

e-gayzette

GALAXe Pride at Work Quarterly Newsletter

Winter 2009

So long 2009 and hello 2010...

Jon Albert
V.P. Communications

WOW I can't believe we are already in December. This year has really flown by and so many wonderful things have happened for GALAXe. I would like to Thank all of the Board Members and our Corporate Champion Sophie for their hard work and commitment to making GALAXe a truly benchmark employee resource group. Have a safe and happy holiday season.

Jon

Corporate Champion Message

2009 Year End Message

Sophie Vandebroek

Wow, what an eye opening year 2009 has been for me in my role as your new Corporate Champion for GALAXe, Pride at Work. I made many new friends, learned so much and with the help of Sue Mayrand and Scott Reiber, Co-Presidents of GALAXe, we tackled some challenging and rewarding priorities.

Xerox has received many accolades over the last four decades for our positive Diversity track record. While we have a great culture, it became clear to me after participating in three roundtables with Canadian, European & US Employees and one exclusive to Out Leaders (LGBT Band A & Bs) that we can do more. Several of you voiced that you do not feel comfortable being Out at work. These feelings are not congruent with our values and the inclusive environment we work to create. Each of us has the responsibility to create an environment where everyone can be authentic including our lesbian, gay, bisexual and transgender co-workers. It is important to learn about the humans behind the projects. Having an inclusive culture that encourages all of us to bring our full selves to work makes this possible and ensure that Xerox has highly loyal, productive and innovative employees. Another great learning experience was participating in the recent 2009 GALAXe Conference and the Out & Equal Workplace Summit in Orlando, Florida. I was impressed with the magnitude of the Workplace Summit, with the diversity of the participants and with the number of corporations attending, even during these challenging economic times. The Out & Equal Workplace Summit allowed for a valuable exchange of best practices with our clients, partners and others in industry.

One such practice described in a workshop I attended is Self Identification for LGBT employees. Several companies include self-identification in their confidential Employee Engagement Survey and a few leading companies are also tracking LGBT at the individual employee level. Indeed, LGBT employees are invisible to most of us. We agreed that deploying self-identification at Xerox is a priority. We are partnering with Human Resources to integrate self-identification in the next EES census survey. So please identify yourself when you see this in a future survey. The intent is that this be completely confidential and will help the Xerox leadership team and the GALAXe board to better understand specific issues for the LGBT

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community. It will put Xerox on the forefront, and ensure that we excel as an inclusive workplace and get us closer to providing an environment where everyone can be authentic at work. In preparation for the self-ID deployment and to raise awareness in the straight community, we held a Xerox-wide Educational Awareness session on what it means to be an LGBT employee. The barriers encountered and key tips on how to create a truly inclusive environment were shared. I want to express my sincere thanks to those of you who told your story during this public event. Your personal journeys to becoming authentic at work are touching and are already making a difference to many others. With the Diversity's Office help we hope to do more such events throughout 2010. Look out for them and help educate your peers and co-workers! We are all lucky that at Xerox we have a heritage of actively creating and nurturing a diverse work environment. I have witnessed other companies where minority groups have no role and diversity is treated as an option. At Xerox, I assure you it is not an option. It is a priority business imperative! I will continue to learn about your unique issues and with your help I hope that my vision of making Xerox the most attractive and inclusive place to work for lesbian, gay, bisexual and transgender employees will become reality. I wish you a happy Holiday Season with friends and family.
Sophie

Co-President's Message

Scott Reiber & Sue Mayrand
Co-Presidents

Co-President's Message, Year End 2009

Where to begin? It has been an amazing year for GALAXe, Pride at Work. We began the year by saying goodbye to a great friend and ally and our Corporate Champion for the previous 3 years, Bill Steenburgh. Bill will be missed by all. He is a great Xerox Leader and we appreciate all his years of support as an ally. We then greeted and met with our new Corporate Champion, Sophie Vandebroek, CTO and President of Xerox Innovation Group. Sophie proved herself to be "fearless" and passionate in advocating for an equitable work environment for LGBT employees. Sophie quickly immersed herself to become culturally competent in lesbian, gay, bisexual and transgender issues. She supported us by moving forward many of our initiatives including Self-ID, Education and Ally/Out Leader engagement.

We have had a very exciting 2009 starting with

Roundtables during May and August to reach out and listen to our Canadian, US & European members as well as our Out Leaders (LGBT Band A & Bs). Great feedback and input came from those sessions and we determined the need to make our work environment more accepting and open. Throughout this year, we have been presenting the SELF Identification initiative to the Xerox Leadership stating the importance of tracking recruitment and career development metrics for LGBT employees who choose to self identify; clearly a balanced workforce that includes LGBT employees is paramount to Xerox's success. We have met with Senior Leadership in both the US and Canada and presented this along with all the priorities for GALAXe to Doug Lord and his SLT Policy Committee. Finally we continue to benchmark with other companies, most notably, IBM, Sun and Goldman Sachs to assure its success. We had an exceptional GALAXe conference held concurrent with the Out & Equal Workplace Summit in Orlando on October 6-9 <http://outandequal.org/summit-2009>. The conference was well attended by over 200 corporations, many of whom are our clients, prospects, partners & competitors, in spite of the economy. By providing in-kind print donation to Out & Equal (printing the Conference Program Book and Awards Booklet provided to over 1800 summit attendees), Xerox received a Gold Sponsorship; giving our corporation incredible visibility. Sophie Vandebroek was a member of a Featured Panel "We Are the Champions, The Importance of Allies". Jim Knight, Enrique Mukul and Scott Reiber presented a workshop on "What Your ERG Can Do For Your Company- LGBT buying power can help both my Company and my ERG (Marketing)". And continuing in his role on the SELF ID Community of Practice, Ralph Carter participated on the SELF ID. We also wish to thank John Tonnemacher from NARS who did a fantastic job helping us set up and tear down our booth in Exhibition Hall in Orlando. On November 5th we presented GALAXe's 1st Educational session on LGBT Awareness. We had participation and an introduction from Doug Lord, closing comments from Sophie and good participation from Management. In all, we had over 450 listeners and participants on the call. We thank Julie Hogan for sharing her story with the group and we thank everyone who supported Enrique, and our efforts. There is a replay of the webcast available from the website at www.galaxe.org.

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For 2010, we are continuing our focus on the following Top Priorities;

- Self Identification for LGBT employees in our employee profiles and on EES surveys ,
- Global Membership/Chapter Growth ,
- Out Senior Leadership (LGBT Band A & Bs)
- GALAXe Conference concurrent with Out & Equal Workplace Summit - Los Angeles CA October 2010
- LGBT Market Development, and
- Ally development.

These are very exciting times for us to better serve our LGBT Employees and make it a safe and secure environment to be out and proud.

We would also like to extend a welcome and congratulations to our new 2010 Co-President, Danielle Fiorini. Danielle will join Scott as Co-President for 2010-2011. Sue will remain with us on the board as Past President. She will continue to provide counsel and support as we continue to grow. I would personally like to say thank you to Sue for her tireless work these past two years, providing us with great leadership, her time and her creativity. Please join me in welcoming Danielle and in thanking Sue. We have accomplished much and have much yet to do. We look forward to continuing these efforts in moving forward the LGBT initiatives and awareness's within our company. Together we can!!!

Scott and Sue

Membership Message

Ralph Carter
V.P. Membership

Be Yourself. Everywhere.

The GALAXe Service Board officially launches its first membership drive in recent memory and look forward to 2010. The theme: **Be Yourself. Everywhere.**

Many thanks to those who worked on the theme and membership flyer, especially members, Marc-Antoine Saumier, Montreal, and Rob O'Reilly, Toronto. The flyer may be downloaded from the GALAXe website, www.GALAXE.org, printed and shared with friends and work colleagues. Members are encouraged to post the flyer at their desk and on community bulletin boards within Xerox buildings. People willing to serve as membership drive captains in their building or group are encouraged to contact Ralph Carter, VP Membership at vpmembership@GALAXE.org.

A Warm Welcome to Xerox Capital Services

GALAXe welcomes the 125 members of the GLBT Alliance of Xerox Capital Services who have recently transitioned to Xerox. We are working with XCS leadership to schedule meetings in the near future in Rochester, Chicago and Dallas to share information about GALAXe membership, recent LGBT diversity successes, and the challenges and opportunities before us as we begin a new year!

GALAXe membership momentum!

Thanks to the outreach of our members, we welcome 15 new members in the fourth quarter to date. Several offered notes on what GALAXe means to them.

Lorraine Laviolette, Halifax NS. I share in the belief of working in a diverse work environment where everyone is treated equally.

Lisa Laviolette, Halifax NS. I joined Xerox in 2003 and am currently one of 2 team leads who support the National Customer Relations Group. I am married with 2 young children (a 9 year old boy "Cam" and a 4 year old daughter "Janet"). In my spare time I enjoy being with my family, reading, watching movies & geocaching. I am very passionate about equality in the workplace and love that Xerox prides itself on this!

Dan Walkowski, Portland OR. I served as a Champion for the Black Employee group a few years ago, and am an avid, committed supporter and advocate of total diversity at the workplace and in life. I'm currently the VP of the Pacific Region in Xerox Services (Julie Hogan's successor). I live in Portland, Oregon, and travel extensively up and down the west coast. Let me know if and how I can be of service to the group.

Anne Cutler, Philadelphia PA. I was not aware of GALAXe until the (November educational) webinar. I joined GALAXe to show support for its mission and for the efforts of two of my friends who I respect tremendously. For almost my entire life, I have been in leadership roles as a pioneer for women in the sports world, so I understand the struggle for acceptance and validation. It is my belief that everyone should feel free and safe to be their complete selves at work. We all should first be recognized and dealt with as valued and contributing Xerox employees. And secondly, we are Xerox employees who also happen to be female, or single parents, or LGBT, etc. Our own uniqueness and character is what makes a dynamic and vibrant work environment, both within the company and with our outside customers. Although I cannot claim to know how it specifically feels to be LGBT, as an ally for GALAXe, the least I can do is offer to be a safe and trusted "sounding board".

Jennifer Chapin, Washington DC. Hi to all of the GALAXe members. Just to share a little about me. I have been with Xerox for 11+ years now working in various roles. My career focus has been to be a technical trainer. I have lived and worked for Xerox in Minneapolis for 7 years, Miami for 2 years and 2 years in Baltimore/Washington DC area currently. I have been very fortunate to travel and work in many cities of

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the US and in 2008 I was in Sao Paulo, Brazil for a few weeks. I was very excited when I first started with Xerox because I was told that the company always changes. This gave me the feeling that I was finding a place that I could fit in. My personal interests are very broad with lots of variety but the thing I enjoy most in traveling with friends. So far I have been to 47 states and 6 countries with many more to see. I have been involved with Women's Professional Football for 8 years including 2 different leagues and 3 different teams. My favorite charities are helping animals I have worked with a Greyhound Rescue in New Jersey for 5 years and I now am the webmaster for a Malamute Rescue in New York. Joining GALAXe was the next step for me. Now that I am out at work I can focus on continuing to be the best I can at my work and be true to myself as transgendered lesbian. I hope to be able to help other GLTBA people in the Xerox community.

Additional members who have joined in Qtr 4 are:

Marg Cuell	Halifax NS
Esther Danforth	Halifax NS
Suzanne Nadeau	Halifax NS
Ronald Poe	Omaha NE
Justin Doyle	Rochester NY
Michael Vallone	Rochester NY
Kathryn Matysek	Rochester NY
Carole Bakhos	Rochester NY
Michele Grazulis	Rochester NY
Hope Kanaley	Southern California

Ralph

Photos



Photo from 2009 Shop and Wrap

Have a photo from a GALAXe event? Please send it to me at jon.albert@xerox.com In 2010 we will feature a photo from the GALAXe archive each issue. The first person to identify the event/people can share a memory from the event with our membership in the next newsletter. It will be fun to see how GALAXe has changed over the last two decades.

Chapter News



2009 Shop and Wrap Photo

Thanks to the generous financial support of XCIP, on Saturday, 5th December, GALAXe hosted their 17th annual holiday shop and wrap event to provide holiday boxes for patients of the AIDS Community Health Center (ACHC). This year's event was co-sponsored by the by the Xerox Caucus groups in Monroe County, and Out & Equal NY Finger Lakes. More than 30 Xerox employees, friends, families and local LGBT colleagues joined together at the Rochester GAGV youth community center to fill and deliver 160 holiday boxes. The holiday shop & wrap Project is a **GALAXE PRIDE AT WORK** annual tradition of caring about and sharing with members of the local community who do not have the resources and opportunity to provide for themselves. While most of us spend the end of year holidays enjoying the fruits of our labors, those members of society unfortunate to be impoverished as well as suffering from HIV or AIDS have little to look forward to. Our goal has been to lighten the financial load for people living with HIV/AIDS in Monroe County, and to give a bit of hope – and doing this in a fun and creative way. Since 1992, **GALAXE PRIDE AT WORK** employees have partnered with AIDS Community Health Center, a Rochester area clinic that provides services to many AIDS patients on public assistance. Most of ACHC clients are too sick to work or are families with children and rely on savings and public assistance to get by. Food stamps, however, cannot be used to buy basic necessities like soap, shampoo, toothpaste, etc. GALAXe is the Xerox caucus group for employees who are – or who support – gay, lesbian, bisexual, or transgendered persons. www.galaxe.org

Jason Barnecut - Treasurer



Be Yourself. Everywhere.

Xerox Diversity:
Different ideas.
Diverse people.
Dramatic results.

Join Galaxe Today.

www.galaxe.org

Becoming a member or ally of Galaxe, opens up new opportunities for personal and professional development. Galaxe ensures equality in the workplace. It's more than promoting diversity, and educating our workforce. We also help Xerox tap into a loyal and developing market with over \$600B in buying power. Involvement also provides opportunities for benchmarking with companies in IT, HR and Marketing. **Join Today.**

2010 Galaxe Initiatives

- Develop the LGBT market with Xerox. Visit: www.xeroxdirect.com/LGBT
- Promote LGBT Leadership Development and Visibility
- Give back to our communities



Professional Development | Advocacy | Community Service

Since 1988, the Xerox Corporation recognized independent employee resource group for Xerox LGBT employees and their allies. In 48 locations around the world.

2010 Membership Drive Flyer