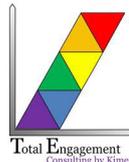
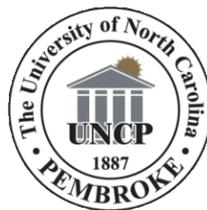


NDC Carolinas Presents the
**Inaugural LGBT-Allies
Diversity Summit**

Thursday, June 6, 2013
9:30 AM - 5:00 PM

Charlotte Convention Center
Charlotte, NC

Event Sponsors





Welcome from the National Diversity Council

Dennis Kennedy
Founder & CEO, National Diversity Council



I would like to take this opportunity to personally welcome you to the Inaugural LGBT and Allies Diversity Summit. In today's global society, the importance of diversity is becoming even more apparent. Collaboration between different cultural segments, organizations, and industries is imperative to form a strong, cohesive community. Community building is not only about creating new ideas; it is about putting these ideas into action, and witnessing the results.

The Summit is broken into three (3) tracks of with five (5) sessions per track. The Diversity within the Community has participants come from diverse backgrounds and organizations, sharing their personal experience of identifying as L, G, B, T, and A. The topics were chosen to provide all attendees with valuable insights that will benefit their personal and professional growth. The What Works in the Workplace track begins with overviews of LGBT and Transgender specific issues and best-practices, and sessions after lunch highlight policies, intersecting issues, and lessons on culture from some of the most successful corporations. The Breakout of the Box sessions are trainings, lectures, and a panel discussion focusing on alternative sexualities beyond LGBT, having difficult conversations, and understanding bias.

The National Diversity Council started this Summit because there is a strong need for dialogue and diversity programs that relate to the LGBT-Ally community. Thank you for joining the NDC Carolinas in addressing this need by participating in our Inaugural LGBT and Allies Diversity Summit. I hope you will join us in facilitating the development of a truly open society, where the exchange of ideas is unrestricted and everyone has the opportunity to succeed.

A handwritten signature in black ink that reads "D. Kennedy". The signature is fluid and cursive, with a long, sweeping underline.



Agenda

	9:30 AM -10:00 AM	RECEPTION & LIGHT REFRESHMENTS	
	10:00 AM -10:50 AM	DIVERSITY WITHIN THE GAY COMMUNITY	Rm. 210
		LGBT IN THE WORKPLACE OVERVIEW	Rm. 209
		TURNING DIFFICULT CONVERSATIONS INTO PRODUCTIVE ONES	Rm. 205
	11:00 AM -11:50 AM	DIVERSITY WITHIN THE BISEXUAL COMMUNITY	Rm. 210
		TRANSGENDER ISSUES & BEST PRACTICES	Rm. 209
		POLY PANEL	Rm. 205
	12:00 PM -12:30 PM	LUNCH	Rm. 201
	12:30 PM -1:15 PM	KEYNOTE <i>Mandy Carter</i>	Rm. 201
	1:30 PM -2:20 PM	DIVERSITY WITHIN THE LESBIAN COMMUNITY	Rm. 210
		HRC CORPORATE EQUALITY INDEX	Rm. 209
		UNDERSTANDING UNCONSCIOUS BIAS	Rm. 205
	2:30 PM -3:20 PM	DIVERSITY WITHIN THE TRANSGENDER COMMUNITY	Rm. 210
		LANGUAGE AND GENDER: THINKING DIFFERENCE, THINKING DIFFERENTLY	Rm. 209
		WHAT DOES “QUEER” MEAN?	Rm. 205
	3:30 PM -4:20 PM	BEING AN ALLY	Rm. 210
		CREATING AN INCLUSIVE CULTURE	Rm. 209
		ASEXUALITY OVERVIEW	Rm. 205
	4:30 PM -5:00 PM	RECEPTION & SPEED NETWORKING	
	5:00 PM +	AFTER PARTY AT BAR AT 316	



Descriptions

DIVERSITY WITHIN THE COMMUNITY

The Diversity within the LGBTQA Community track highlights the lived experience of L, G, B, as well as T individuals through diverse panel discussions with members of each group living in the greater Charlotte area. They will speak from personal experience by highlighting both issues relating to their sexuality as well as how other traits (for example age and race) influence what it is like to be a member of the L, G, B, or T communities. We are NOT announcing the identities of anyone within the panels because not everyone is fully “out”.

WHAT WORKS IN THE WORKPLACE TRACK

The What Works in the Workplace track will focus on best practices, policies, and culture as complex, multifaceted ways involving heterosexual individuals and the bottom line. Sessions begin with overviews, and move from recommended policies and best-practices, intersecting issues and populations, and, finally, enacting a strategic, sustainable change. Most Power Points are available by emailing the speakers or staff.

10:00 AM - 10:50 AM

LGBT in the Workplace Overview

Stan Kimer will conduct a stand-alone overview which will provide a general understanding of the main issues as well as help those less familiar with the issues get the most out of the later sessions.

11:00 AM - 11:50 AM

Transgender Issues and Best Practices

This session expands on one of the fastest growing and newly visibility sector of the LGBT community – the “T” or Transgender. This session will cover:

- *Basic terms and definitions in the transgender arena*
- *The business rationale for companies and organizations to support the transgender community and their transgender employees*
- *The range of options for transgender employees within their profession*
- *Best Practices in corporate policy for transgender*
- *Best Practices for case management of transitioning employees in the work place*
- *The speaker’s experiences and learnings as GLBT Diversity Manager at IBM*
- *Some words of advice for transgender employees*
- *Resources*

Plus plenty of time at the end for questions and answers

1:30 PM - 2:20 PM

HRC Corporate Equality Index

Deena Fidas and Liz Cooper, the coauthors of the 2013 HRC Corporate Equality Index, will explain the criteria, reasons for each criteria, and what to expect next year to be followed but a leader from an LGBT ERG leader who will elaborate on how to leverage the policies into action.

Creating an Inclusive Culture

Throughout the Workplace track you have learned about best-practices and policies for working with LGBT&A individuals. Two experts on corporate cultures, Diversity Strategist, Consultant, and Author Lenora Billing-Harris, CPS and CEO of Total Engagement Consulting, retired Director of Global Sales Operations for and leader within IBM’s GLBT diversity, Stan Kimer, will help you to move from policies to a sustainable difference in the lives of the your employees as well as your bottom line. Mr. Kimer will begin the discussion focusing on LGBT specifically, and Ms. Harris will conclude with a discussion with a presentation on best-practices within corporate diversity and inclusion. Together, they show how to bring these concepts to life with proven practices and strategic planning, with plenty of time for questions.

Language and Gender: Thinking Difference, Thinking Differently

The idea that communication is gendered, that being biologically male or female dictates our communication style, is as much a myth as a reality. Since the sociolinguist Robin Lakoff established the academic field of language and gender in 1975, there has been an explosion of both academic research and popular treatments of the topic. The academic field began as a critique of women’s less assertive language and advocated women’s assumption of a more masculine use of language. Popular culture latched onto this approach and professional treatments, both in books and workshops, created a multi-million-dollar industry.



Descriptions

Language and Gender: Thinking Difference, Thinking Differently cont'd...

As the academic research has evolved, however, it has moved away from a focus on the differences between women's and men's speech to a focus on differences among women rather than between the sexes, and on the relationship between language, reality, and identity. Looking at gender, identity and reality as socially constructed, primarily through language, opens them up to change and allows for us to intervene in useful ways in their construction. This session will provide an overview of these more recent critical perspectives on language and gender, as well as some practical ideas for being more critically aware of our use of language and how it affects both our and other people's identities.

BREAKOUT OUT OF THE BOX TRACK

Breakout of the box with discussions on alternative sexualities beyond L, G, B, & T as well as soft skill training which can benefit you in the workplace and community!

10:00 AM - 10:50 AM

Turning Difficult Conversations into Productive Ones

In order to reframe a conversation that may often seem adversarial, key skills are needed to conduct the courageous conversations that get things moving and keep them on target. This fun yet practical presentation will accelerate your communication skills and your ability to harness support in unlikely places. You will explore ways to reframe your cultural collision communication for highly effective results. This insightful session will help you engage in techniques that recognize communication differences without judging them. You will discover your own hidden communication strengths.

As a result of applying the principles and skills discussed, you will be able to:

- *Explore the 5 habits that hinder effective cultural communication*
- *Manage multicultural conflict more effectively*
- *Apply the S.T.O.P technique*

10:00 AM - 10:50 AM

Poly Panel

The Charlotte Poly Network will discuss that polyamory (and the broader term poly) is "Having multiple honest, loving, intimate relationships with the full knowledge and consent of everyone involved." They will then open the floor up to discussion and Q&A from the audience.

1:30 PM - 2:20 PM

Understanding Unconscious Bias

This presentation will begin as an interactive lecture focusing on the difficulty of defining "bias", the complex ways in which humans learn to classify one another, and move to several relevant theories and models which have important implications. We're going into some depth about how gender and sexuality are understood in contemporary American society, but the focus is more understanding how humans learn, limitations of our brains, and are taught to evaluate one another. The later portion of the session will discuss how one can continually strive to overcome bias with plenty of time for questions.

2:30 PM - 3:20 PM

What does "Queer" Mean?

An overview of the various definitions of "queer" as well as the implications for us as a society understand sexuality.

3:30 PM - 4:20 PM

Asexuality Overview

The Asexuality Overview (individuals who have very little or no sexual desire not by choice or because of mental or medical issue) session will provide an understanding of the recent history of asexuality, review current research, and explore implications for contemporary understandings of sexuality. We will begin with a brief history of asexuality, both from popular culture as well as academic perspectives. Then we will review limited research on asexuality, highlighting results which have implications for underlying principles, demographics, and counter-intuitive findings. The focus will then shift to interesting critiques of our current understanding of what a "sexuality" is, finishing with an open discussion with the audience. This is not a session with "right and wrong answers"; it will hopefully add a new dimension (degree) to your understanding LGBTQIA as well as help you question beliefs sexuality is "a given" and a lack of sexual desire is pathological.

Keynote

Mandy Carter

*National Coordinator of the Bayard Rustin 2013 Commemoration Project,
National Black Justice Coalition*



Mandy Carter is from Durham, North Carolina. She has a 45-year movement history of social, racial, and lesbian, gay, bisexual, and transgender justice organizing since 1968. She attributes her commitment to multi-racial, multi-issue organizing to the Quaker-based American Friends Service Committee, the one-time Institute for the Study of Nonviolence, and the pacifist-based War Resisters League.

She helped co-found two ground breaking organizations. Southerners On New Ground (SONG) and the National Black Justice Coalition (NBJC). SONG, founded in 1993, is about building transformative models of organizing in the South that connects race, class, culture, gender, sexual orientation and gender identity. NBJC, founded in 2003, is a national civil rights organization dedicated to the empowerment of our Black lesbian, gay, bisexual, and transgender community. Our mission is to end racism and homophobia.

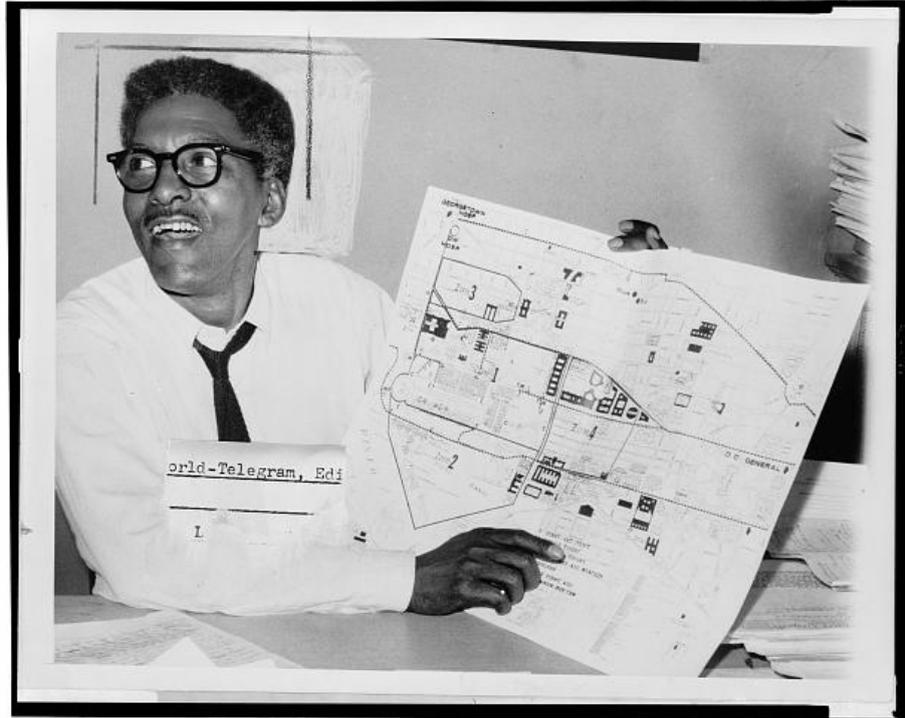
Currently, Mandy is the national coordinator of the NBJC Bayard Rustin 2013 Commemoration Project to acknowledge and celebrate Bayard Rustin key organizer of the historic 1963 March on Washington who was an out Black gay human rights activist. And to mobilize and engage LGBT and allies in this 50th anniversary year of the 1963 March on Washington.

Keynote Description Talking Points:

- 1. Framing opportunity/ challenge for LGBT movement for possible "movement moment" of "justice or just us?". Against backdrop of major LGBT gains to Don't Ask, Don't Tell, marriage equality and possible ending of the Defense of Marriage Act (DOMMA). And still needing ENDA (Employment Non-Discrimination Act).*
- 2. Ever shifting demographics of this country that will be majority of people of color by 2050. California already is. And implications for our LGBT movement to be pro-actively multi-racial, multi-issue.*
- 3. Importance of "intentional intersectionality" of racial, social, economic justice organizing that opens up and expands opportunities for our LGBT movement. I.e. immigration issues.*

Library of Congress Gay, Lesbian, Bisexual, or Transgender Employees (GLOBE) in
association with the Blacks in Government (BIG) present

A Celebration of Bayard Rustin



& the 50th Anniversary of the 1963 March on Washington.



Please join us for a discussion of civil rights leader Bayard Rustin, prominent strategist for the 1963 March on Washington. Lead by Mandy Carter, National Coordinator of the National Black Justice Coalition's Bayard Rustin 2013 Commemoration Project. Rustin's papers, held by the Library of Congress, will also be displayed.

Wednesday, June 5

1 PM

Mumford Room (LM 649), Madison Building

101 Independence Ave, SE

For more information, please contact Erin Hawkins, ehawkins@loc.gov. Request ADA accommodation five business days in advance. Contact 202-707-6362 or ADA@loc.gov

Speakers



Stan C. Kimer

President

Total Engagement Consulting

Stan C. Kimer, President and Founder of Total Engagement Consulting by Kimer, is recognized for his unique skills in employee development / career road mapping, GLBT (Gay, Lesbian, Bisexual, Transgender) diversity management and organizational effectiveness / project management. And with his high energy, strong communications skills and sense of humor, he is frequently invited to speak or conduct workshops on diversity and leadership development.

Stan excelled as a member of IBM's executive team in his final position as Director of Global Sales Operations with IBM's Consulting Practice. As part of his responsibilities, Stan had career oversight for IBM's 3000-person Global Sales Operations team, and developed an innovative career road mapping process that increased the Sales Operation's employee participation rate in career planning 400% and transforming the team to the highest morale level among IBM's 11 globalized service units. Stan additionally had over 20 years of broad IBM experience in staff and management positions in customer support, finance, marketing, technical product planning and human resources (diversity). In the global corporate diversity role that Stan held for five years, he led IBM to premier leadership industry in GLBT diversity. Stan received his MBA from the University of Chicago Graduate School of Business and BS in Management Science from Georgia Tech. He is active in leadership roles in a dozen community and civic organizations and was recognized by the Triangle Business and Professional guild in 2003 with their Professional of the Year award.

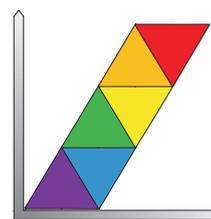
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Speakers



Deena Fidas

*Deputy Director of The Workplace Project
Human Rights Campaign Foundation*

Deena Fidas leads the corporate programs of the Workplace Project, including the Corporate Equality Index survey and annual report. She also leads the Human Rights Campaign Foundation's published research on the experiences of LGBT workers nationwide, including the seminal Degrees of Equality study that found over half of LGBT workers remain closeted on the job. Fidas has consulted directly with dozens of Fortune 500 and other major businesses on the implementation of equitable policies and benefits for diverse employee populations. Most recently Fidas expanded the work of the Corporate Equality programs to include global LGBT workforce best practices. In this capacity, she has conducted trainings in the US and abroad on workforce diversity and best practices for inclusion before corporate and public sector audiences. Fidas has been featured in The

Washington Post, Mexico's Reforma, Pacifica Radio and she has been a quoted source for the Associated Press, The Wall Street Journal, Forbes, Fortune, and other news outlets. Formerly working in political fundraising, she joined the Workplace Project in 2007. Fidas holds a master's degree in sociology from American University in Washington, D.C.



Liz Cooper

*Manager of The Workplace Project
Human Rights Campaign Foundation*

Liz Cooper joined the Workplace Project in August 2010. As Manager, Liz engages directly with employers to identify and improve LGBT-inclusive policies and practices. Cooper brings her background in sales and marketing research to develop the Project's resources on LGBT diversity and inclusion best practices aimed at employers, employees, and consumers. She has a special focus on engaging new businesses to participate in the CEI survey, and also oversees the annual Buying for Workplace Equality Guide. In addition, Cooper has enlisted the support of dozens of major businesses for pro-equality legislation across the country. She also uses her advocacy to help elevate the role of allies in the LGBT community. By making allies a more visible part of the workforce, Cooper hopes to make a fully inclusive culture the new standard for employers, allowing employees to be authentic

and open in their workplace environment. Cooper holds a bachelor's degree in political science from Davidson College in North Carolina

Speakers



Lenora Billings-Harris

CSP

Diversity Strategist and Author

Diversity and Inclusion is a full-time focus, not just one topic among many for Lenora Billings-Harris. Her ability to transform multifaceted diversity and inclusion concepts into immediately applicable “how to’s” have enabled her to help organizations intentionally create and sustain inclusive work cultures that challenge each individual to accelerate their efforts toward achieving maximum results. Lenora partners with clients to help them build effective relationships that leverage diversity in order to increase inclusion, innovation, employee engagement, customer satisfaction and bottom-line results.

Lenora has been included as one of 100 Global Thought Leaders on Diversity and Inclusion by The Society of Human Resource Management (SHRM), and was named by Diversity Woman Magazine as one of the twenty top influential diversity leaders in the US. Her award winning diversity leadership research is recognized in academic journals internationally. . Most recently, she keynoted at Inclusion Conferences in Cape Town, South Africa and in Tel Aviv, Israel to share best experiences and best practices with leaders within the business, government and NGO communities.

Billings-Harris coauthored TRAILBLAZERS: How Top Business Leaders are Accelerating Results through Inclusion and Diversity and author of The Diversity Advantage: A Guide to Making Diversity Work, 3rd Ed. She is often an expert guest on TV and radio around the globe. She’s an adjunct faculty at Averett University and the University of North Carolina-Greensboro. She has served on numerous community boards of directors and board president of Win-Win Resolutions, Inc. Lenora is a Certified Professional Speaker (CSP), a past president of the National Speakers Association, and will be the 2014 president of the Global Speakers Federation. She has presented to audiences in over eighteen countries on six continents. Before launching her business in 1986, she was an HR Director for a division of a Fortune 500 corporation.



Robert Dogens

Senior Vice President

Wells Fargo

Robert is a 30 year banking/financial services professional. He is presently Senior Vice President & Business Process/Program Support Leader in the International Portfolio & Program Management Group of Wells Fargo Bank. Robert has been with Wells Fargo for 17 years having held leadership positions in Operations & Technology, Retail Credit Services, Wholesale Banking and Human Resources. He is a Diversity Practitioner and is also a member of the Black/African-American and PRIDE team member resource groups at Wells Fargo. Prior to joining Wells Fargo’s predecessor –Wachovia Bank, Robert was with First Tennessee Bank and the Federal Deposit Insurance Corporation.

Mr. Dogens is a member of the Board of Governors of the Human Rights Campaign (HRC), the largest LGBT advocacy group in the nation, as well as Board member of the Regional AIDS Interfaith Network (RAIN) and FTS Foundation. He has also served on the boards of Equality NC, Foundation for the Carolinas-Charlotte Lesbian & Gay Fund, Metrolina AIDS Project and the Queen City Theatre Company. Robert has twice co-chaired the HRC North Carolina Gala and the Charlotte AIDS Walk. Robert is originally from Louisiana and holds degrees from the University of Louisiana and University of Memphis—Mid South Banking School. He is advocate for equality for all Americans.

Speakers



Dr. Katherine Stephenson

*Associate Professor of French, Liberal Studies, and Women's and Gender Studies (WGST)
UNC Charlotte*

Dr. Katherine Stephenson is Associate Professor of French, Liberal Studies, and Women's and Gender Studies (WGST) at UNC Charlotte, where she has taught for the past 27 years. In the WGST program she regularly teaches Queer Theory; Theoretical Approaches to Sexuality; and Language, Gender and Power. She has published on feminist theory, French women writers, and language and gender. She worked on the international research project "Différence sexuelle et communication(s)" (Sexual Difference and Communication) directed by Luce Irigaray and has co-translated Irigaray's *Sexes et genres à travers les langues* (Sexes and Genders across languages) with Gail Schwab (Hofstra). *Dit de femmes: entretiens d'écrivaines françaises* (Women's Words: Interviews with French Women Writers), the anthology of interviews with contemporary French women writers she

conducted along with Michèle Magill (NCSU), was published in 2003 by Summa Publications.



Brian Richards

*Coordinator
National Diversity Council*

Brian Richards joined the Carolinas Chapter of the National Diversity Council (NDC Carolinas) as a Coordinator in June of 2012. He is responsible for the marketing research, social media representation, coordination of new partnerships, new member orientations, recruiting leaders, and planning events. He is passionately dedicated to making diversity and inclusion a more important, more intricate part of the lived experiences of EVERYONE. His professional experience is within the fields of training, marketing, teaching, counseling, and social scientific research. His focuses within the broader theme of diversity include organizational recruitment, gender, and the social construction of difference.

Brian earned his BA in Psychology from Ohio University and served in counseling and supervisory roles for therapeutic treatment programs for teenagers in Ohio, Texas, and Virginia. He earned his MA in Communication Studies, focusing in Organizational Communication, from The University of North Carolina at Charlotte. He tailored his course work and projects on select gender, media representations, training, and organizational socialization topics. When teaching Intro to Communication Studies, Organizational Communication, and Business Communication, Brian weaves diversity (typically gender and multicultural) topics throughout the courses, showing how America's contemporary issues of inequality exist as complex systems made up of and effecting real people and organizations.

Though a native of Ohio, Brian has lived in five states and has been in Charlotte, NC for about 3 years. He cherishes his family and friends, as well as enjoys disk golf, motorcycles rides, role playing games, reading, conferences, and the great outdoors.

Speakers



Dr. Kent L. Brintnall

*Professor of Women's and Gender Studies and Film Studies
UNC Charlotte*

Kent L. Brintnall (B.A., Fort Hays State University; J.D., Northeastern University School of Law; M.A., Pacific School of Religion; Ph.D., Emory University) joined the UNC Charlotte faculty in fall 2008 after serving as the inaugural post-doctoral fellow in religion and sexuality as well as a lecturer in film studies at Emory University. Dr. Brintnall is an affiliate faculty member in the Women's and Gender Studies and Film Studies programs. He teaches courses in feminist and queer theory, literary theory, masculinity studies, visual and popular culture and the Christian tradition. His first book, *Ecce Homo: The Male-Body-in-Pain as Redemptive Figure*, was published by University of Chicago Press in fall 2011. He is currently working on two monographs, one tentatively entitled *The Trauma of Normal*; the other tentatively entitled *Formalizing Desire: Mysticism, Pornography, Subjectivity*.

He is also assembling a co-edited collection of essays entitled *Negative Ecstasies: Georges Bataille and the Study of Religion*. He serves as the North American editor for *Theology and Sexuality* and as the co-chair of the Queer Studies in Religion Section of the American Academy of Religion. For the past three summers, he has served as a faculty mentor for the Human Rights Campaign's Summer Institute for LGBTQ scholars of religion. In his free time, he watches an embarrassingly large amount of reality television and strives to keep his three dogs—Fenris, Fred and Dino—happy

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this year.

For more info, please visit
[www.nationaldiversitycouncil.org/
what-we-do/webinars/](http://www.nationaldiversitycouncil.org/what-we-do/webinars/)

Human Rights Campaign's Corporate Equality Score

Organization	Headquarters	2013 HRC CEI Score	Fortune 1000 Rank	HRC "Best Places to Work 2013"	Change from 2012
AbitibiBowater Inc.	Greenville, SC	0*	474		
Bank of America Corp	Charlotte, NC	100	9	Yes	
BB&T Corp.	Winston-Salem, NC	80	220		Up 10 points
Blue Cross Blue Shield of North Carolina	Durham, NC	75			Up 15 points
Compass Group USA Inc.	Charlotte, NC	50			Up 15 points
Delhaize America Inc.	Salisbury, NC	100		Yes	
Domtar Corp.	Fort Mill, SC	15*	394		
Duke Energy Corp.	Charlotte, NC	90	173		Up 15 points
Family Dollar Stores	Matthews, NC	30*	302		
GlaxoSmithKline LLC	Research Triangle Park, NC	100		Yes	
Goodrich Corp.	Charlotte, NC	0*	337		
Hanesbrands Inc.	Winston-Salem, NC	60	505		
Harris Teeter Supermarkets Inc.	Charlotte, NC	0*	498		
Laboratory Corporation of America Holdings	Burlington, NC	15*	447		
Lowe's Companies Inc.	Mooresville, NC	15*	50		
Mitchell Gold + Bob Williams	Taylorsville, NC	100		Yes	
Moore & Van Allen PLLC	Charlotte, NC	65			Up 10 points
Nelson Mullins Riley & Scarborough LLP	Columbia, SC	60			
Nucor Corp.	Charlotte, NC	0*	157		
Pantry Inc., The	Cary, NC	30*	363		Up 30 points
Replacements, Ltd.	McLeansville, NC	100		Yes	
Reynolds American Inc.	Winston-Salem, NC	85	284		Up 15 points
SCANA Corp.	Cayce, SC	15*	483		
Sonic Automotive Inc	Charlotte, NC	15*	339		
SPX Corp.	Charlotte, NC	0*	460		
VF Corp.	Greensboro, NC	15*	310		
Wells Fargo & Co.	San Francisco, CA	100	23	Yes	10 th Consecutive 100
Womble Carlyle Sandridge & Rice LLP	Winston-Salem, NC	90			Up 30 points

*Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBT employee groups or individual employees. All information taken from www.hrc.org. Human Rights Campaign's Corporate Equality Index: [report-http://www.hrc.org/files/assets/resources/CEI_2013_Final_low.pdf](http://www.hrc.org/files/assets/resources/CEI_2013_Final_low.pdf). Best Places to Work 2013- <http://www.hrc.org/resources/entry/best-places-to-work-2013>

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Photo taken by George Lains of Catch Light Studio

STILL FISHING FOR THE RIGHT EMPLOYEE?



For more information, contact Tonya Anderson at tonya.anderson@diversityfirstjobs.com



The NDC Carolinas Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.



NDC CAROLINAS
DIVERSITY COUNCIL
A MULTICULTURAL RESOURCE PROMOTING EXCELLENCE

Please contact **Brian Richards** for more information about the Council
brian.richards@nationaldiversitycouncil.org

Please join us for our next Charlotte event, **From Boots to Suits: Empowering Female Veteran's Transitioning into the Workforce**. Second week of **October, 2013**. Uptown location **TBA**.