



#UNLIMITEDPRIDE

Anneke Blair, Sr. Program Manager – Diversity & Inclusion
Jen Palmer, Director – Social Marketing

**WHO WE
ARE**

**PRIDE
&
ALLIES
NETWORK**

**WHAT'S
NEXT?**

**DIVERSITY
&
INCLUSION**

**STRUCTUR
E**

“Our **DIVERSITY** is not only a huge source of pride; it's also a massive competitive **ADVANTAGE**. T-Mobile's diversity **FUELS** better ideas – the very ideas that are driving our **UNCARRIER** revolution forward.”

- John Legere, CEO T-Mobile US
@JohnLegere 45.8 Million Followers



Diversity & Inclusion Strategy

GROWTH

FIELD CHAPTERS & TEAM

13

CONSENSUS
CREATION OF D & I
NETWORKS

14

STABILITY
FRONTLINE FOCUS

15

IMPACT

POLICIES

16

ELEVATE
DRIVE DEPTH

17

D & I MEMBERSHIP GROWTH

9923

Year to Date

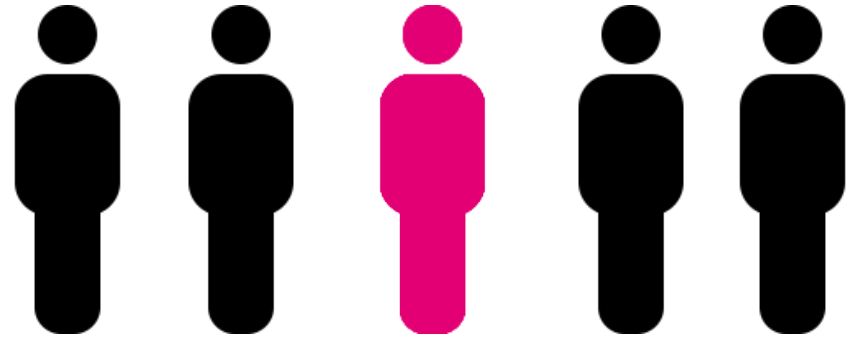


50,600+

EMPLOYEES

20%

D & I MEMBERS



1 in 5

2013 vs. 2017

We've made some progress

	DECEMBER R 2013		JULY 2017
Overall Headcount	40,357	»»»	50,666
Overall Attrition	26.9%	»»»	21.0%
Employees in D&I	3.4%	»»»	11.9%



PRIDE & ALLIES NETWORK







Pride & Allies Network

PRIDE HAS
EXPLODED!

2014 1246

2015 1776

2016 3013

2017 4181



POX MAPHIXAT
SPECIALIST
HONOLULU

58

PRIDE
EVENTS

4000+

EMPLOYEES & GUESTS

29 STATES

+

PUERTO RICO



T-Mobile®

#UNLIMITEDPRIDE

Tim O'Regan
@eagleindc

Follow

.@T-Mobile @Nasdaq @NYCPride Happy Pride NYC! #UnlimitedPride



8:32 AM - 23 Jun 2017

28 Retweets 94 Likes

Jessica Jud
@Jud_with_1_D

Follow

T-Mobile representing the way we do at Chicago Pride Parade 🏳️‍🌈Thx @Wintertab for joining us #UnlimitedPride #BeMagenta @T-Mobile



1:27 PM - 25 Jun 2017

17 Retweets 181 Likes



3 HRC CORPORATE EQUALITY INDEX SCORE



WALK THE WALK



DIVERSITY &
INCLUSION
STRUCTURE

DIVERSITY & INCLUSION TEAM

HOUSED IN

HR

1 SENIOR DIRECTOR

3 SENIOR PROGRAM MANAGERS

1 INCLUSION PRACTICES SR. CONSULTANT

1 PROGRAM MANAGER

1 ASSOCIATE PROGRAM MANAGER

PARTNERSHIP PATH



D & I

- ❑ STRATEGY & EXECUTION
- ❑ COACHING & FEEDBACK
- ❑ SUBJECT MATTER EXPERTISE

NETWORKS

- ❑ STRATEGIC FOCUS & PLAN
- ❑ DRIVE EMPLOYEE EXPERIENCE
- ❑ PROVIDE PROFESSIONAL DEVELOPMENT

CHAPTERS

- ❑ ALIGN TO STRATEGIC FOCUS ON LOCAL LEVEL
- ❑ DRIVE EMPLOYEE EXPERIENCE
- ❑ PROVIDE PROFESSIONAL DEVELOPMENT

EMPLOYEE NETWORK GROUPS



Disable the Label
Access for Disabilities Network



**Champion Veteran
Leadership**
Military Honor & Support
Community



Celebrate Cultures
Multicultural Network



Bridge the Gap
Multigenerational Network

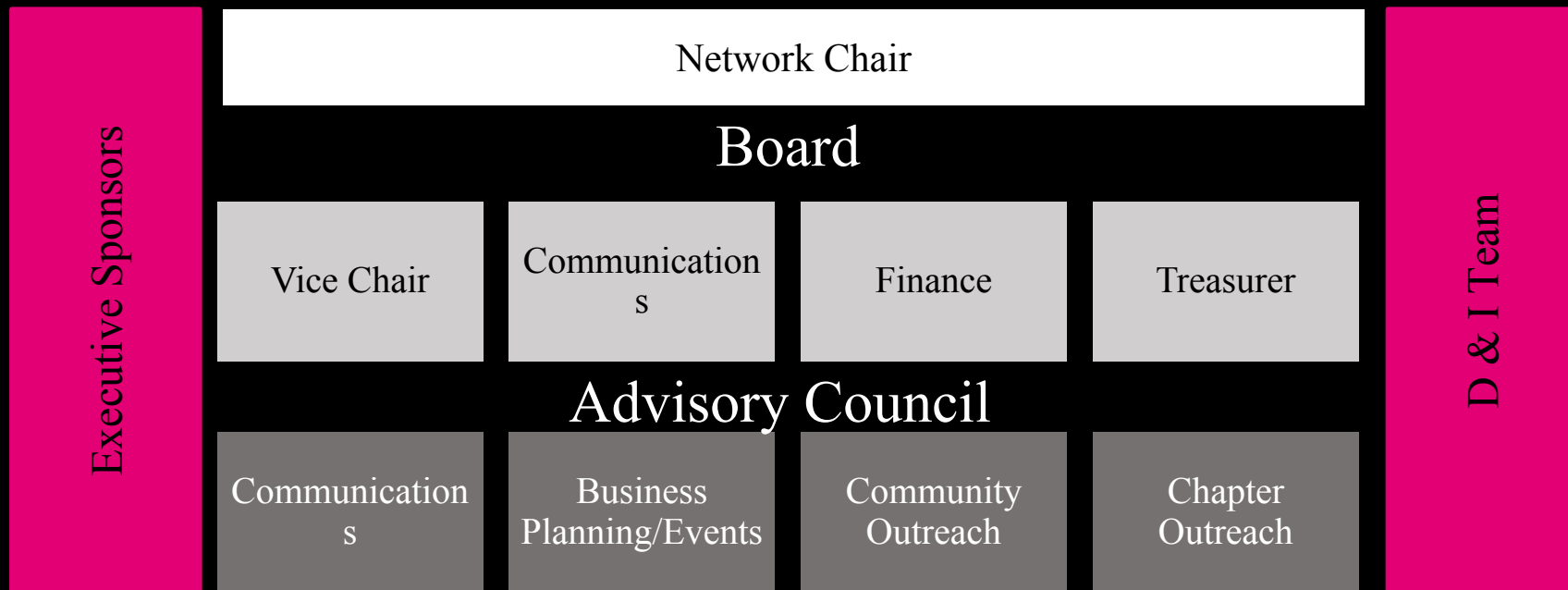


Be Yourself
Pride & Allies Network

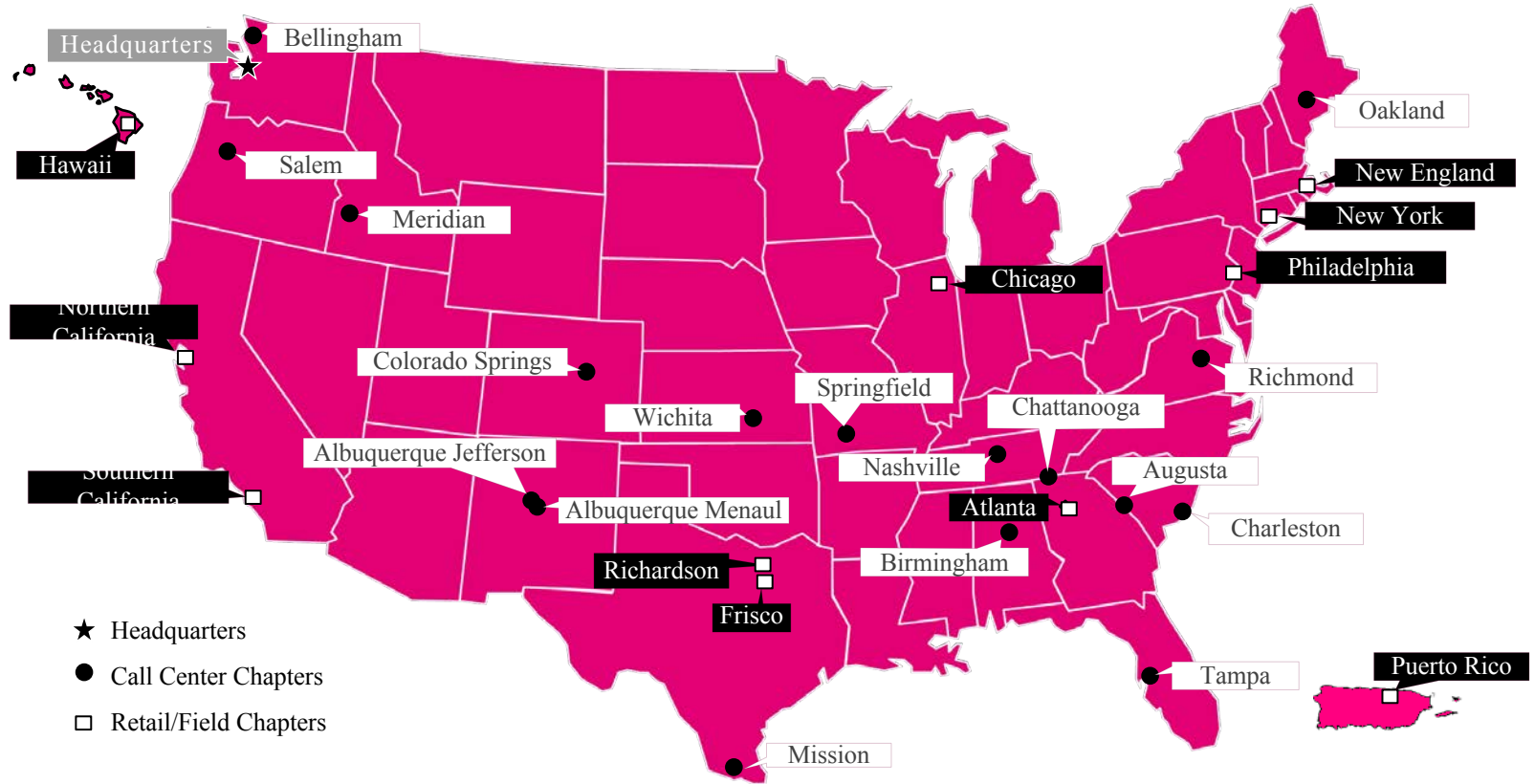


Empower Women
Women's Leadership Network

PRIDE & ALLIES NETWORK



28 DIVERSITY & INCLUSION CHAPTERS



CHAPTER STRUCTURES

Network/Chapter Leader (Chair)

Board

Events Chair

Vice Chair

Finance Chair

Communications Chair

Advisory Council

Access for
Disabilities

Military Honor
& Support
Community

Multicultural
Network

Multigeneration
al Network

Pride & Allies
Network

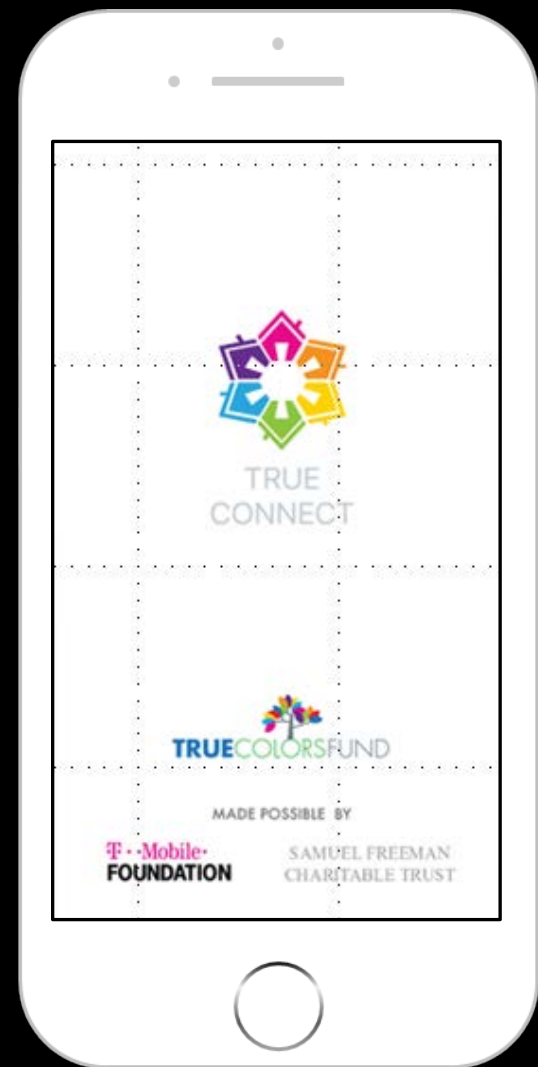
Women's
Leadership
Network

SO WHAT'S

NEXT?



INTRODUCING: TRUE ACCESS



GLSEN[®]

PROFESSIONAL DEVELOPMENT

Q & A

WHO WE ARE



Jen Palmer

Director - Social Marketing

10 Years

 @jensmithpalmer



Anneke Blair

Sr. Program Manager Diversity & Inclusion

 Years

@annekeblair

T-Mobile®

THE UN-CARRIER®