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Wells Fargo and Activist Pioneer Frank Kameny Recognized for Achievements in LGBT Workplace Equality

**Nearly 2,400 participants attend Summit to discuss workplace issues
and recognize leaders through annual “Outie” awards.**

Washington, DC – October 3, 2007 –Wells Fargo and gay rights pioneer Frank Kameny were among the recipients of “Outie” Awards this past Friday from Out & Equal Workplace Advocates for advancing a safe and equitable workplace for lesbian, gay, bisexual and transgender (LGBT) people.

This year’s Out and Equal Workplace Awards were presented during the 17th Annual Out & Equal Workplace Summit, where a record-setting 2,391 attendees gathered to share best practices on how to achieve workplace equality for LGBT employees. LGBT employees and straight allies, along with human resources and diversity professionals, representing some of the nation’s most prominent companies—a majority from the Fortune 500—participated in this year’s Summit.

Other recipients of the “Outie” Award presented at the 2007 Out & Equal Workplace Summit Gala Awards Dinner include Dr. Judy D Lively of Kaiser Permanente, Ana Duarte McCarthy of Citi, Nike’s GLBT & Friends Network, and Ernst & Young.

The winners were chosen from dozens of nominees and voted on by a panel of experts representing corporations and non-profits that are known to set the standards for LGBT workplace equality.

Highlighted speakers from the three-day Summit included activist Chrissy Gephardt, former NBA player John Amaechi, musicians and civil rights leaders Dr. Bernice Johnson Reagon and her daughter Toshi Reagon, and MTV and Logo executive Brian Graden. Popular author and humorist Kate Clinton emceed the Summit’s Gala Awards Dinner on Friday evening.

“This year’s Summit in Washington, DC provided some amazing dialogue about how to make gains in LGBT workplace equality in many different types of workplaces—from public sector jobs to international companies, or from Fortune 500 offices to small businesses or non-profit organizations,” said Selisse Berry, founding executive director

for Out & Equal. “And being in Washington gave us a chance to engage in extremely topical issues as dialogue came up around the passage of hate crime legislation and developments in moving forward with the Employment Non-Discrimination Act (ENDA).”

While the Summit is a well-respected professional development conference, the high point of the week is often the presentation of the annual Out & Equal Workplace Awards during a gala dinner. Individuals and companies from across the country are nominated for recognition and the award winners represent the people who are changing the face of our culture and society by working to end LGBT discrimination in the workplace.

“This year’s award winners tell an amazing story about how people are coming together to end discrimination against lesbian, gay, bisexual and transgender people,” said Berry. “That story includes the very personal 50-year activism of Frank Kameny, over 100 years of leading diversity efforts from Wells Fargo, the amazing and exciting way Ernst & Young and Nike have embraced diversity as attitude rather than just a policy, and the personal risks taken by Ana Duarte McCarthy and Dr. Judy Lively show how one person can make a huge difference.”

And the winners are ...

Trailblazer Award

Dr. Judy D. Lively, MD

Dr. Lively is the Physician-in-Chief for the Diablo Service Area, Kaiser Permanente, Northern California where she made a gender transition on the job and has been a champion for diversity in the workplace since.

Champion Award

Ana Duarte McCarthy

Ana Duarte McCarthy has been Citi’s Chief Diversity Officer since 2002 and the chief ally to Citi’s LGBT community for over 10 years. She led the efforts that resulted in domestic partners benefits, the creation of employee resource groups, adding gender identity and expression to Citi’s nondiscrimination policy, securing Citi’s endorsement of the Domestic Partner Benefit Tax Equity Act and ENDA, and more.

Employee Resource Group of the Year Award

Nike's GLBT & Friends Network

Nike’s GLBT & Friends Network has driven positive change for LGBT employees at Nike through several key strategies and initiatives. They have partnered with Nike’s Government Affairs in active public support of two Oregon LGBT-supportive bills resulting in the passage and signature of both. They delivered an awareness building program for National Coming Out Day including WNBA player Sheryl Swoopes, out executives, and out executive allies telling their stories. They also co-developed the Youth Career Forum with GLSEN.

Significant Achievement Award

Ernst & Young LLP

Ernst & Young's LGBT efforts during the past year have focused on "making it real" by engaging individuals at all levels in the organization, telling their stories, building relationships and creating opportunities for individual development and business growth.

LGBT Workplace Equality Pioneer

Dr. Franklin E. Kameny

Frank Kameny is a longtime gay activist. After being fired and then barred from federal employment in the 50s, he fought to get his job back for several years. Kameny and a friend established the Washington, D.C. branch of the Mattachine Society in 1961 and in 1971, he ran as an out gay man to be D.C.'s non-voting delegate to Congress.

Workplace Excellence Award

Wells Fargo

Wells Fargo recognizes that the success of the company depends on team members who feel valued, rewarded, challenged, supported and recognized. Today they have 21 PRIDE chapters nationwide, including chapters in Utah, South Dakota, Iowa, Maryland, and Idaho! Wells Fargo is proud of their long and rich history with the LGBT community dating back to the 1980s, when very few companies were paying attention. They have donated over \$15 million to LGBT non-profits over the past 20 years; since 1998, all benefits extended to spouses of team members have been extended to the domestic partners of team members; Wells Fargo has scored 100% on HRC Corporate Equality Index in 2004, 2005, 2006; they have been recognized by DiversityInc as one of the 'Top 50 Companies for Diversity' for five years in a row; and received the Image in Advertising Award for 'Best Interactive/Online Campaign,' from the Commercial Closet in 2006.

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About Out & Equal Workplace Advocates

Out & Equal Workplace Advocates is a national nonprofit 501(c)(3) organization headquartered in San Francisco, California. Out & Equal™ Workplace Advocates champions safe and equitable workplaces for lesbian, gay, bisexual, and transgender (LGBT) people. The organization advocates building and strengthening successful organizations that value all employees, customers, and communities. For more information on the Outie Awards or any program of Out & Equal, visit www.outandequal.org.

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