



Coffee Club

One Fish, Two Fish, **Red Fish**,
Blue Fish...

Addressing LGBT workplace issues



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Prepared by:
Susan M. Steward, Partner



Atkinson, Andelson
Loya, Ruud & Romo
A Professional Law Corporation

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Introduction


Welcome to the AALRR monthly "Coffee Club" Webinar Series.

Our series will focus on labor and employment law issues facing California employers and will provide you with a unique understanding and perspective on a variety of interesting and timely topics.

Join us the first Tuesday of every month
@ 10:00 am for a new and exciting topic.


Today, we will be discussing LGBT workplace issues.




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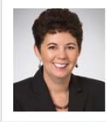
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Meet Susan Steward



Susan Steward represents public and private sector employers in all employment-related matters, including claims of discrimination, harassment, retaliation, and wrongful termination.

Ms. Steward also represents employers in class action lawsuits, particularly class actions involving claims for wage and hour violations. She defends employers in both state and federal courts, and before administrative judges and agencies. Ms. Steward also drafts employment-related agreements and handbooks and conducts internal investigations for large private and public sector employers.

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The Lesbian, Gay, Bisexual, and Transgender (LGBT) Workforce in California



Total CA Adult Population:

28,801,211

Total CA LGBT Population:

1,152,048

Percentage of LGBT in CA Adult Population: **4%**

Percentage of Same-Sex Couples Raising Children in CA: **16%**

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Protections for the LGBT Workforce in CA

- FEHA/DFEH
- Title VII/EEOC
- OFCCP
- FMLA/DOL

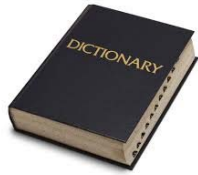


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Key Definitions

- Sexual Orientation
- Lesbian
- Gay
- Bisexual
- Transgender
- Gender Expression
- Gender Identity



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One Fish...

- Diversity and Cultural Competence

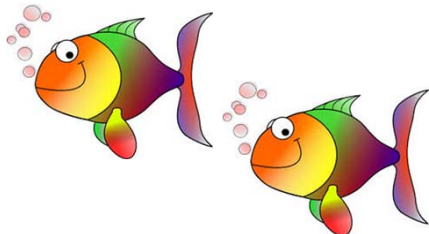


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Two Fish...

- Key Attitudes and Approaches



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Red Fish...


- Workplace Challenges



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Blue Fish...

- Workplace Considerations



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The Lavender Ceiling



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Non-LGBT Self-Assessment



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Reviewing Perspectives



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Equality is Good Business



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Summary of Key Considerations
and Awareness
for an Inclusive Workforce

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Thank You

For questions or comments, please contact:

{ Susan Steward
(562) 653-3200
ssteward@aalrr.com } }

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Atkinson, Andelson
Loya, Ruud & Romo
A Professional Law Corporation
