

## OFFICE FOR INSTITUTIONAL EQUITY

**DIVERSITY NEWSLINKS**

Monthly ePublication

**BOOK OF THE MONTH**OFFICE FOR  
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**A Manager's Guide to Sexual Orientation in the Workplace**by Bob Powers, Alan Ellis

A Manager's Guide to Sexual Orientation in the Workplace provides managers with the knowledge, skills, and resources to foster higher productivity through an inclusive environment. Managers are introduced to thirteen diverse workers who relate their remarkable life histories about being gay, bisexual, and heterosexual in the workplace. They are then shown how sexual orientation impacts workplace productivity and how a welcoming and inclusive work environment results in positive performance. To initiate the inclusive environment, managers are provided with methods and techniques proven successful in workplaces throughout America and the world. Bob Powers and Alan Ellis offer clear guidelines to select diversity-sensitive employees, define their responsibilities in the workplace, set

performance expectations, provide feedback and recognition, and reward success to cultivate the inclusive work environment. As workers shift their energies away from "hiding" their sexual orientation, workplace productivity increases to achieve and exceed goals and objectives.



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**JUNE NEWSLINKS**

Visit OIE's website  
to learn more about OIE and  
OIE's educational  
opportunities

[www.duke.edu/web/equity/](http://www.duke.edu/web/equity/)

Click on "Training Calendar"  
for available workshops

## TEACHING TOLERANCE

A PROJECT OF THE SOUTHERN POVERTY LAW CENTER

**10 WAYS TO FIGHT HATE****YOU ARE NOT ALONE**

The words of an anti-hate activist echo throughout this guidebook, one woman who left a rose and a card on the doorstep of a hate-crime victim: "You are not alone." Like her, individuals and groups across the country are tackling issues of intolerance with creativity, energy and passion. Below is a list of examples, one from every state, to help inspire ideas for change in your own community.

[http://www.tolerance.org/10\\_ways/notalone.html](http://www.tolerance.org/10_ways/notalone.html)

## Gay and Lesbian Pride Month



### EVANSTON PUBLIC LIBRARY

June is designated Gay and Lesbian Pride Month because, on June 28, 1969, gays at the Stonewall Inn in New York City resisted arrest after the club was raided by the police. This event is considered the start of the modern gay rights movement in the U.S. and worldwide. The month of October was selected as Gay and Lesbian History Month to commemorate the first gay and lesbian marches on Washington in October 1979 and 1987, respectively.

[http://www.epl.org/index.php?option=com\\_content&view=article&id=178:gay-lesbian-pride&catid=77:weblibliographies&Itemid=293](http://www.epl.org/index.php?option=com_content&view=article&id=178:gay-lesbian-pride&catid=77:weblibliographies&Itemid=293)



### New National report rates hospitals on healthcare and non-discrimination policies for gay, lesbian, bisexual and transgender Americans

WASHINGTON – The Human Rights Campaign Foundation, the nation's largest gay, lesbian, bisexual and transgender (GLBT) civil rights organization, and the Gay and Lesbian Medical Association, the nation's largest association of GLBT healthcare professionals, today announced the release of an industry-changing nationwide report—the Healthcare Equality Index (HEI)—which for the first time rates the nation's hospitals on a set of baseline standards of patient care for GLBT Americans.

<http://www.pinknews.co.uk/aroundtheworld/2008/05/new-national-report-rates-hospitals-on-healthcare-and-non-discrimination-policies-for-gay-lesbian-bisexual-and-transgender-americans/>

## LOCAL LINK

### The North Carolina Journal for Women

The North Carolina Journal for Women is an online publication providing women with inspirational, informative and intriguing content. The Journal serves women who come from diverse backgrounds across the region and is dedicated to those who serve as the backbone of families, organizations, communities, and companies across the state.

<http://www.ncjournalforwomen.com/about/about.htm>

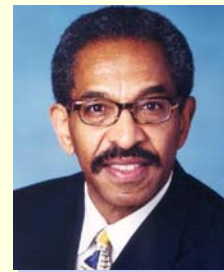


### Think Cultural Health: Bridging the Health Care Gap through Cultural Competency Continuing Education Programs

This site, sponsored by the [Office of Minority Health \(OMH\)](http://www.thinkculturalhealth.org/), offers the latest resources and tools to promote cultural competency in health care. You may access free online courses accredited for continuing education credit as well as supplementary tools to help you and your organization promote respectful, understandable, and effective care to your increasingly diverse patients.

<http://www.thinkculturalhealth.org/>

### Coaching Clips



Dr. Ben Reese

[Identifying & Reducing Subtle Bias](#)

Time [07:56]

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### Managing Diversity At Duke: A Toolkit for Managers

Tool 10:

[Candidate Assessment and Minimizing Subtle Bias](#)



### Month of June 2009

[Ethnic and Religious Dates for the Month of June](#)