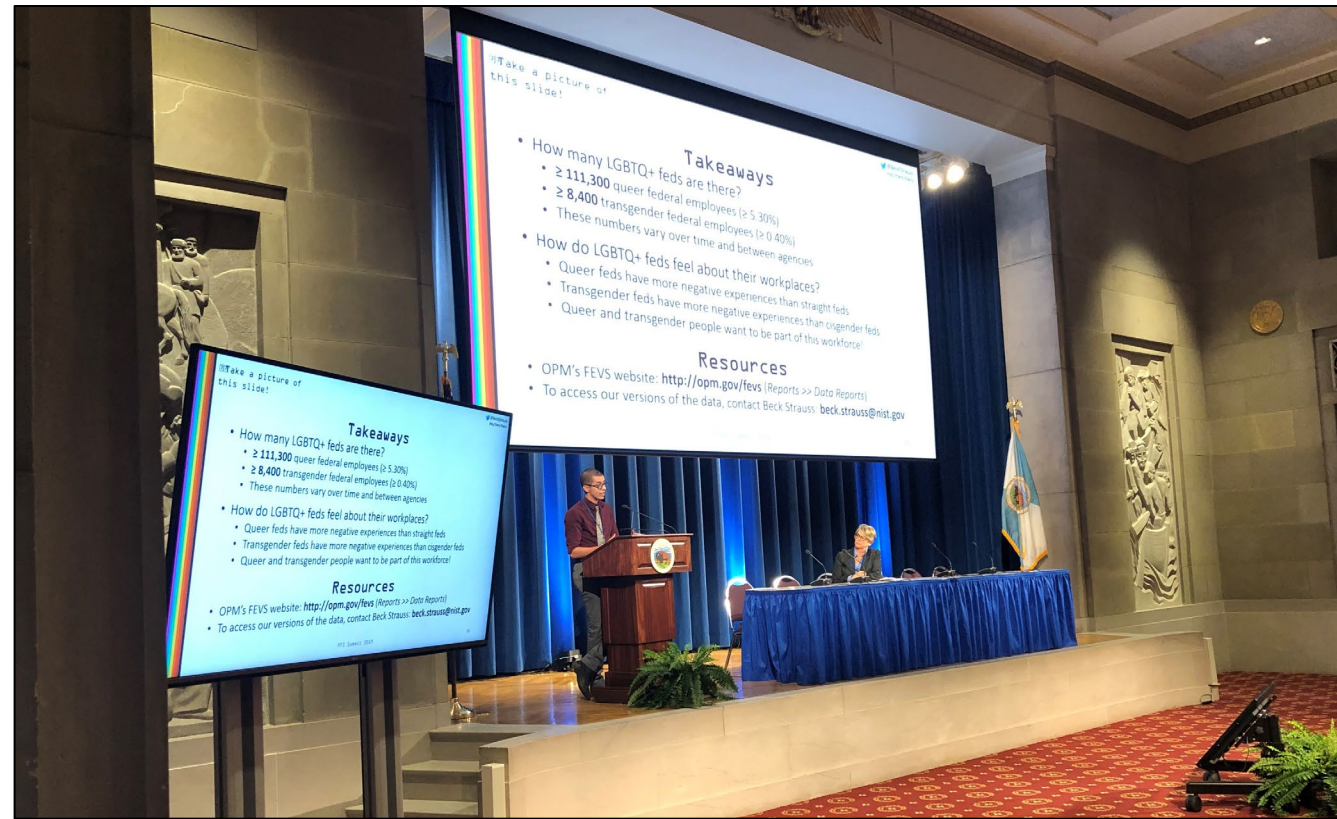
Activities & Initiatives

- Monthly meetings via Zoom
- Share best practices and policy
- SO/GI Data collection and metrics
- Federal Employee Health Benefits
- Help LGBTQ+ ERGs get started
- Webinars and guest speakers
- Social Hours
- Annual DC Capitol Pride Parade in 2017, 2018, 2019
- Pride in Federal Service Summit on October 18, 2019
- Antiracism and racial affinity group discussion series in 2020

Pride in Federal Service Summit



The 2019 Pride in Federal Service Summit Planning Committee. The Summit was held at the Department of Interior on October 18, 2019 in conjunction with the 2019 Out & Equal Summit.



Dr. Beck Strauss presents their analysis on the LGBTQ+ responses to the Federal Employee Viewpoint Survey at the 2019 Pride in Federal Service Summit. Nancy Bates from Census sits on the stage.



Pride in Federal Service

2020-2021 Leadership Team

- Chair: Anthony Musa (State)
- Co-Chair, Data Collection & Metrics: Brian S. (IC)
- Co-Chair, Outreach & Community Engagement: Matt Lewis (DOT)
- Co-Chair, Policy: Maverick Hill (Treasury)
- Co-Chair, Training & Summit: Thalia Lewis (NOAA)
- Communications Director: Sean Loftus
- OPM Liaison: Mahri Monson
- Advisors: Meghan Walter, Dylan De Kervor, Mike Benardo, Briana Niblick, Richard Hurtig



Establishing the Pride in Federal Service Archives

Questions?





Upcoming Summit Sessions

October 18, 2021 - 1:30-2:30pm EST - Terms & Pronouns

Registration Link: <https://us02web.zoom.us/meeting/register/tZYoduGurz8sHN1kAmRaTCB5zDLRfNg4W3O1>

The session will feature a presentation from Lucas Johansen at NOAA on LGBTQ+ terms and using pronouns in the workplace, followed by audience Q&A. Lucas will be discussing LGBTQ+ cultural competency with a focus on pronouns and gendered language.

October 25, 2021 - 2:00-3:30pm EST - Starting an LGBTQ+ ERG

Registration Link: <https://us02web.zoom.us/meeting/register/tZUtc-qhpzwrGdVVVewAl2zpN0rywa5zPs-W>

This session will feature a panel of federal LGBTQ+ Employee Resource Group (ERG) leaders sharing their experience and expertise on starting an ERG from scratch, rebuilding and revitalizing semi-functional ERGs, and how to maintain ERG momentum over the years.

November 2, 2021 – 12:00-1:00pm EST – Intersex

Registration Link: <https://us02web.zoom.us/meeting/register/tZEIf-yvqz0iGNcKWW7ACbnbns4Jv2vNv4U>

This session will feature a presentation from InterACT on the topic of understanding what it means to be intersex. Intersex is an umbrella term for differences in sex traits or reproductive anatomy.

November 10, 2021 – 12:00-1:00pm EST – Questioning + Coming Out + Newly Out

Registration Link: <https://us02web.zoom.us/meeting/register/tZEpdUcSqTktEtymld7Bea60-NaVhfxMLx9a>

This session will focus on the process of questioning and coming out, and navigating being newly out at work.

November 16, 2021 – 1:00-2:00pm EST – Transgender, Nonbinary, and Gender Nonconforming

Registration Link: <https://us02web.zoom.us/meeting/register/tZAld--opjsuHNdQpXbt3g2i-CQCCXqxLpcq>

This session will feature a panel discussion of transgender, nonbinary, and gender nonconforming federal employees.

November 17, 2021 – 1:00-2:00pm EST – Black, Indigenous, People of Color (BIPOC)

Registration Link: <https://us02web.zoom.us/meeting/register/tZ0pceCqrD0iGNUjF2mA2-v3-4CsK9DDyQdd>

This session will feature a panel discussion of federal employees who identify as LGBTQ+ Black Indigenous People of Color (BIPOC).



Thank you!

Please share your feedback on this event!

<https://forms.office.com/g/EdFFkJcGDS>