



Nearly 200 members of High Tech Gays got together last August in a Cupertino, Calif., park for their annual summer picnic.

and attended *Beach Blanket Babylon*. And that was just August.

"It's an incredible part of our personal life," remarks software consultant and HTG newsletter editor Bob Correa, referring to his schedule and that of his lover, Denny Carroll, who is HTG's secretary. "Probably 80% of our friends are in HTG," Correa says. In fact, Correa and Carroll met at an HTG camping trip at Big Sur four years ago.

In general, members find that HTG offers a unique balance of business and pleasure. "It's ironic. We seldom discuss technical issues at our meetings, and most of our speakers are of political interest," Correa says. "But as you walk around the room, you hear conversa-

tions about DOS and Macintosh and satellite relay systems. I think it's a lot of fun for someone to stand there with his arm around his partner and talk about computers. You can truly express your professional life and personal life at the same time."

While potlucks, camping trips and ski outings provide members ample time to socialize, HTG's Political and Business Action Committee (PABAC, pronounced "pay-back") hammers away at local political and industry issues. One of PABAC's biggest wins to date came last year when it helped coordinate Santa Clara County's "No on 64" campaign. "We'd hoped to raise \$25,000," says former PABAC chairman Paul Wysocki, who acted as local fund-raising chair. "We totalled \$70,000."

Currently, HTG is staging a renewed push for local high-tech firms to adopt policies protecting their gay and lesbian employees. Begun in 1985 during the AB-1 effort, the campaign first targeted businesses where HTG members were already employed. "We let them know there were some very productive gay people in their company who were members of our organization and that they should protect them by adopting a nondiscrimination policy including sexual orientation," Rudy says. While some firms agreed to listen, none would put anything in writing. "We weren't surprised," explains Roger Biery, who chaired the original PABAC campaign. "Changing company policies is a long-term effort."

PABAC also sent surveys to 120 Silicon Valley companies. "We found that

some did indeed have nondiscrimination policies that included sexual orientation," Biery says. "But others simply claimed they didn't discriminate—or that they didn't have any gay employees."

HTG asserts that, from a corporate standpoint, management should protect gay and lesbian workers because it's good for the bottom line. Instead of worrying about exposure (and dismissal), openly gay people can be themselves at work, improving their personal effectiveness and building company loyalty.

Historically, in cases where gays have been fired, the dismissal has usually been the result of an individual manager's decision. "I had a call last week from a man who believes he was fired from a major software company because he is gay," Rick Rudy notes. "But

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Bob Correa
member of High Tech Gays



When they're not busy designing disk operating systems or splicing genes. . .



. . . High Tech Gays enjoy a bit of volleyball.