

GLOBE Screens Documentary *Out in the Silence*

The Bank Group welcomed filmmakers Joe Wilson and Dean Hamer for a screening of their award-winning feature documentary *Out in the Silence*, which chronicles Wilson's own journey as he confronts a firestorm of controversy following his same-sex wedding announcement.

Oil City, Pennsylvania, is typical small-town America. It is also the setting for Wilson's journey, which parallels that of local teenager C.J. Springer who is bullied at school after coming out. Rounding out the cast of characters are a bigoted antagonist and a thoughtful Evangelical preacher in this entertaining and thought-provoking film.

Ultimately, *Out in the Silence* is more than a movie, said Wilson. "It is a campaign for fairness and equality in rural America. What we're trying to explore is how you work for change in different kinds of environments."

Joining Wilson and Hamer for a post-documentary panel discussion

were Rich Tafel, Founder of the Public Squared, which trains nonprofit and social entrepreneurs how to engage in public policy; Paul Cadario, a Senior Manager for the Bank's Trust Fund Quality Assurance; Greg Lilly, who writes the *Derek Mason Mystery* series, and moderator Aaron Rosenberg, who is Chief for Public Affairs at the IFC.

Tafel, an ordained minister, started a gay Republican organization in DC. "My experience is that if you can find common ground, you can make progress," he said. "My faith empowered me to be a gay activist."

For Greg Lilly, the film's rural setting hit close to home. "It was the early 1980s when I left Bristol, Virginia," he said. "I needed to see the world without the shadow of family and community. To find yourself, you need to leave. At least I did."



Paul Cadario cited progress the Bank Group has made on lesbian, gay, bisexual, and transgender (LGBT) issues over time. He suggested that the "wave of history" is moving forward where Bank support may eventually be contingent on countries ensuring fairness and equality for LGBT people—just like the Bank actively discourages ethnic discrimination or corruption.

"We wanted this to be a hopeful story about people who can be who they are where they are," said Wilson. "But it is still a struggle when basic opportunities are denied you because of people's bigotry."

GLOBE Survey Suggests Much Room for Improvement

The staff organization that represents lesbian, gay, bisexual, and transgender (LGBT) issues in the Bank Group, GLOBE, released new staff survey results March 16. The survey was voluntary and anonymous, and about 1,900 staff responded.

According to the results, of the 15 percent of people who identified themselves as LGBT, only about 20 percent are completely open about their sexuality, and more than half are not out to their supervisors. More than 40 percent of these respondents felt that being open about their

sexual orientation would negatively affect their career.

The panel discussion was moderated by NPR White House correspondent Ari Shapiro, and included Steve Clemons, a blogger for the Washington Note; Jody Huckaby, Executive Director for PFLAG; Rachel Kyte, VP of IFC's Business Advisory Services, and Ian Solomon, the U.S. Executive Director.

"These issues are exacerbated when staff are located in field offices," said GLOBE President Fabrice Houdart, who is a country officer for Central Asia. "About 34 percent of survey respon-

dents were located in the field. Of these, roughly 21 percent felt they could not be out where they are stationed."

Such reservations have very practical implications for current and future LGBT staff, including safety, partner recognition, and visa status. "Our next step is to dig deeper into the results and produce a more formal report," said GLOBE member Aaron Rosenberg, who is Chief for Public Affairs at the IFC. "The challenge moving forward is to mainstream LGBT more effectively into the Bank Group's existing diversity and inclusion framework."