



Celebrating Food, Art & Culture

Out and Equal

Celebrating Lesbian,
Gay, Bisexual, and
Transgender Heritage



This Publication Brought To You By:
Thompson Hospitality
Compass Group



An Inaugural Celebration

As we make our way into the new millennium, an important truth is finally being realized in the American conscience and the boardrooms of Fortune 500 companies. Not only is this truth being realized, it is being implemented with vigor, resulting in personal and business growth for all who accept it. Workplace equality and cultural diversity, once just buzzwords that held little meaning, have proven themselves to be genuine assets to American society. At the forefront of the diversity *renaissance* is the Lesbian, Gay, Bisexual, and Transgender (LGBT) community. Their contributions to our culture are too numerous to count, and their value in the workplace is immeasurable. This issue of Unity is proud to present our inaugural celebration of Lesbian, Gay, Bisexual, and Transgender Heritage.



Out and Equal – The Organization

For businesses wanting to learn more about the LGBT community, the leading organization educating, training, and implementing LGBT diversity programs is Out and Equal, a non-profit group headquartered in San Francisco.

Out and Equal provides critical and effective support to businesses seeking to promote equality for all people in the workplace. The organization annually hosts the nation's largest workplace summit, attracting participants with a range of job titles from America's leading businesses, including Best Buy, IBM, Coors, American Express, and Proctor & Gamble, to name just a few. This year's summit will be held September 30th through October 2nd in Tempe, Arizona. Visit the Thompson Hospitality website for more information on this important conference.

Did You Know ...

- The Rainbow Alliance of the Deaf (RAD) is a non-profit organization that was established in 1977 to encourage and promote the educational, economical, and social welfare of deaf gays and lesbians. RAD has over twenty chapters in the United States and Canada that foster fellowship, defend the rights of deaf gays and lesbians, and further the discussion of practical problems and solutions related to their social welfare.
- The gay population is merely a cross section of the general population, with varying incomes, education, political leanings, and lifestyle preferences. They are drawn to live in gay-friendly urban areas and have a higher disposable income than the average citizen because they often have no children. It's difficult to accurately assess the size of the gay community because many gay people are still "in the closet".

Never Too Young To Make A Difference

At age 23, when most people are graduating from college unsure of what they will become professionally, Soraya Bittencourt was launching Latin America's first telecommunications satellite. Always precocious, she had graduated from Brazil's finest technical school as an electronic technician at age 17, a rare achievement in her native Brazil. But after working with NASA and other leading high-tech companies, Bittencourt realized she had reached the pinnacle of her career in South America. With just a pack on her back, she immigrated to the United States.

Bittencourt supported herself as a house cleaner and dishwasher while waiting to obtain the papers needed to work as an engineer. It wasn't long before she had them, and the business and software worlds have not been the same since.



Fast forward to 2004: Bittencourt is one of the most revered computer scientists in the world and a pioneer in internet software development. She owns many valuable patents and has created programs used daily by millions. She is the author of two books that chronicle her brilliant career and astounding life achievements, including her 20 year relationship with her female partner.

Bittencourt holds two Master's degrees, honors from M.I.T, and in her spare time plays in a blues band. Not bad for a girl whose parents thought women should only be teachers and wives.



A True Community of Diversity

From a stuttering little boy emerged a hard-driving, confident, self-disciplined, yet self-effacing gentleman. Meet Ron Oden, Mayor of Palm Springs, California. Oden is a man who lives life to the fullest, and he leads a city that is hailed as a national model of cultural diversity.

Aside from his elected office, Oden works hard to be active in the lives of Palm Springs residents, serving as mayor, friend, and part-time business consultant. He is the father of two beautiful daughters, Brittany and Brooke, and is the proud grandfather of Cailin, the apple of his eye.

Oden maintains a hectic daily schedule as the mayor of Palm Springs, a town that lives the value of diversity on a daily basis. Not only has the town elected an African American and openly bi-sexual mayor, Palm Springs is rich in racial and income diversity. Even more interesting is that the town is partly owned by the Agua Caliente Band of Cahuilla Indians. The town is literally on a reservation, and it is the only city in California with a casino in its downtown corridor. Oden has become highly effective in running a seamless government between the sovereign Indian nation and the City of Palm Springs. His goal is to lead a community in complete harmony, with no one excluded.

Oden will be a man to watch as he continues with his passion for public service.

Out Front

No where are the skills and dedication of the LGBT community as respected as they are in the entertainment industry. We have *outstanding* performers such as Academy Award nominee Sir Ian McKellan, funny girl Ellen Degeneres, and Broadway extraordinaire Nathan Lane to let us know that gays and lesbians have important and needed contributions to make to our culture.

No, being out wasn't always safe in Hollywood, and even today, gays must walk a thin line between standing out as a professional and standing up for their rights. But the walls are coming down, and the entertainment industry is out front in fostering diversity in the workplace.



Nathan Lane

In the Spotlight: Nathan Lane

Nathan Lane is one of Hollywood's most endearing actors. He was the voice of Timon, the hyper-active meerkat with a motor-mouth in *The Lion King*. In *Mouse Hunt*, he gave a superb prelude to the comedic genius that came to full form in *The Birdcage*, released two years later. He is also a veteran Broadway performer. His most successful role was playing the part of Max Bialystock, the bottom-feeding producer in the Mel Brooks classic *The Producers*. You can catch Nathan July 15 through October at the Vivian Beaumont Theater in New York in the production *The Frogs*.

"the most singular, eccentric individual the Cold War ever birthed"

The 2004 Pulitzer Prize for drama was awarded to Doug Wright for his play *I Am My Own Wife*, the tale of Charlotte von Mahlsdorf. Charlotte was a real-life German transvestite who survived both the Nazis and the post-war Communists. Jefferson Mays is the talented actor who during the play portrays a host of characters, including Charlotte and an American writer who becomes intrigued by her. Wright says the play is "a subjective, theatrical portrait" rather than a "definitive biography."



Charlotte von Mahlsdorf

Wright, an openly gay playwright, describes the title character as "the most singular, eccentric individual the Cold War ever birthed." In meeting Charlotte and listening to her story, he found a real hero for those not just in the LGBT community, but for everyone. Charlotte survived a tyrannical father who wanted to make her a soldier, the rise of Nazism, and the oppressive communist forces that later occupied Germany. Through it all, she never relinquished her sexual identity.

You can also find the play at your local bookstore. Available as an 80 page book, it comes complete with a biography of Charlotte, the full text of the play, and an essay by Wright.

The Lesbian and Gay Chorus of Washington, D.C.

The Lesbian and Gay Chorus (LGCW) is a 35-voice, non-audition, community chorus which features a repertoire of choral music affirming gay and lesbian pride and cultural diversity. LGCW presents two major concerts annually and has recorded three CDs -- its most recent release, "The Lesbian and Gay Chorus Live!" takes listeners on a voyage from Tchaikovsky to Schoolhouse Rock. Many cities have a gay chorus, including Seattle, Orlando, San Francisco, Chicago, Fort Lauderdale, Charlotte, Boston, and Los Angeles. Google "gay chorus" to find a concert near you.

Learning the Culture

Heterosexuals are often confused by words that refer to members of the LGBT community, especially when learning about the culture for the first time. Below are helpful terms for discussing and learning about LGBTs.

bisexual: a person who is more or less attracted emotionally, spiritually, or physically to persons of either sex.

gay: this multipurpose word can refer to a homosexual male, a homosexual female, or the homosexual community in general.

lesbian: unlike the term "gay", this word applies only to females, referring to a woman who is more or less attracted emotionally, spiritually, or physically to another woman.

lover: many gays and lesbians use the word lover to refer to their partner, but it does not always indicate a sexual relationship. Significant other is also commonly used.



The word family means the same in all cultures. Strong families are the building blocks of our society, and they come in all shapes, sizes, and colors.

straight: a person who is heterosexual.

transgender: relating to people who are transsexuals, transvestites, cross-dressers, or anyone blurring traditional gender boundaries.

transsexual: a person who strongly identifies with the opposite gender, usually with a desire to actually be the opposite sex. Transsexual often refers to a person who has had a sex change operation.

transvestite: a person who dresses in clothing generally identified with the opposite sex, but not necessarily a homosexual. The majority of transvestites are heterosexuals. Also referred to as Drag.

Did You Know ...

- American Ballet Theatre (ABT) is recognized as one of the great dance companies in the world. Renowned as a living national treasure since its founding in 1940, ABT annually tours the United States and has made more than 15 international tours to 42 countries. In 2002, Marcelo Gomes was promoted to Principal Dancer for the company. The Brazilian born dancer is a ballet phenom and also gay.
- In the world of women's tennis, can you name the player with 58 Grand Slam titles, 167 tournament wins in singles, 173 wins in doubles, and currently in the top ten of the WTA's doubles rankings? Need another clue? She's 47, a lesbian, and may play in the 2004 Olympics. She is the ultimate champion, Martina Navratilova.

Living Beyond

A Visual Celebration of A

A collection of fine art works by Gay and Lesbian artists celebrating many facets of their community with strength



Boys of Brazil

Glenn Tunstull, 12" x 9", watercolor



Muse for a T Party

Charles Alexander, 8.5" x 11", collage



Love Makes A Family

Beth Bellavance-Grace and Karen Bellavance-Grace
Family Diversity Projects, 16" x 20", photography



The Fogwits

Jacalyn "JAK" Burke, 8" x 10", illustration



Buzzworthy

Jacalyn "JAK" Burke, 5" x 5", illustration

of the Rainbow

Artistic Courage and Pride

Asian Artists whose visual expressions reflect the
conviction, pride and most importantly love.



The Light Gets Lit

Charles Alexander, 8.5" x 11", mixed media



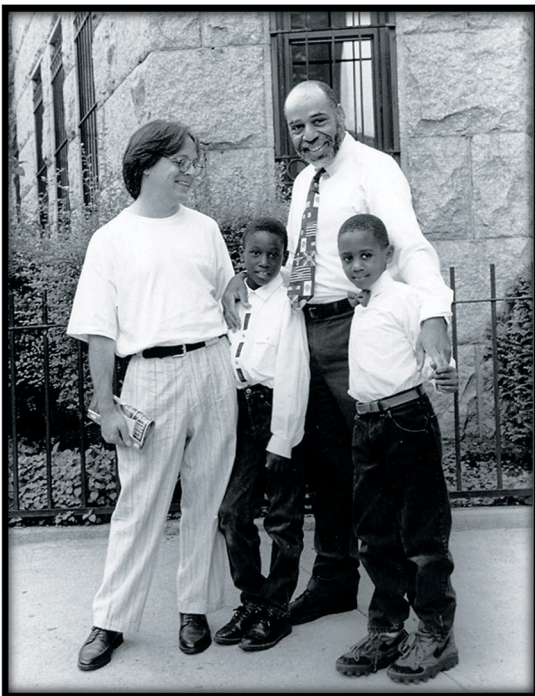
Love Makes A Family

Crystal Jang and Nancy Otto
Family Diversity Projects, 16" x 20", photography



Claverack Red Mill

Glenn Tunstull, 20" x 14", watercolor



Love Makes A Family

Michael Elasser and Doug Robinson
Family Diversity Projects, 16" x 20", photography



The Lagoon

Glenn Tunstull, 30" x 24", oil on canvas

Living Beyond the Rainbow

A Visual Celebration of Artistic Courage and Pride



Family Diversity Projects, Gigi Kaeser and Peggy Gillespie

Gigi Kaeser is an early childhood educator and photographer. She is the co-founder and co-director of Family Diversity Projects and the photographer for all of their photo exhibit projects and books such as *Loves Makes A Family: Portraits of Lesbian, Gay,*



Bisexual and Transgender People and their Families, In Our Family: Portraits of All Kinds of Families, Nothing To Hide: Mental Illness in the Family, and Of Many Colors: Portraits of Multiracial Families.

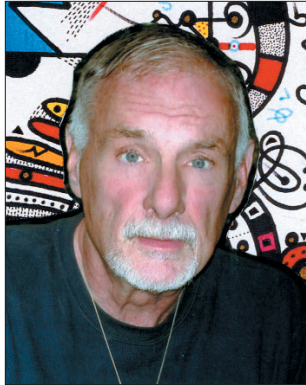
Her photographs have also been published in Teaching Tolerance Magazine, the NAMI Advocate, Rethinking Schools, The New York Times and The Boston Globe among others.



Peggy Gillespie is the Co-Founder and Director of Family Diversity Projects. She is a graduate of Smith College and has received a Master's Degree from the University of Oklahoma. She has worked as a freelance journal-

ist for the past fifteen years and has written feature articles for The Boston Globe Sunday Magazine, Redbook, Yoga Journal and New Woman. She is the Editor-in-Chief of all of Family Diversity Project's exhibits and books.

A certified social worker, Ms. Gillespie was the co-founder and Assistant Director of the University of Massachusetts Medical Center's Stress Program. She is also the co-author of *Less Stress* (Signet) and the autobiography of choreographer/dancer Bill Jones entitled *Last Night on Earth* (Pantheon).



Charles Alexander

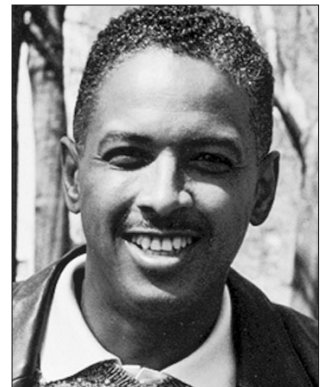
The art of Charles Alexander is whimsical, satiric, enigmatic and intuitive. He employs collage, mixed media, acrylics, watercolors, prints and 3D constructs to create "images that suggest rather than tell, probe rather than define, promise rather than state outright."

A native of Detroit, Charles has exhibited works in Chicago and San Francisco. His work has been featured in the Detroit Free Press, the *Ann Arbor News*, *Metro Times Weekly* (six covers), *A&U* magazine, and *Between the Lines*, for whom he writes a weekly column, *Parting Glances*, on gay and lesbian issues. He is a recipient of the Spirit of Detroit Award, and in 1993 he was honored with a Lifetime Achievement Award at

the annual Pride Banquet. His art has raised nearly \$60,000 for human rights, AIDS, lesbian and gay causes, and prominent organizations.

Glenn Tunstull

Flowing from the curve of a brush, the paintings of internationally acclaimed artist Glenn Tunstull capture, in a moment, the poetry of life. A native of Queens, New York, Tunstull is a graduate of the prestigious Cass Technical High School in Detroit and Parsons School of Design. As an illustrator, he was one of few who revolutionized fashion illustration in the late 70's and early 80's. His groundbreaking career of thirty years has earned him clients among the elite of fashion and entertainment.



Tunstull travels the globe capturing the nuances, subtleties and distinctive atmosphere of far off places with his striking watercolor and oil paintings. Of his work he states, "I've always strived and will continue to strive to place the viewer in the setting of my work. I want to show a large part of the multi-cultural world that goes unseen, showing people of color far beyond the stereotype. I feel my life has been one of breaking the mould and it's only natural that my work should reflect that, too."



Jacalyn "JAK" Burke

UK artist JAK has enjoyed a diverse career in the arts as both an illustrator and author. After graduating from high school at the age of sixteen, JAK moved to London where she began her freelance career as an illustrator. A graduate of the Morris School of Journalism, she holds a Bachelor's Degree in English Literature.

Her illustrations have been featured in *DNA* magazine and the *Journal of Silly*, and her poetry is published by Anchor Books. JAK speaks of her inspiration as being "derived from our children whose energy, exuberance and sheer joy at being alive reconnect me to a time when the world was filled with great colorful cartoons. My art is a reflection of that pure joy and

my greatest wish is for all children and you to smile." JAK presently resides in New York City and has written and illustrated three alluring Picture Books with the creation of her cartoon characters, Zaba Bear, The Fogwits and Pesky Dog.

Promoting Cultural Awareness and Diversity Through the Arts

Diversity, as it is represented through fine art, provides a unique, personal, and visual expression of our valuable, cultural differences. Our art collection attempts to mirror the diverse cultures of employees, students, clients, shareholders, and local communities. Unity and the artwork it showcases can be used to supplement your existing diversity communication program or as a stand-alone diversity publication. It is the perfect way to demonstrate a commitment to diversity and discover the vibrancy of new cultures and lifestyles.

For more information on our cultural art collection, please visit



www.picture-that.com

In the Kitchen with Chef Susan Feniger

Grilled Marinated Skirt Steak

Makes 6 servings

3/4 cup cumin seeds

6 stemmed jalapenos, if desired halved and seeded

4 garlic cloves, peeled

2 tablespoons cracked black pepper

1/2 cup freshly squeezed lime juice

3 bunches cilantro, stems and leaves

1 1/2 cups olive oil

2 teaspoons salt

3 pounds skirt steak, trimmed of

excess fat and cut into 6 serving pieces

1 recipe Avocado Corn Relish, (recipe below)

8-10 warm flour tortillas



Lightly toast cumin seeds in a dry medium skillet over low heat just until their aroma is released, about 5 minutes. Transfer seeds to a blender. Add the jalapenos, garlic, black pepper, salt and lime and puree until cumin seeds are finely ground. Add the cilantro, oil, and salt. Puree until smooth.

Cut the steak into 6 serving pieces. Generously brush the meat all over with the cumin seed marinade and roll each piece up into a cylinder. Arrange the rolled steaks in a shallow pan and pour on the remaining marinade. Cover and marinate in the refrigerator 24 to 48 hours. About 30 minutes before cooking, remove the meat from the refrigerator. Unroll the steaks and place on the platter.

Heat the grill or broiler to very hot. Cook the steaks just until seared on both sides, 3 to 4 minutes per side for medium rare. (Or panfry in a hot cast-iron skillet lightly coated with oil.) Transfer to a cutting board and slice across the grain into diagonal strips. (Tough cuts like this and flank should always be cut across the grain so that no one bite will contain too much muscle.) Serve hot with avocado corn relish (see recipe below) and warm flour tortillas.

Avocado Corn Relish

Makes 6 cups

3/4 cup olive oil

4 cups fresh corn kernels (about 5 ears)

1 teaspoon salt

3/4 teaspoon freshly ground black pepper

2 avocados, peeled and seeded

1 large red bell pepper, cored and seeded

4 poblano chiles, roasted, peeled and seeded

4 scallions, white and light green parts,

thinly sliced on the diagonal

1/2 cup red wine vinegar

Heat 1/2 cup of the olive oil in a large skillet over medium heat. Sauté corn with salt and pepper, about 5 minutes. Transfer to a large mixing bowl and set aside to cool.

Cut avocados, bell pepper, and roasted poblanos into 1/4-inch dice. Add to the sautéed corn along with scallions, red wine vinegar, and remaining 1/4 cup oil. Mix well and let sit 20 to 30 minutes to blend the flavors. Serve at room temperature.

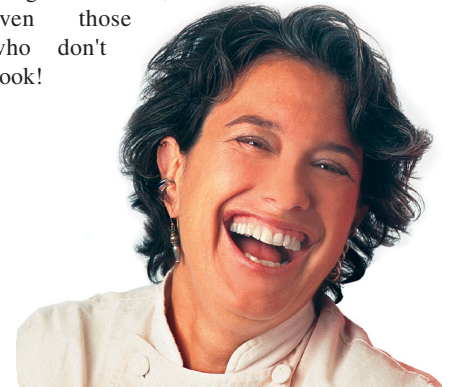
(Corn relish can be stored, tightly covered, in the refrigerator up to a day. To make 2 to 3 days in advance, mix all the ingredients except for the avocado and store in the refrigerator. Add the avocado shortly before serving.)

“Too Hot Tamales”

For the last eleven years, Chefs Susan Feniger and Mary Sue Milliken have been cookin' up a storm on the airwaves. In 1993, they made their TV debut on Julia Child's PBS series, *Cooking with Master Chefs*. In 1995, they began their 3-year run as hosts of the radio show *Good Food*. Later that year, their first television series *Too Hot Tamales* was launched on Food Network. In four years they starred in 396 episodes. They now appear regularly as guests on national television and have even been spoofed on Saturday Night Live!

As in any good recipe, the chemistry between Susan, who is a lesbian, and Milliken, who is straight, is perfect. Besides their passion, inspiration, and technique, their on-air charisma grabs the fans,

even those who don't cook!



Milliken and Feniger run the award winning Border Grill located in Santa Monica, California. It is one of the best restaurants in America according to Gourmet Magazine. They have four cookbooks to their credit: *Cooking With Too Hot Tamales*, *Cantina*, *Mesa Mexicana*, and *City Cuisine*.

The two first met at Chicago's distinguished Le Perroquet and were the first women to work in its prestigious kitchen. Feniger went on to work with Wolfgang Puck at Ma Maison and later travelled to Paris to work at L'Oasis, a three star restaurant on the French Riviera. Her later travels to Thailand, India, Mexico, and other exotic locales provide Chef Susan's recipes with authentic, international flavor. Milliken and Feniger's awards and honors are too numerable to list, but you can find out more about this spicy duo at www.bordergrill.com.

The Lesbian Chefs Association

Born out of a need for lesbian chefs to connect with one another on a global scale, the Lesbian Chefs Association is dedicated to providing members with both technical culinary knowledge and basic kitchen "survival" skills. Don't be fooled by the name. This association is for all talented and passionate chefs, regardless of culture. Members can learn from each other's experiences, pursue job opportunities, and enter a mentoring partnership with seasoned culinary professionals.

The Commercial Closet

Advertisers literally spend billions of dollars studying consumers, and not just what they buy, but how they live, how they think, and what their future buying habits might be. If the ad agency does its job correctly, the results are ads that are effective because they reflect important social truths within our culture. This is why the Commercial Closet is a unique resource for learning about lifestyles within the LGBT community. The mission of this non-profit organization is to improve LGBT portrayals in the powerful, persuasive medium of mainstream advertising.



But what's unique about the Commercial Closet is its collection of over 1,700

international LGBT advertisements, most of them posted on its website. Organized by recurring themes, the ads include close-ups on particular identities, issues, and ad industry concerns. The organization also rates the ads on their sensitivity to the LGBT community. The collection has the feel of a professional documentary, and it *does not* include pornographic ads or gay film ads. You can link to this enlightening resource from the Thompson web site.

If All Began as a Dream

Olympic athlete Dr. Tom Waddell had a dream: an international athletic competition based on the three simple principles of inclusion, participation, and personal best. He realized his dream in 1982 when more than a thousand athletes competed in the first Gay Games, which were held in San Francisco. Although Dr. Waddell lost his life to AIDS, his dream is very much alive. In 2002 over 11,000 athletes travelled to Sydney, Australia to participate.

The Gay Games attract top competitors from all over the world and welcome participants regardless of their sexual orientation, gender, age, or ability. More than twenty



sports are included, and the competition is world-class. Some participants are gold medal Olympians! Chicago is the site for the 2006 Gay Games. If you're interested in attending, make reservations early. The event dates are July 15-22, 2006.



Pictured left: March 2004, representatives of the Chicago Games and the Federation of Gay Games held a special benefit featuring lesbian rock star Melissa Etheridge. The event was a joint benefit with Power Up, the influential Hollywood-based networking organization for lesbians in the entertainment industry.

Women on a Roll

Diversity has always played a central role in how America defines itself, yet the journey towards true diversity is never-ending. Members of the LGBT community know this quite well, as they are often compelled to hide their true selves in ordinary, social activities. No matter how welcomed they are to the group, gays often feel like outsiders looking in.



Tired of feeling like an outsider, and knowing there were many people in the same shoes, Andrea Meyerson founded Women on a Roll as a club for bicyclist in 1995. Forty-one women joined in the first month. Today, Women on a Roll is one of the leading social organizations for lesbians in Southern California and includes women of all ages, backgrounds, ethnicities, professions, and fitness levels.

Since leaving her lucrative corporate career, Meyerson has poured all her energy into building and funding the club. A woman with many talents, she directed and produced *Laughing Matters* after spending years doing fundraisers and working with important women comedienne. All proceeds go to benefit, fund, and support Women on a Roll.

"Women on a Roll attracts a wonderful group of women; it is very much a bonding experience", Meyerson enthused. Members are part of a rich social network that reflects who they are, accepts them, and allows them to meet diverse women in a comfortable environment. Last year, members attended art, comedy, and musical shows, biked, hiked, kayaked, and played golf. If that's not enough, members also travel the world together! And after all those adventures, it's nice to come home to a community of close friends.

Send Us Your Stories

Diversity is a core value of Thompson Hospitality and Compass Group. In order to serve you better, visit us at www.thompsonhospitality.com to give us your comments and suggestions for future stories.

Visit www.thompsonhospitality.com for information on our many diversity initiatives.

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