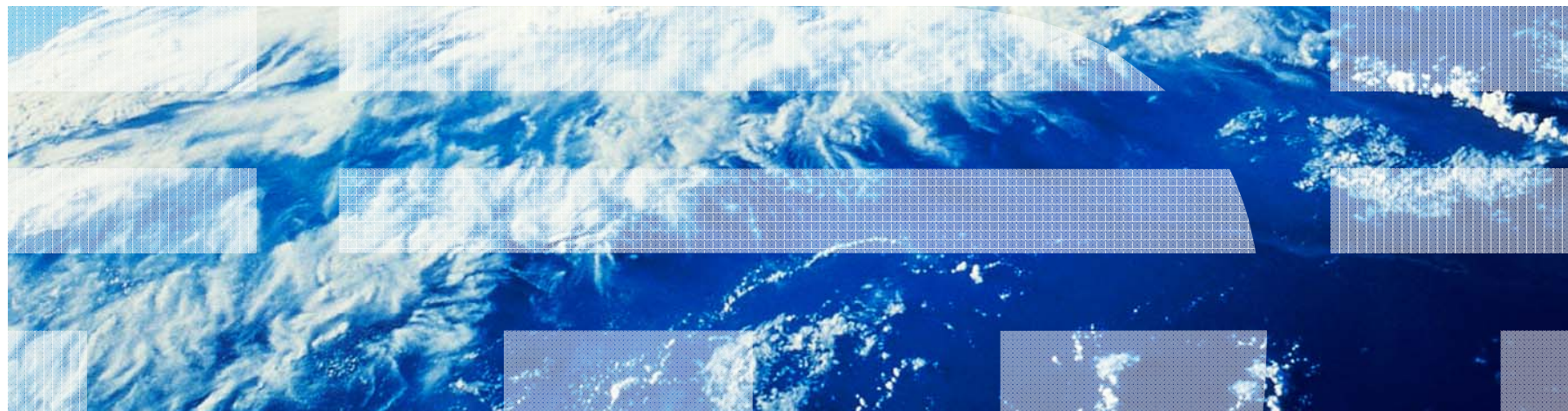# Global LGBT Programs at IBM
International perspectives

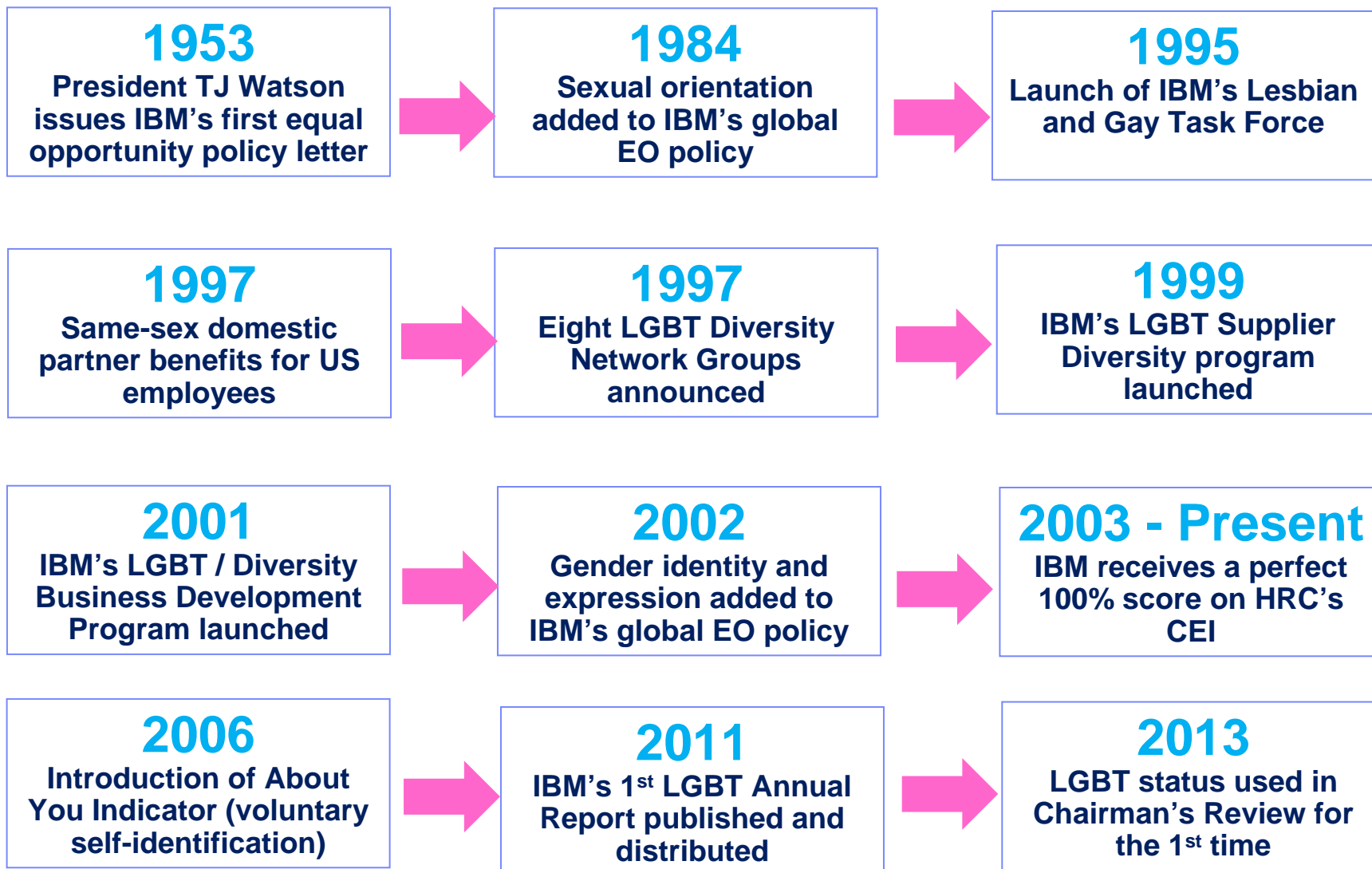**Christian Steinmetz**
Software Deployment Leader Europe

Agenda

- A Heritage of LGBT Inclusion at IBM

- Global Non-Discrimination Policy

- LGBT Programs at IBM around the World

- LGBT Rights around the World

- Straight Ally Program & Certification

A Heritage of LGBT Inclusion at IBM

1953
President TJ Watson issues IBM's first equal opportunity policy letter

1984
Sexual orientation added to IBM's global EO policy

1995
Launch of IBM's Lesbian and Gay Task Force

1997
Same-sex domestic partner benefits for US employees

1997
Eight LGBT Diversity Network Groups announced

1999
IBM's LGBT Supplier Diversity program launched

2001
IBM's LGBT / Diversity Business Development Program launched

2002
Gender identity and expression added to IBM's global EO policy

2003 - Present
IBM receives a perfect 100% score on HRC's CEI

2006
Introduction of About You Indicator (voluntary self-identification)

2011
IBM's 1st LGBT Annual Report published and distributed

2013
LGBT status used in Chairman's Review for the 1st time

IBM's Commitment to Diversity: Global non-discrimination policy

Policy Letter
Number: 117N
Date: January 1, 2012

Subject: Workforce diversity

The employees of IBM represent a talented and diverse workforce. **Achieving the full potential of this diversity is a business priority that is fundamental to our competitive success**. A key element in our workforce diversity programs is IBM's long-standing commitment to equal opportunity.

Business activities such as hiring, promotion, and compensation of employees, are conducted without regard to race, color, religion, gender, **gender identity or expression, sexual orientation**, national origin, genetics, disability, or age. These business activities and the design and administration of IBM benefit plans comply with all applicable laws, including those dealing with equal opportunity. For qualified people with disabilities, IBM makes workplace accommodations that comply with applicable laws, and which IBM determines are reasonable and needed for effective job performance. In respecting and valuing the diversity among our employees, and all those with whom we do business, managers are expected to ensure a working environment that is free of all forms of harassment.

This policy is based on sound business judgment and anchored in our IBM Values. **Every manager in IBM is expected to abide by our policy, and all applicable laws on this subject, and to uphold IBM's commitment to workforce diversity**.

Ginni Rometty
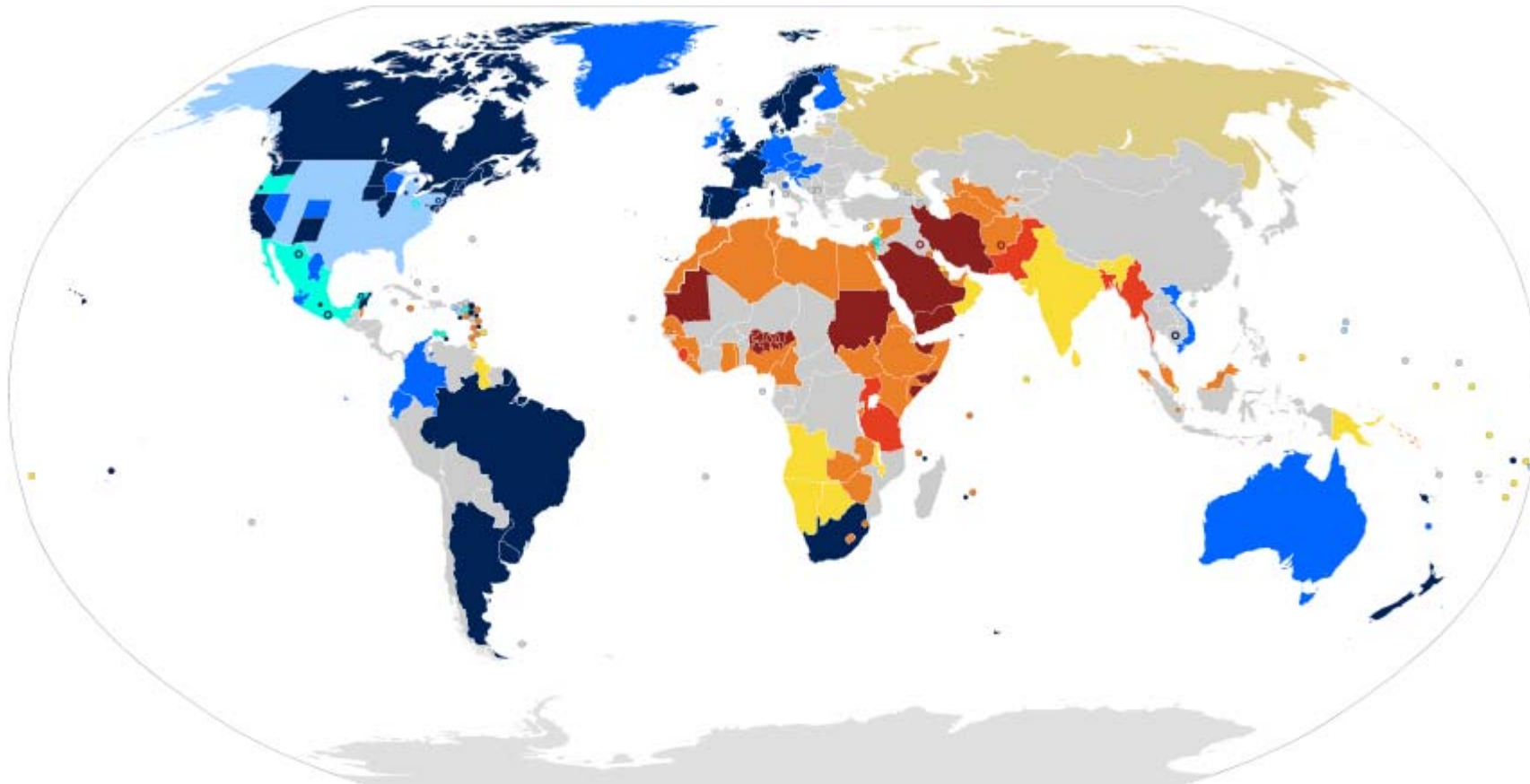
Virginia M. Rometty
President and Chief Executive Officer

LGBT Programs at IBM around the World

- Business Resource Groups

- Domestic Partner Benefits

- Voluntary Self-Identification

- Out Executives Community

- Straight Ally Program & Certification

- LGBT Pipeline Identification

- LGBT Leadership Development Activities

- LGBT Reverse Mentoring

Homosexuality legal
- Same-sex marriage
- Other type of partnership (or unregistered cohabitation)
- Marriages from other jurisdictions recognized
- Limited federal recognition of marriage in states without same-sex marriage
- Same-sex unions not recognized

Homosexuality criminalized/restricted
- Restrictions on freedom of expression
- Unenforced penalty
- Imprisonment
- Up to life in prison
- Death penalty

Rings indicate local or case-by-case application.

Updated February 16, 2014

Source: http://en.wikipedia.org/wiki/File:World_homosexuality_laws.svg

Same-sex Marriage:

The Netherlands (2001), Belgium (2003), Canada (2005), Spain (2005), South Africa (2006), Norway (2009), Sweden (2009), Argentina (2010), Iceland (2010), Portugal (2010), Denmark (2012), Uruguay (2013), Brazil (2013), France (2013), New Zealand (2013) and UK (March 29, 2014)
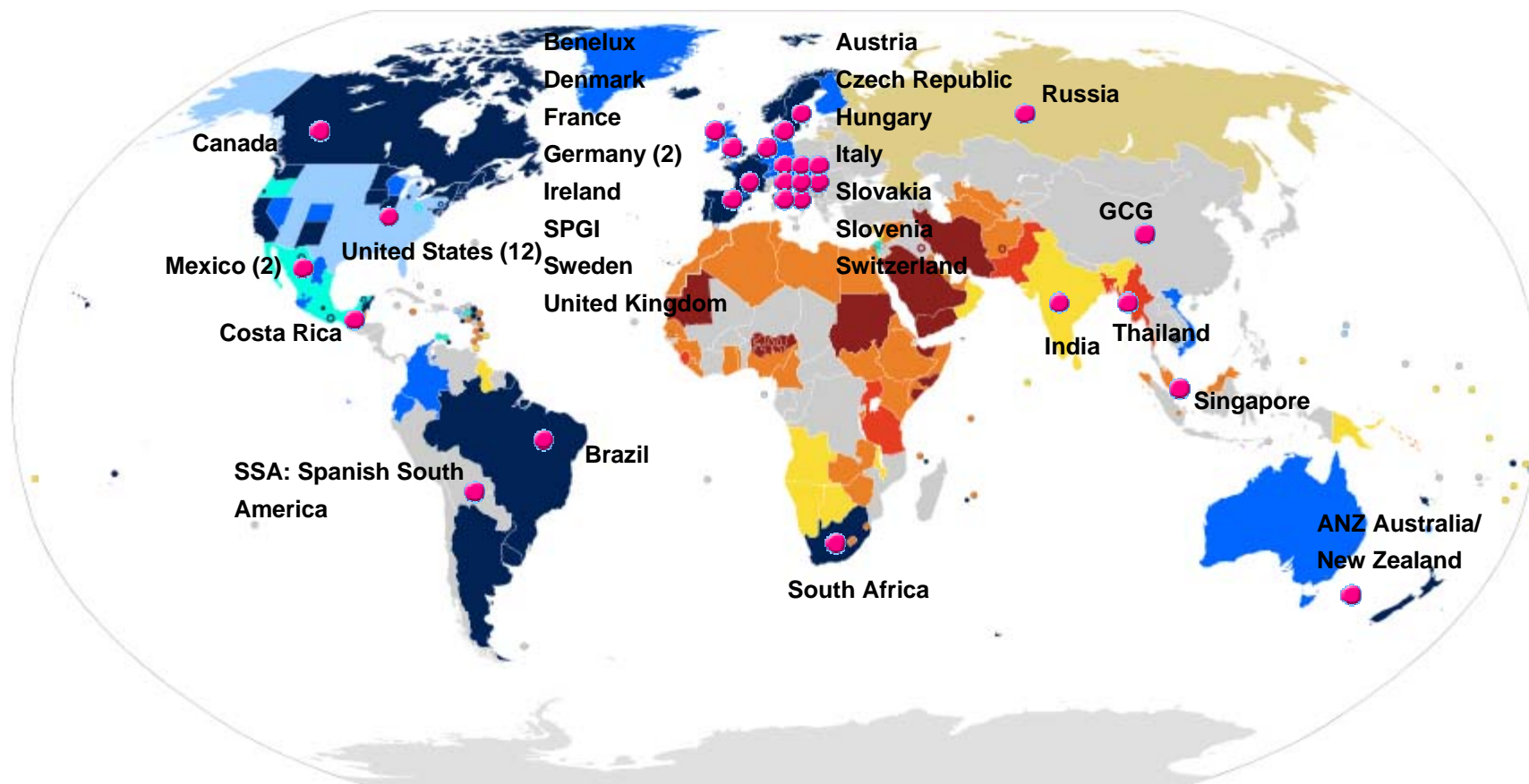
Mexico City and Quintana Roo

US States: MA (2004), CT (2008), IA (2009), VT (2009), NH (2009), Washington DC (2010), NY (2011), WA (2012), ME (2012), MD (2013), RI (2013), DE (2013), MN (2013), CA (2013). NJ (2013), HI (2013), IL (2013) and NM (2013)

Death Penalty:

Iran, Saudi Arabia, Yemen, Mauritania, Sudan, United Arab Emirates, Nigeria, Somalia
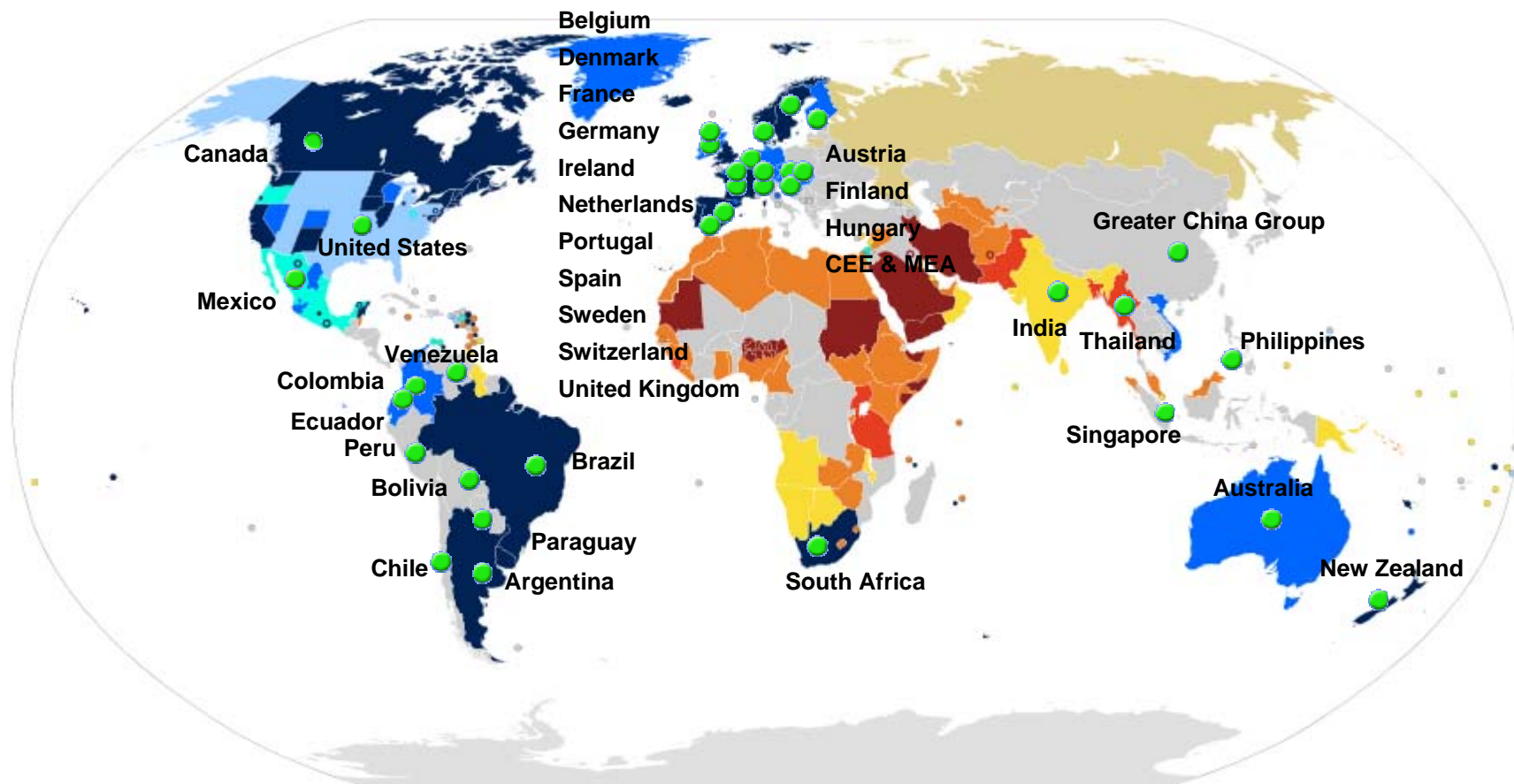
Business Resource Groups

SSA = Spanish South America

SPGI = Spain, Portugal, Greece, Italy

Benelux = Belgium, Netherlands, Luxemburg

GCG = China, Hong Kong, Taiwan

Provision of Domestic Partner Benefits

Belgium
Denmark
France
Germany
Ireland
Netherlands
Portugal
Spain
Sweden
Switzerland
United Kingdom

Austria
Finland
Hungary
CEE & MEA

Canada
United States
Mexico
Venezuela
Colombia
Ecuador
Peru
Bolivia
Chile
Paraguay
Argentina
Brazil

Greater China Group
India
Thailand
Philippines
Singapore
Australia
New Zealand
South Africa

What is a Straight Ally & Straight Ally Certification

- Straight Allies are trusted individuals that support the LGBT constituency and understand its challenges. They also support equal civil rights and gender equality.

- Allies can have candid and safe conversations with other employees.

- Allies at all levels of the corporation signal that diversity commitment is real.

- Networking with Allies enables mentoring in both directions (reverse mentoring).

- Senior executive Allies can serve as surrogates for closeted or non-existent senior LGBT executives.

- We have a training module for straight allies through which every IBMer can be certified as a Straight Ally. We keep track of our number of Straight Allies around the world

Straight Allies Program

STRAIGHT ALLIES
How they help create gay-friendly workplaces

I make sure line management absolutely understands that it's high on my agenda. People really look for consistency of messaging so I focus on the people and diversity agenda regularly with my management team. By inference I'm encouraging them to do their level best to adopt an embracing attitude to their staff. *David Cornick, Vice President of Business Partners & Mid-Market for NE Europe, IBM*

guide
to being a
straight ally*

"

I believe my role is to facilitate the LGBT community to blossom and grow so when there are issues that they bring forward, I will help them address them by shaping them into the right format to be discussed. Last year we ran an LGBT Across Europe Forum. I hosted that for the two days because I wanted to spend the time to understand what was on their mind, the issues that they faced, and what help they needed to remove those obstacles and get to the next level.

David Cornick, Vice President of Business Partners & Mid-Market for NE Europe, IBM

10 Dinge, die Sie als Straight Allies tun können

- Sei offen

- Stelle Fragen

- Informiere dich

- Sag´ deine Meinung

- Hilf deinen Kindern

- Überdenke deine Mitgliedschaften

- Überlege, wo du dein Geld ausgibst

- Ermutige Personen in deinem Umfeld

- Steh auf und artikuliere dich

- Sei ein Fürsprecher