

## EDUCATIONAL INFORMATION

### NATIONAL COMING OUT DAY

October 11 marks the 25th annual National Coming Out Day (NCOD). Robert Eichberg, a personal growth expert and psychologist, and Jean O'Leary, an LGBT advocate, started NCOD in to celebrate the first anniversary of the National March on Washington for Lesbian and Gay Rights. Eichberg and O'Leary developed NCOD to be proactive in the struggle for gay civil rights and to call attention to the AIDS crisis while encouraging members of the LGBT community to come out in a positive, supportive environment. NCOD is celebrated every year with workshops, rallies, and other public events.

This year's celebration takes on additional significance in the wake of the defeat of DOMA and Prop. 8. As the fight for marriage equality gains momentum, for many people, coming out may be considered especially important to advance the cause. In 1992 Eichberg stated "Most people think they don't know anyone gay or lesbian, and in fact everybody does. It is imperative that we come out and let people know who we are and disabuse them of their fears and stereotypes."

Coming out in the workplace can be especially tricky for LGBT professionals. However, it can also alleviate the added stress and awkwardness of not being honest with co-workers. Life Coach David Stocum says being out at work can lead to "overall improved job performance, which you could expect would lead to more steady career growth, better advancement opportunities and a more successful career, not to mention the improvements in mental and physical health."

For more information on the challenges and benefits of coming out at work visit: <http://www.hrc.org/resources/entry/coming-out-at-work>

### TREASURY AND IRS: All Gay Marriages Will Be Recognized For Federal Tax Purposes

The Treasury Department and IRS announced Thursday, August 29th, that all same-sex marriages will be recognized for federal tax purposes regardless of state residence, allowing gay couples in all states to file joint tax returns.

The announcement means that even if a gay couple resides in a state that does not recognize gay marriage, they will be recognized under federal law as long as they were married in a state that does.

It comes about two months after the Supreme Court's historic ruling overturning the Defense of Marriage Act.

Read more: <http://www.businessinsider.com/gay-marriage-tax-returns-taxes-treasury-irs-2013-8#ixzz2dNvx3sPA>

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## UPDATES FROM THE SUB TEAMS

### INTERNAL ADVOCACY

If you would like to learn more or get involved, please contact Michael Gooding or Mark Boileau.

- Thank you to Michael Trainor for the donation of his skills in updating our BRG Intranet site.
- We are evaluating survey options to benchmark current LGBT perceptions at Grainger from employees.
- Determining our speaker for October 11th. In light of the recent IRS guidance and for married same gender couples and the upcoming Open Enrollment period, we're asking a representative from the Benefits team to speak to our BRG about Grainger's benefits for LGBT employees and their families.

### MEMBERSHIP

If you would like to learn more or get involved, please contact Kristi Braverman or Robb Green.

- Align our next all member webex with October 11th, National Coming Out Day.
- We will schedule meetings at locations around the country to bring visibility to the Equality Alliance BRG. These meetings will be for all-member webexes, local meetings to introduce the BRG to regions or teams, or meetings to encourage more members to join. If you would like your Grainger location to be one of our meeting places, please let Kristi or Robb know.
- Please consider sharing your coming out stories. We would like to collect them and share your inspiring stories in newsletters and on our Intranet site. Send your stories to Kristi.

### COMMUNITY INVOLVEMENT

If you would like to learn more or get involved, please contact Kaaren Fox or Naomi Ceder.

- Determine goals for the subteam and an action plan to accomplish those goals
- Investigate opportunities to promote Grainger's Equality Alliance BRG, and network with other corporations who have similar programs

### COMMENTS? THOUGHTS? IDEAS?

Do you have any ideas about what you'd like to see in a future edition of the newsletter? We want your feedback! Send an email to: [equalityalliancebrg@grainger.com](mailto:equalityalliancebrg@grainger.com)