

2016 IC LGBTQA SUMMIT

IC LGBTQA Summit is
8 June 2016 at DIA HQ

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HIGHLIGHTS

IC at SXSW

DIA's Analytic Enterprise Operations Office won an ICy Award in the Campaigns category for "DIA's Pride Month Campaign"

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FIVE QUESTIONS

Five questions
with Chris (NSA)

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EVENTS CALENDAR

17 events planned
for June 2016

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2016 IC LGBTQA Summit

The Intelligence Community Lesbian, Gay, Bisexual, Transgender, and Ally (IC LGBTQA) Affinity Network Group, known as IC Pride, is hosting the 5th annual IC LGBTQA Summit at the Defense Intelligence Agency (DIA) on 8 June 2016. The theme of this year's Summit is: "Count on Your Community." IC Pride is excited to announce the Summit's keynote speakers: Director of National Intelligence James Clapper, Director of the Federal Bureau of Investigation James Comey and Director, Defense Intelligence Agency Lieutenant General Vincent R. Stewart, USMC.

The Summit will also feature breakout sessions around a variety of topics. Registration can be found at <https://intelshare.intelink.ic.gov/sites/cps/eec/icpride/Pages/2016%20IC%20LGBTQA%20Summit.aspx>. Please make sure you are signed in to register!

Main auditorium events will be available via JWICS VTC, JWICS streaming on DIA network, and recorded by DIA for dissemination to the IC. The 2016 IC LGBTQA Summit is an informational exchange and internal training session created by the Intelligence Community (IC) LGBTQA Affinity Network Group – IC Pride and sponsored by the Office of the Director of National Intelligence. This event will allow the IC LGBTQA community to baseline best practices for maximizing their contributions to mission success and public service. This yearly event includes keynote speakers, breakout sessions, and panel discussions for IC and Foreign Service officers, both civilian and military. There is no cost associated with this training and the course code for 2016 is **05026819**. The IC LGBTQA Summit should be considered a non-conference training event.

Breakout Sessions



Morning Session: Seniors Helping Drive Change

Are you a senior seeking to strengthen the IC by creating a more inclusive community? Whether you are new to working on LGBT inclusion or have experience promoting this at your agency, please join this brainstorming and training session led by a senior from NGA. The session will cover ways that seniors are uniquely positioned to drive change and help prioritize goals that seniors can work with their agency LGBTQA groups to accomplish.

Please send questions or comments to ICPride_AEWG@coe.ic.gov

Afternoon Session: LGBT Ally Training

How do you create a more inclusive work environment? What do you say when you witness discrimination at work? This session will teach inclusive language and ways you can be an agent of change in building a strong community of advocates. We will present the Ally Engagement Working Group's ODNI-approved training module, including interactive exercises that prepare you to confront discrimination. Join this breakout to learn how to be an ally that people can count on, and learn about the training so you can present it at your home agency!

Please send questions or comments to ICPride_AEWG@coe.ic.gov

KEY POINTS

- » Keynote speakers for the 2016 LGBTQA Summit include DNI Clapper, D/FBI Comey, D/DIA Stewart.
- » Five breakout sessions are planned for the Summit.
- » IC LGBTQA Summit is 8 June 2016 at DIA HQ.
- » Stay posted to the blog for updates on LGBTQA events.
<https://blogs.intelink.ic.gov/blogs/lgbtqa/>



Extended Enterprise Engagement: Getting Inclusive

How can we ensure the Intelligence Community's (IC) diverse extended enterprise is strong, inclusive, and plugged into the full IC? This session will discuss and tackle challenges that LGBTQA employees experience in the extended enterprise. IC Pride's newest working group, the Extended Enterprise Working Group, will facilitate a panel discussion where panelists and participants will explore how to support and engage personnel in the field. If you have worked away from headquarters, or have ideas on how to create a more cohesive and inclusive IC, join the dialogue and shape the EEWG's agenda for the coming year!

Please send questions or comments to ICPride_EEWG@coe.ic.gov



Boots to Rainbow Suits: Successfully Transitioning From Military to Civilian Life

Returning to civilian life after military service presents unique opportunities and challenges to LGBT individuals. Building a strong, supportive community—one in which people share lessons from their experiences and provide mentorship—is a critical part of successfully integrating into civilian life. Join this dialogue with a dynamic panel of veterans who will share their compelling stories and advice on creating a network that ensures others find a path to success in their civilian lives.

Please send questions or comments to ICPride_RRWG@coe.ic.gov



Building Trans Inclusivity

How do you translate an ally's desire to build trans-inclusivity into confident actions within the IC? What does the trans competencies knowledge gap look like and how do we bridge it? How do we refine resources and training materials for use by those wishing to advocate for trans employees? In this session, the Transgender Working Group will lead a conversation to address the needs in building trans literacy amongst diversity initiatives, champions, and trainers within the IC so that trans employees throughout the IC can count on their community. All are welcome to attend.

Please send questions or comments to ICPride_TWG@coe.ic.gov

IC Out in Austin



Ms. O'Sullivan said, "Without diverse thinking and unique perspectives, we will fail. We need every bit of the diversity of talent, skills and insight of the workforce." She continued, "Not only because it is imperative for our work, but because it is a reflection of who we are."

For the first time in its history, the Intelligence Community—long perceived as an exclusive bastion of a narrow demographic—brought together LGBT officers to share their personal stories of leading change from within. These Secret Agents of Change represent a continuum of progress that confounds expectations, revealing how the Intelligence Community historically has been ahead of the Fortune 500 and broader government in sowing the seeds of equality in the workplace. Their advocacy, she said, was "not for personal gain but just to be able to serve their country. That is the very definition of selfless patriotism."



DIA wins ICy Award

The 2016 IC Media Excellence Awards (ICy) were hosted on 17 March, 2016 at the National Reconnaissance Office (NRO) in Chantilly, Virginia. In total 75 offices and 15 different agencies participated in the competition, with 18 winners trophies presented. DIA's Analytic Enterprise Operations Office won the ICy Award in the Campaigns Category for "DIA's Pride Month Campaign" and was also named a finalist in the Video Promotional-Short, Video-Documentary, and Campaigns categories.



AGENCY HIGHLIGHTS

CIA

ANGLE will be hosting a booth at the DC Capital Pride Festival.

DIA

DIA is excited to host the 5th annual IC LGBTQA Summit and warmly welcomes everyone!

NGA

NGA is working to identify 2016 objectives based on 2015 accomplishments.

NRO

NRO ERG's new website is active. The ERG will focus on Allies and will be conducting a membership drive.

NSA

The NSA LGBTQA ERG confirmed its new leadership team, including a new co-chair, action officer, communications officer, and senior executive champion on May 9. Welcome Adam, Emily, Mareena, and Ed!

FBI

FBI employees and executives will join with colleagues in the Department of Justice to march in the Washington DC Capital Pride Parade for the first time on June 11th.

A record number of FBI senior executives registered for the IC Summit, demonstrating our leadership's commitment to making the FBI a more diverse & inclusive workplace.

ONI

ONI Pride is also working on LGBTQA military and civilian mentorship opportunities, focusing on assisting military members who are transitioning to civilian life. The ONI Pride distribution list is continuing to grow!

ODNI

ODNI's Employee Resource Group (ERG), IMPACT, is holding an LGBT Ally training for Pride month, and they will also have information tables around the building with pamphlets on IMPACT, LGBT Ally information, dual-sealed calendars with the Diversity ERG, and Pride materials.

WORKING GROUP HIGHLIGHTS



Ally Engagement Working Group

We are looking to develop ways to facilitate seniors participating more to lead change. We encourage people to participate in the ally training and bring it back to their agencies, including picking up the Tips on Being an Ally sheet at the Summit or check on the IC Pride blog for a digital version of it, to help build a broader community of advocates.



Communications and Technology Working Group

CTWG will release *The Inclusive* quarterly after June. The calendar will maintain monthly distribution.



Extended Enterprise Working Group

The EEWG is developing its 2016 priorities. More to come!



Recruitment and Retention Working Group

The RRWG has prepared a draft of criteria to measure LGBT diversity and inclusion among IC agencies. After the criteria is refined and approved by IC Pride leadership, the RRWG will be engaging IC Pride reps to help populate the data for each agency. IC PRIDE lanyards and badge reels are still available for purchase. Contact your IC Pride rep for more details.



Transgender Working Group

TWG is building trans-specific training to share across agencies.

IC PRIDE MEMBER FIVE QUESTIONS

Chris (NSA)

What does IC Pride mean to you?

IC Pride is a truly amazing confluence of LGBTQA leadership and resources from across the IC that, through synergy, continue to advance and improve LGBT inclusion, diversity, and equality throughout the Federal Government.

How has being LGBTQA+ impacted your career?

Before joining the IC, I worked in the private sector and was proudly out. More than a decade ago, when I first joined the IC, the culture was still very conservative. I made a personal decision—driven mostly by fear—to go back into the closet. Since then, there has been incredible and tremendous positive change for LGBT employees in the IC—so much so, in fact, that it inspired me to “come out” again a few years ago and become a change agent myself, continuing the work of those who pioneered such transformation before me.

Who or what has been your strongest motivation?

Throughout my career, I have been incredibly fortunate to work alongside some amazing people and for some inspiring leaders who have aided in both my professional and personal growth. I have always hoped to, one day, have that same kind of positive influence on others' lives and careers, and it's that combined with my passion for the IC's mission and desire to make a difference that keep me going day after day.

What is the best piece of career advice you have ever received?

Two come to mind that are particularly special to me: “Wherever you go, go with all your heart,” which is attributed to Confucius. The other is an anonymous quote: “Give from wherever you are, with whatever you have.” Everyone has something to give and should feel empowered and compelled to give what they can—regardless of status, title, or affluence.

What's a fun fact about you?

I worked on a dairy farm for many years in my childhood, which imbued in me a great love for animals (and a great appreciation for my career as a “knowledge worker”)!



IC Pride Calendar – June 2016



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				<p>2. MD – NSA LGBT Employee Resource Group (ERG) Meeting</p> <p>● VA – NRO Pride Month Speaker</p>	<p>3.</p>	<p>4.</p>
<p>5.</p>	<p>6.</p>	<p>7.</p>	<p>8. Fifth Annual IC LGBT Summit</p>	<p>9. ● DC – FBI Pride Event</p> <p>● VA – NRO LGBT IC Friends and Employees (LIFE) Meeting</p> <p>● VA – NGA DIV1101: LGBT Alliance Initiative (LAI) Training</p> <p>← <i>Caribbean American HIV/AIDS Awareness Day (June 8)</i></p>	<p>10.</p>	<p>11.</p>
<p>12.</p>	<p>13.</p>	<p>14.</p> <ul style="list-style-type: none"> ● DC – DIA GLOBAL Equality Meeting ● MO/VA – NGA Source Diversity-Inclusion Council Lunch & Learn ● MD – ONI Diversity and Inclusion Council ● DC – Night OUT at the Nationals vs. the Chicago Cubs 	<p>15.</p> <ul style="list-style-type: none"> ● DC – FBI WFO Pride Event ● MO/VA – NGA LGBT Special Emphasis Program (SEP) Council Meeting ● MO – NGA DIV1101: LGBT Alliance Initiative (LAI) Training 	<p>16.</p>	<p>17.</p> <ul style="list-style-type: none"> ● MO/VA: NGA DIV2121: Tips for Becoming a Senior Ally ● VA: ODNI Pride Event – “LGBT Ally Awareness” 	<p>18.</p>
<p>19.</p>	<p>20.</p> <ul style="list-style-type: none"> ● MO/VA – NGA LGBT Pride Month Event 	<p>21.</p>	<p>22.</p>	<p>23.</p> <ul style="list-style-type: none"> ● DC – DIA Coffee and Conversations Event: Panel on Prejudice and Cognitive Bias 	<p>24.</p>	<p>25.</p>
<p>26. <i>Anniversary of Marriage Equality in the US</i></p>	<p>27. <i>National HIV Testing Day</i></p>	<p>28. <i>Anniversary of the Stone Wall Riots</i></p>	<p>29.</p>	<p>30.</p>		



Events

Thursday, June 2

MD – National Security Agency (NSA) LGBT Employee Resource Group (ERG) Meeting

VA – National Reconnaissance Office (NRO) LGBT Pride Month

Speaker – “How Allies Make The Difference”

Wednesday, June 8

Fifth Annual Intelligence Community (IC) LGBT Summit hosted by the Defense Intelligence Agency (DIA).

The IC Lesbian, Gay, Bisexual, Transgender, and Allies (LGBT) Affinity Group’s (IC Pride) 5th Annual LGBT Summit will strengthen the IC by fostering and facilitating a more diverse and inclusive workplace. The 2016 LGBT Summit will focus on building a community of advocates across IC work environments around the world. The event is a collaborative effort between DIA leadership, IC Pride, LGBT Employee Resource Groups across the IC, and ODNI.

Caribbean American HIV/AIDS Awareness Day

Thursday, June 9

DC – Federal Bureau of Investigation (FBI) HQ Pride Event: Speaker TBA

VA – National Reconnaissance Office (NRO) LGBT IC Friends and Employees (LIFE) Monthly Meeting

VA – National Geospatial-Intelligence Agency (NGA) Diversity 1101: LGBT Alliance Initiative (LAI) Training

3 hrs. This course is designed for everyone within the IC. Overview of the LAI and initial training for people who want to participate in the Alliance and become diversity allies at NGA. LAI identifies areas at NGA that are supportive of LGBT people. Persons displaying the LAI certificate show their willingness to be: non-judgmental, understanding, trustworthy, and discrete should any LGBT person need help, advice, or conversation.

Tuesday, June 14

DC – Defense Intelligence Agency (DIA) GLOBAL Equality Meeting

MO/VA – NGA Source Diversity-Inclusion Council Lunch & Learn

Screening & discussion of “Breaking Through: Out of the Closet, Into the Halls of Power,” documentary profiling several elected US LGBT officials

DC – Night OUT at the Nationals vs. the Chicago Cubs, Nationals Park, Gates open at 4:30pm | Game at 7:05pm

Tuesday, June 14

MD – Office of Naval Intelligence (ONI) Diversity and Inclusion Council to host a repeat of the “America’s LGBT Spies: Secret Agents (of Change)” Panel presented at SXSW in March. Meet some of the IC’s “secret agents” of change. Their personal struggles and pioneering efforts to educate colleagues, managers and senior leaders have paved the way for a culture of inclusion. As a result, the diversity of the Intelligence Community’s workforce – and the diverse thinking that produces the best intelligence – are more closely aligned than ever.

Wednesday, June 15

DC – Federal Bureau of Investigation (FBI) Washington Field Office

Pride Event “Milan means Giver – the Way of Native Two-Spirit Healers”

MO/VA – NGA LGBT Special Emphasis Program (SEP) Council Meeting

MO – NGA Diversity 1101: LGBT Alliance Initiative (LAI) Training

Friday, June 17

MO/VA – NGA Diversity 2121: Tips for Becoming a Senior Ally

2 hrs. Senior Executives only. Focuses on steps to help Seniors become better Allies to the LGBT community. Discussion/video and exercises will give Senior the tools they need to help model the workforce.

VA – Office of the Director of National Intelligence (ODNI) Pride Event – “LGBT Ally Awareness”

Monday, June 20

MO/VA – NGA LGBT Pride Month Event. This year’s theme is “Life Gets Better Together (LGBT).” This event will feature a panel of LGBT people explaining how events in the past have helped make things better for the LGBT community and how our being Allies of one another help to continue to make things better for all of us as we move forward.

Thursday, June 23

DC – DIA Coffee and Conversations Event: Panel on Prejudice and

Cognitive Bias will focus on the importance of being able to move from tolerance and acceptance to embrace. We perceive the distinction between being tolerated and being embraced when interacting with colleagues. There are many consequences to this – social, mission, emotional. The panel for this Coffee and Conversations will talk about the importance of embracing each other, regardless of our differences. Panelists will also share experiences and insights into where they have seen this done well and where they have seen it done wrong.

Sunday, June 26 - Anniversary of Marriage Equality in the United States

Monday, June 27 - National HIV Testing Day

Tuesday, June 28 - Anniversary of the Stone Wall Riots