



Welcome to Out & Equal's International Town Call Series

Be sure to dial into the
audio portion of the conference

1-866-740-1260 (U.S. & Canada)

Participant Access code: 6946500

Your line will be muted, you are listening to:
["Shaping Lesbian, Gay, Bisexual and Transgender Workplace Equality,"](http://www.outandequal.org/2009SummitVideo)
<http://www.outandequal.org/2009SummitVideo>



International Town Call Series

Moderator: Kevin Jones, Deputy Director, Out & Equal



Announcements



Oct 5-8 – Annual Workplace Summit – Los Angeles

<http://outandequal.org/summit-2010>

Registration & housing now open

Check www.outandequal.org for more info on:

- Upcoming Training - <http://www.outandequal.org/training-programs>
- Regional Affiliates - <http://www.outandequal.org/regional-affiliates>
- Employee Resource Groups - <http://www.outandequal.org/resources/groups>
- CareerLink - <http://lgbtcareerlink.com/>



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ReadyTalk Features

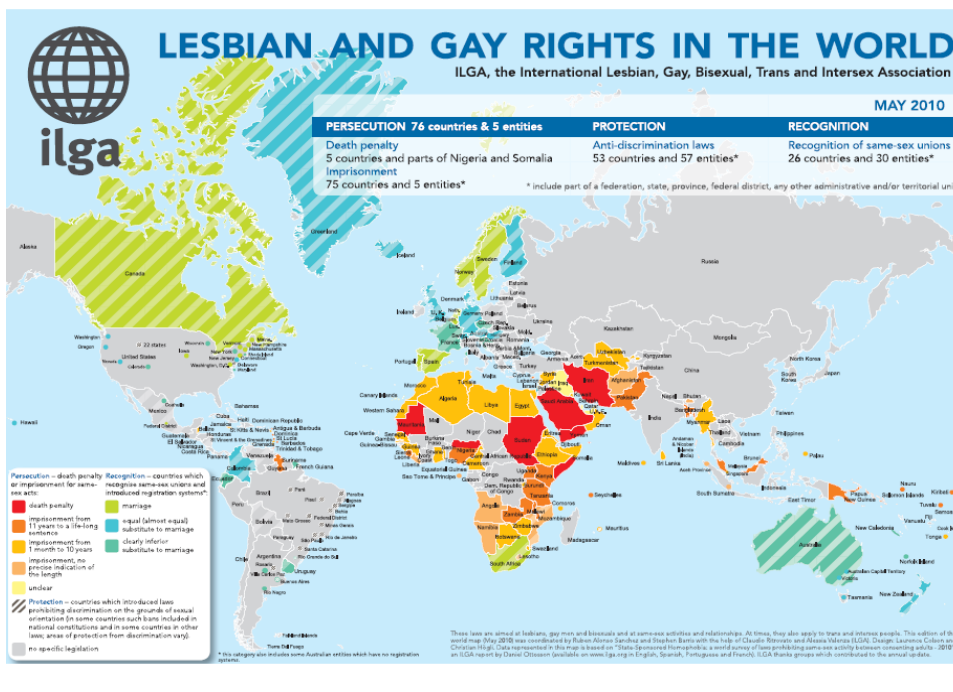


- Lines are muted
- Use chat to ask questions during the presentation (chats go to the presenters)
- Technical problems, raise your hand and check the chat box!
- Cut & Paste links from chat
- Polling – select an answer, submit and see results



India





International Town Call - India



Presenters:

- Vikram Doctor**, Editor of Special Features for The Economic Times, India
- Dearg McCarthy**, Manager, Value Services Strategy and Operations, IBM.
- Karthik Varatharaj**, MBA student and runs Ross Out For Business
- Moderator: Kevin Jones, Deputy Director, Out & Equal*

India



India





Snap Shot – Corporate India

- 240 of the Fortune 500 have presence in India
- 270 of the Fortune 500 are clients of Indian firms
- Many firms have close to 40% of their global workforce in India

One of the largest LGBT populations in the world. Conservative estimates put the number at 100 million.



Pre 377 Ruling

- Most firms operating in India have global policies that cover sexual orientation

However, in Indian offices

- No internal grievance redressal policies/systems for discrimination based on sexuality
- No dialogue around LGBT diversity with employees
- No executive/C-suite support on LGBT issues





Pre 377 Ruling (contd.)

- **HR/Diversity Managers not trained on handling LGBT related workplace issues**
- **No endorsement or sponsorships of LGBT events or non-profit organizations in the community**
- **No ERGs aimed at LGBT employees/allies**
- **No same sex spousal benefits**
- **No talent attraction programs catering to LGBT professionals**



Challenges

- Deep cultural aversion to homosexuality pervasive across socio - economic classes
- Lack of awareness and education on issues of sexuality
- Article- 377.Firms apprehensive of violating law if perceived as LGBT friendly





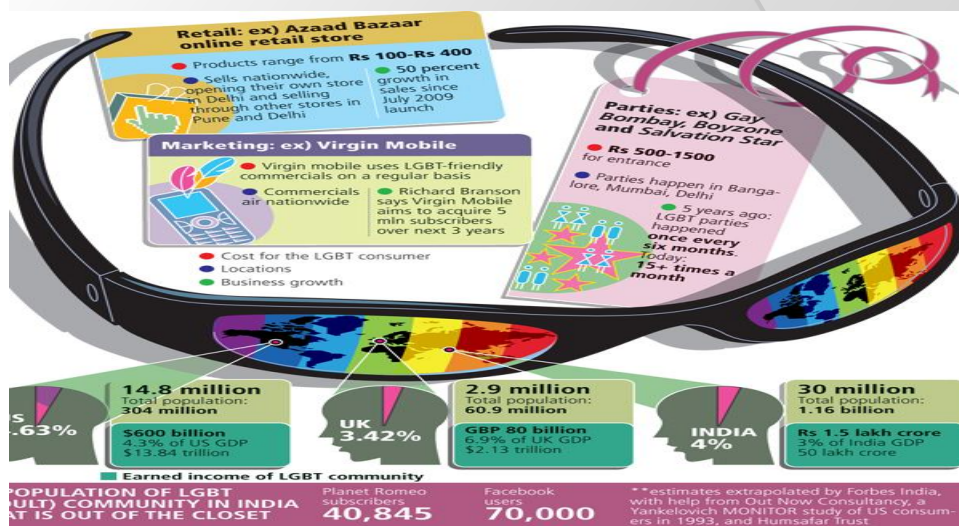
Post 377 Ruling



- Gay rights entering discussion in the Indian living room
- More firms cognizant of the presence of LGBT employees
- Indian suppliers under more pressure from international clients
- More professionals feel safer to come out at work
- Legal and HR departments working on broadening the scope of diversity initiatives
- More water cooler discussions around LGBT issues
- Presence of “out” American expats having a significant cultural impact on sensitizing Indians managers and executives to LGBT issues



Leveraging LGBT diversity in business





Leveraging LGBT diversity in business

- ⦿ Employee attrition high amongst LGBT professionals - reduce turnover
- ⦿ Likely to be great advocates for the firm
- ⦿ Great potential to tap niche markets
 - Financial services- joint loans and health insurance
 - Tourism and hospitality industry



Resources

Workshops in LGBT sensitivity

[Good As You \(www.goodasyou.in/\)](http://www.goodasyou.in/)

Vinay Chandran - vinu228@yahoo.com

Understanding legal implications of 377 for firms

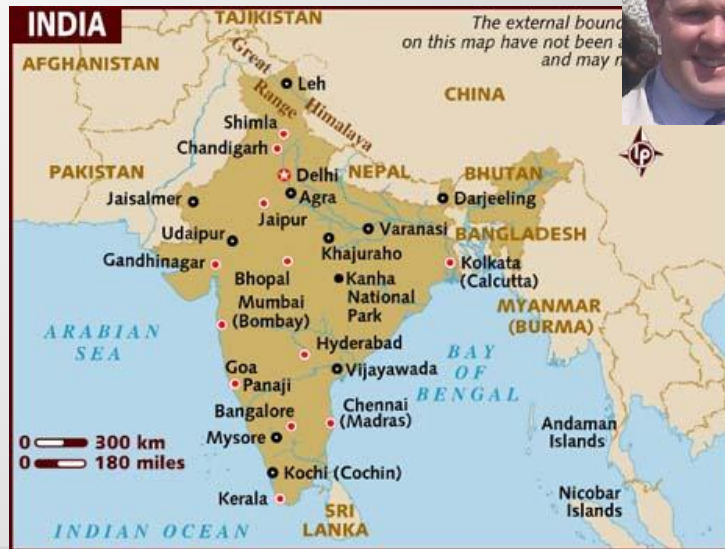
Alternate Law Forum(www.altlawforum.org)

Arvind Narrain-arvind@altlawforum.org



out&EQUAL India

Workplace Advocates



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out&EQUAL

Workplace Advocates

EAGLE - India Chapter (Employee Alliance for GLBT Empowerment)



In June 2008 IBM set up a local EAGLE Chapter in India

Steps taken to support and facilitate establishing an India Chapter

- Corporate Culture : Strong corporate culture on diversity and inclusion mandated globally
- Strong local Mgmt Support from the India General Manager – Shanker Annaswamy
- Local Exec Sponsor : Inderpreet Thukral
- IBM Global GLBT Task Force Sponsorship : Mike Fuller, Jim Freeman
- Commitment of Local HR Leadership - India Diversity Leader
- Local IBMers willing to get engaged and build a community

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EAGLE - India Chapter

Mission statement



- ⦿ To create awareness and engage GLBT employees in exchanging valuable information on IBM Values, culture and projects.
- ⦿ Improve collective knowledge about GLBT in IBM
- ⦿ Promote awareness among members and others about the value of diversity in our workforce.
- ⦿ Support integration of new GLBT employees.
- ⦿ Support diversity ideas in GLBT and other areas.
- ⦿ Serve as an information resource on issues concerning sexual orientation, gender identity, and gender expression as they affect IBM employees.
- ⦿ Recognize and communicate contributions made by and/or for lesbian, gay, bisexual, and transgender employees and their supporters at IBM.
- ⦿ Participate in corporate, location, and community projects

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EAGLE - India Chapter : Actions Taken, Underway

Increase Awareness of GLBT Community within IBM



1. Set up roundtables for Chapter Members and exec team
2. Work on identifying reverse mentoring opportunities with IBM India Executive team
3. Create a Sensitization package for the Mgmt team - Use a Tops Down approach
4. Welcome to IBM note for all new employees to include link and information on EAGLE
5. Include topic (along with other diversity topics) in the Fundamentals of People Management Session
6. Set up an EAGLE India Website with links to the FAQs
7. Recognition of June as Diversity and Inclusion month

Group Networking Event

1. We will look to set up regular networking meeting for the group

Advocacy

1. Have the team help Identify areas for social outreach
2. Submission in support of repeal of Article 377

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The screenshot shows a Facebook group page for "Friends and Family of GLBT IBMers". The page features a navigation bar with "Wall", "Info", "Discussions", and "Photos". A sidebar on the left contains group management tools like "Message All Members", "Promote Group with an Ad", and "Edit Group Settings". The main content area displays a welcome message, group information, and a list of members. Recent posts include announcements for "Circles Aard Are you hot enough?", "Alex Day 'COME OUT' & CELEBRATE 11 Years", and "Sarah Siegel If you're an IBMer, join the new, internal Gay, Lesbian, Bisexual and Transgender (GLBT) IBMers & Friends Community on Lotus Connections!". A profile picture of a man in a suit is visible in the top right corner.

The screenshot displays the IBM GLBT Allies website. The header features the "out & EQUAL" logo and navigation links for "Home", "Profiles", "Communities", "Blogs", "Bookmarks", "Activities", "Files", and "Wiki". The main content area is titled "Gay, Lesbian, Bisexual and Transgender (GLBT) IBMers & Friends" and includes an "Overview" section with a welcome message and participation instructions. A "Notice Board" highlights the achievement: "IBM ranks number 1 in the 2010 IGLCC International Business Equality Index". The right sidebar contains "Important Bookmarks", "Members" (listing Len Fleming, Andrew Clark, and Moses Brand), "Photos (BETA Widget)", and "Videos (BETA Widget)". The footer shows the page number "24".

out&EQUAL Questions & Answers

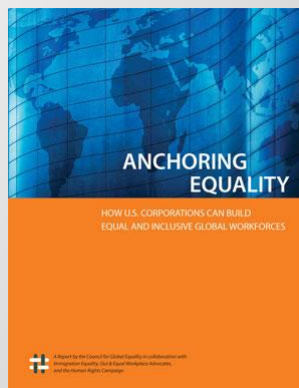
Workplace Advocates

How to ask a question...

- Online - use chat mode anytime during webinar
- Teleconference - dial *7 and ask your question & then *6 to return your phone to mute

www.outandequal.org

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Closing Comments



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Thank you for your participation!

Please complete the short survey at the end of the call!

Consider a donation to Out & Equal:

<http://www.outandequal.org/about/Donations.asp>

*Check back on the Out & Equal Website for
our next International Town Call!*

Discussion continues on our professional network:

<http://outandequal.groupsie.com/group/india>

**More questions? Contact Pat Baillie, Associate Director of Training
pbaillie@outandequal.org - 415-694-6521**

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