

LGBT Identity in the Global Corporate Environment

Out and Equal Workplace Summit

October 6, 2016



Introductions & Objectives



Moderator:

Shone Zachariah, Project Manager
& Global Program Manager for Dell Pride



What do we want to share with you today?

Goal:

- Leverage allies and grow support globally for LGBT inclusion in the workplace

Objectives:

- Regional implementation of global directives
- Create an active global and regional leadership structure
- Activate allies globally to enhance LGBT inclusion
- Grow your network

Take-Aways:

- Recommendations on ways to help LGBT team members in areas where rights are restricted
- Creating locally relevant programs given local laws and regulations
- Where are you on the ERG journey?



Global LGBT+ Experience

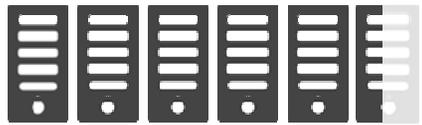


Global Stats - Out in the World



Global Stats - Out in the Workplace

Business



93% of Fortune 500 corporations prohibit discrimination on the basis of Sexual Orientation.



75% of them have non-discrimination policies related to gender identity.

Talent



39% of **LGBT** employees avoid or engage less with other colleagues.



72% of **allies** say they are more likely to accept a job at a company that's LGBT supportive.

Market



Woo LGBT consumers, a \$3.72 trillion market.

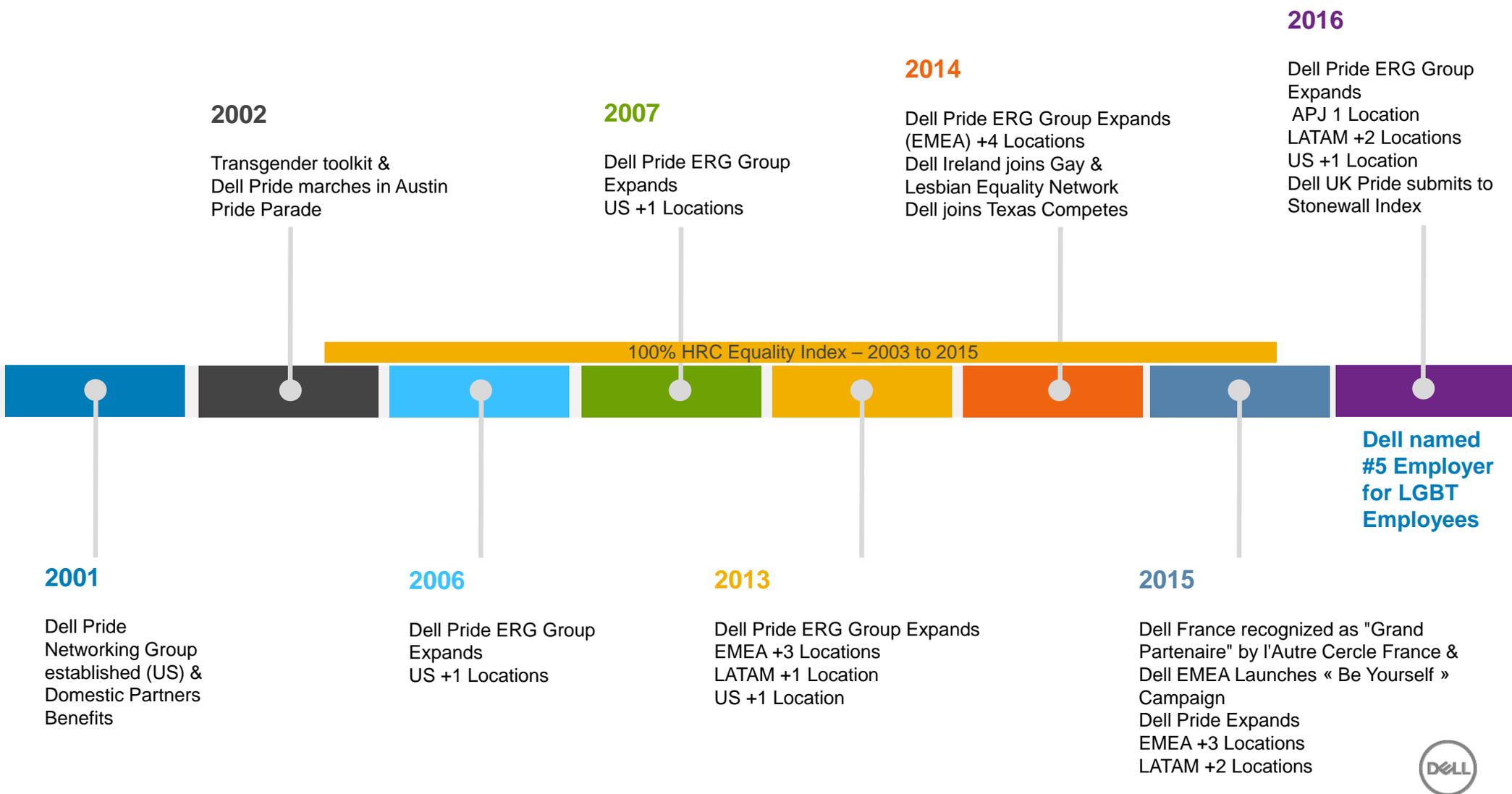


71% of **LGBT individuals** and **82%** of **allies** say they are more likely to purchase a good or a service from LGBT friendly companies.



Building the Pride ERG at Dell





Panel Introductions



Panelists

Brian Talbot,
Assistant Sales
Manager &
EMEA Pride
Program Manager



Nicole (Nikki)
Gibson, Southeast
HR Site Leader &
Nashville Program
Manager



Angel Medina, IT
ProSupport
Manager &
LATAM Pride
Program Manager

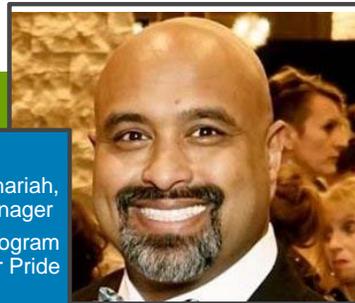


Heidi Arias,
Diversity &
Inclusion
Consultant &
Global Pride D&I
Consultant



Moderators

Shone Zachariah,
Project Manager
& Global Program
Manager for Pride



Gabriel Rodarte-
Miller, Talent
Acquisition
Advisor &
North America
Pride Program
Manager

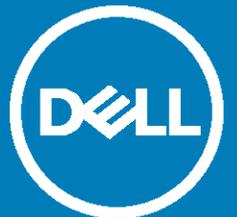


Panel Q&A



Let's hear from our team members

<https://www.youtube.com/watch?v=7l0iEApeahs&feature=youtu.be>



Audience Q&A



Group work





Starting out



Gaining momentum



Taking it to the next level

Where is your organization on the journey?

Diversity Training

- Provide diversity training to all employees that includes specific reference to LGBTI issues.
- LGBTI training should focus on the business case for inclusion as well as the role and importance of allies.

Policy Review

- Ensure you have an equal opportunities policy that includes sexual orientation and gender identity or expression, which is clearly published to all employees globally.
- Prohibit discrimination based on orientation and identity or expression.
- Hold leaders accountable to enforcing these policies on their teams.

Corporate Culture

- Engage with top leadership to gain their support.
- Communicate to all employees how the company supports and values its LGBTI workforce.
- Engage with LGBTI staff in via posters, emails or intranet pages, diversity meetings, etc.

Diversity Structure

- Lead the launch of your LGBTI ERG (Employee Resource Group) with an allies campaign as LGBTI team members may be hesitant to be out or engage, particularly in sensitive markets.
- Lead from the top in global markets. Identify and engage an executive ally sponsor for your ERG
- Establish an ERG where there is interest rather than launching and waiting for people to join.
- Offer a means by which individuals can anonymously join an ERG or follow LGBTI inclusion news or developments. Respect and honor confidentiality.

Benefits

- Conduct a review of your benefits to understand where there may be gaps in equal benefit coverage to LGBTI employees
- Offer LGBTI specific benefits or support such as mentoring or counselling
- Offer benefits to employees to cover their same sex partners regardless of marital status, orientation, expression or identity

Policy Review

- Develop policy and procedures for handling LGBTI related bullying and harassment

Market Positioning

- Engage in respectful and appropriate marketing to the LGBTI community

Community & Advocacy

- Engage in external LGBTI-specific efforts in local markets, including: recruiting, supplier diversity, marketing or advertising, philanthropy, non-profit group or public support for LGBTI equality.
- Be a visible role model for LGBTI workplace equality in the local markets in which you operate.
- Share best practices with others in the local community.

Monitoring

- Include orientation and identity as an optional data point in employee surveys or data collection forms.
- Track recruitment and career development metrics for LGBTI employees who choose to self-identify.
- Track complaints of grievances reported involving LGBTI employees.

Market Positioning

- Partner with your ERGs to identify opportunities to reflect the needs of LGBTI customers in your product or service offerings.

Benefits

- Globally offer benefits to all employees to cover their same sex partners regardless of marital status, orientation, expression or identity.

Table discussion: Where are you on this journey?

1. Share with colleagues at your table where your organization is on the journey toward LGBTI inclusion.
2. Talk about some things you would like to try to keep the momentum moving forward.
3. Feel free to use the provided job aid to guide your conversation.

Starting out	Gaining momentum	Taking it to the next level
Where is your organization on the journey?		
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Job Aid



Closing

