

OUT & EQUAL
2018 WORKPLACE SUMMIT



Activating Allies:
*Engaging Your Workforce
Regardless of Size*

October 3, 2018
11:00 am - 12:30 pm

Activating Allies: *Engaging Your Workforce Regardless of Size*

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Hrishi Kulkarni
(Moderator)

Global Co-VP AMER/LACA
Corporate Marketing
Manager
He/Him/His



Alexis Kantor

Vice President Product
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Executive Sponsor Pride+
Business Council, Target
She/Her/Hers



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Norine Daniel

VP/Marketing Execution,
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PRIDE Team Member
Network Enterprise Ally
Ambassador
She/Her/Hers



Jeffrey Paul Wolff

VP/Digital Branch & ATM
Strategy Consultant, Wells
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PRIDE Team Member
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Everyone can be an Equality Ally:

ASK others about their experiences and share yours.

LISTEN with empathy and seek to understand different perspectives.

SHOW UP by being present, engaged and committed.

SPEAK UP as an advocate and evangelize your allyship among others.

Wells Fargo PRIDE TMN Ally Engagement Program



I commit to understanding, embracing, and advocating for LGBTQ team members as an

LGBTQ Ally

As an ally, I pledge to be an agent of social change to create, foster, and sustain an inclusive work environment for all team members.

The PRIDE Team Member Network presents this certificate to allies of Lesbian, Gay, Bisexual, Transgender, and Queer team members at Wells Fargo. Thank you for fostering an inclusive environment and being part of the PRIDE TMN community.



Tamara Peterson, PRIDE Enterprise Leadership Team President



Dottie Unger, PRIDE Enterprise Leadership Team Vice President



Learn more about the PRIDE Ally Engagement Program at hop.wf.com/PRIDEAlly

photos by Sarah Daragon for The Identity Project



GAY AF

THE
IDENTITY
PROJECT



GAY PROUD OTTER

THE
IDENTITY
PROJECT



LOVER OF COLOR

THE
IDENTITY
PROJECT



MIXED FEMME LEZ

THE
IDENTITY
PROJECT



POCKET SIZED GAYSIAN

THE
IDENTITY
PROJECT



SEAHORSE DAD

THE
IDENTITY
PROJECT



STRONG FREE-SPIRITED ALLY

THE
IDENTITY
PROJECT



BETTER
TOGETHER
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Q&A



Resources

Equality at Salesforce:

- <https://www.salesforce.com/equality>

Equality Ally Strategies online learning module

- https://trailhead.salesforce.com/trails/champion_workplace_equality

Impact of Equality and Values Driven Business Research Report

- <https://www.salesforce.com/contents/impact-of-equality/>

Wells Fargo external resource

- <https://www.wellsfargo.com/lgbt>

Target external resource

- <https://corporate.target.com/corporate-responsibility/diversity-inclusion>

“Companies can do more than just make money; they can **serve others**. The business of business is **improving the state of the world.**” -Marc Benioff

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Thank You



Session discussion summary

Each panelist's equality story

Overview of Target, Salesforce and Well Fargo team member/ employee networks, and how allies engage at both the enterprise (company-wide) and local community level

- Inception and launch details
- Program progression/ growth

The importance of visibility:

- WF Ally Certificate example (for a visual representation of a safe space)
- WF Skype/IM affinity images (where allies can indicate the resource group which they support through colors and words, showing Allyship and support across a virtual environment)

Discussion around how allies respond to wearing the symbol of the rainbow, with the potential risk of misidentification of allies as members of the community

- Pro/cons of self-identifying within the resource group
- Engaging allies – through invitation and inclusion – let them know they belong!
- Engagement through volunteerism and community support
- Ally engagement/resource group growth opportunities – high impact opportunities (panel events with personal story telling)

Common challenges