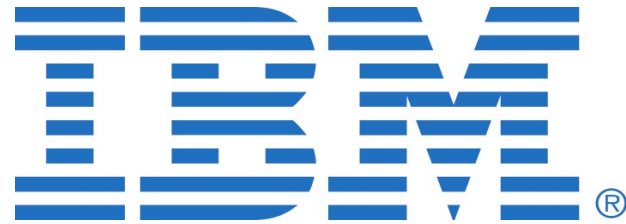


OUT & EQUAL
2017 WORKPLACE SUMMIT

Supporting the Journey: Transitions in the Global Workplace

Presented by



In partnership with



THE FLOW

- Welcome
- Live Poll #1
- Conversation with our panelists
- Demo of IBM's Workplace Transition framework
- Continuing the conversation with our panelists
- Live Poll #2
- Live Q&A
- Takeaways

Videos used in this presentation:

- **IBM Diversity Story video –**
<https://www.youtube.com/watch?v=KRZi-Gy7u7E>
- **Reflections of IBM video -**
<https://www.youtube.com/watch?v=RQalAfqB98M&t=56s>
- **Legendary Pride -**
<https://www.youtube.com/watch?v=-AxUnFVx8xs&t=20s>

HEALTH CARE

New GOP plan still faces hurdle

Proposal attempts to bridge party gap, but opposition remains

FROM WIRE REPORTS

WASHINGTON — Senate Republican leaders on Thursday unveiled a fresh proposal to repeal and replace the Affordable Care Act, revising their bill to help hold down insurance costs for consumers

while allowing insurers to sell new low-cost, strip-ped-down policies.

Those changes and others — including a decision to keep a pair of taxes on high-income people and to expand the use of tax-favored health savings accounts — were intended to bridge a vast gap between the Senate's most conservative

See **GOP'S** Page 10A

SEN. TED CRUZ backs the GOP health bill, although he admits it's not a "total repeal." 10A

HEALTH bill includes a tax break for the affluent through health savings accounts. 10A

HEALTH CARE FRAUD

Area labs linked to kickback scam

Authorities say four men conspired to bill military \$36M for unneeded tests

By KEVIN KRAUSE
Federal Courts Reporter
kkrause@dallasnews.com

Four men have been charged in connection with a scheme to

drum up unnecessary lab tests and get the military's health care system to pay for them, according to federal criminal charges filed Wednesday. Soldiers were given Wal-Mart gift cards in exchange for their participation in the unnecessary tests of saliva and urine, an criminal filing said.

Erk Bogen and Jody Sheffield, of Travis County, and bootlegger Craig Hawrylak, of Fort Worth, conspired to bill Medicare about \$36 million for drug toxicology and DNA cancer screening tests that were not needed and were "the product of

See **SOLDIERS** Page 11A

Mostly sunny, humid



Metro, back page

WORLD

Nobel Peace Prize laureate dies

Liu Xiaobo, the renegade Chinese intellectual who was awarded the Nobel Peace Prize while he was locked away as a political prisoner, dies at 61. 4A

NATION

New approach for addicted babies

As the number of babies born dependent on drugs soars in the U.S. — mostly because of opioid addictions — doctors are rethinking how to treat them. 3A

Pennsylvania man admits to killing four

A Pennsylvania man has admitted to killing four acquaintances, of whose bodies were found buried on his parents' farm, the man's lawyer says. 4A

METRO & STATE

Police make arrest in voter fraud case

A suspect in the West Dallas voter fraud investigation is in custody after a month on the run. 1B

SPORTSDAY

Beñard looks to hit No. 3,000

As the Rangers open the second half of the season, third baseman Adrian Beltre is closing in on 3,000 career hits. 1C

Sooners to lead Big 12?

Oklahoma is pegged as the top Big 12 football team in a media poll, with Oklahoma State close behind. 1C

BUSINESS

J.C. Penney winding up sports

A meal with a view



Stephen Crowley/The New York Times

President Donald Trump and his French counterpart Emmanuel Macron, along with their wives Brigitte Macron and Melania Trump, had dinner Thursday at the Eiffel Tower's Jules Verne restaurant. Trump, in Paris for a 35-hour visit, and Macron met earlier in the day to discuss potential solutions to the crisis in Syria and broader counterterrorism strategies. (Story, 12A)

ANALYSIS: The Congressional Budget Office expressed doubt about Trump's inaugural budget promises to balance the federal budget. 7A

NO KIDS: Rep. Bill Flores of Bryan is calling for the president's adult children to step away from the White House. 7A

DALLAS PUBLIC SAFETY

'There is a future' with pension fix

Improvement's small, but officials optimistic about police, fire fund

By TRISTAN HALLMAN
Staff Writer
thallman@dallasnews.com

For the first time in the last four years of turmoil, the Dallas Police and Fire

System's funding picture is brighter than the year before.

The improvement is small compared with the system's funding ratio last year. And the outlook is still not pretty. But the future is officially not horrendous anymore.

Officials from the pension system and Segal Consulting

presented a report Thursday that shows the fund's performance in 2016 and projections going forward. The projections showed the dramatic long-term financial impact of legislation, set to become law Sept. 1, that will save the fund from insolvency.

"There is a future for this

plan," said Jeff Williams of Segal Consulting. But the fund was in such bad shape that the situation remains dire. Williams warned the board "if they get a couple of bad years, all bets are off."

The Dallas Police and Fire Pension Board will meet

See **PENSION** Page 1A

BATHROOM BILLS

IBM steps up fight

20 employees, including top execs, coming to Capitol

By LAUREN MCGAUGHY
Austin Bureau
lmcgaughy@dallasnews.com

IBM is upping the ante in its fight against Texas' so-called bathroom bill, dispatching top executives to Austin and waging an ad war against what it calls "discriminatory legislation."

Before Texas lawmakers reconvene Tuesday for a special legislative session, the technology giant is taking out full-page advertisements in *The Dallas Morning News*, *San Antonio Express-News* and *Austin American-Statesman* opposing the legislation they say discriminates against transgender Texans.

IBM will also send 20 employees, including two of its top executives — Senior Vice President for Human Resources Diane Ghemson and Chief Diversity Officer Lindsay-Rae McIntyre — to the Capitol on Tuesday to express their opposition to the bills in person.

"As one of the largest technology employers in Texas, IBM firmly opposes any measure that would harm the state's LGBT+ community and make it difficult for businesses to attract and retain talented Texans," read the IBM ad.

See **IBM** Page 2A

Sharing presidential insight in Dallas

Former

EDUCATION

Patrick unveils plan

No one should face discrimination for being who they are.

As one of the largest technology employers in Texas, IBM firmly opposes any measure that would harm the state's LGBT+ community and make it difficult for businesses to attract and retain talented Texans.

We urge Governor Abbott and the state legislature to abandon any discriminatory legislation during this special session and ensure Texas remains a welcoming place to live and work.

#KeepTXOpen



IN CONVERSATION WITH...

Beck Bailey

Deputy Director of Employee Engagement, Workplace Equality Program, HRC



Joy Dettorre

Global HR Programs Leader for LGBT+ Constituencies, IBM



Connie Rice

Technical Sales Specialist, IBM



Kathy Brenneman

Category Manager & Global Pride Chair, Chevron



POLL QUESTION #1

Does your organization currently have workplace transition recommendations, policies and/or programs (often referred to as "gender transition guidelines") that supports employees through a workplace transition journey?

- Yes
- Yes, but they need updating or have areas for improvement.
- No, and there are no immediate plans to implement one.
- No, but we are looking to implement recommendations, programs and/or policies in the next 12 months.
- Not sure

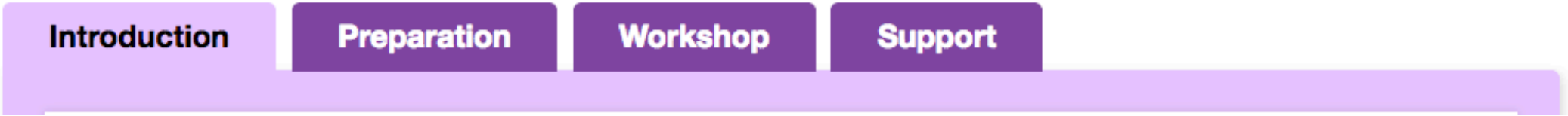
LIVE DEMO



IBM LEADERSHIP ACADEMY

Helping Transgender Employees Make the Transition at Work

IBM Confidential



POLL QUESTION #2

If your organization does not currently have workplace transition recommendations, policies or programs to support employees, what do you see as the most significant challenge in doing so?

- Not a key priority in our current D&I or business strategy
- My organization does not think it is needed (For example, "we don't have employees who need this")
- My organization wants to do this, but we lack the resources to get it done
- My organization wants to do this, but there is some fear that we might "get it wrong"

THE CHEVRON WAY

Core values



Diversity and inclusion

We learn from and respect the cultures in which we operate. We have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas.



High performance



Integrity and trust



Partnership



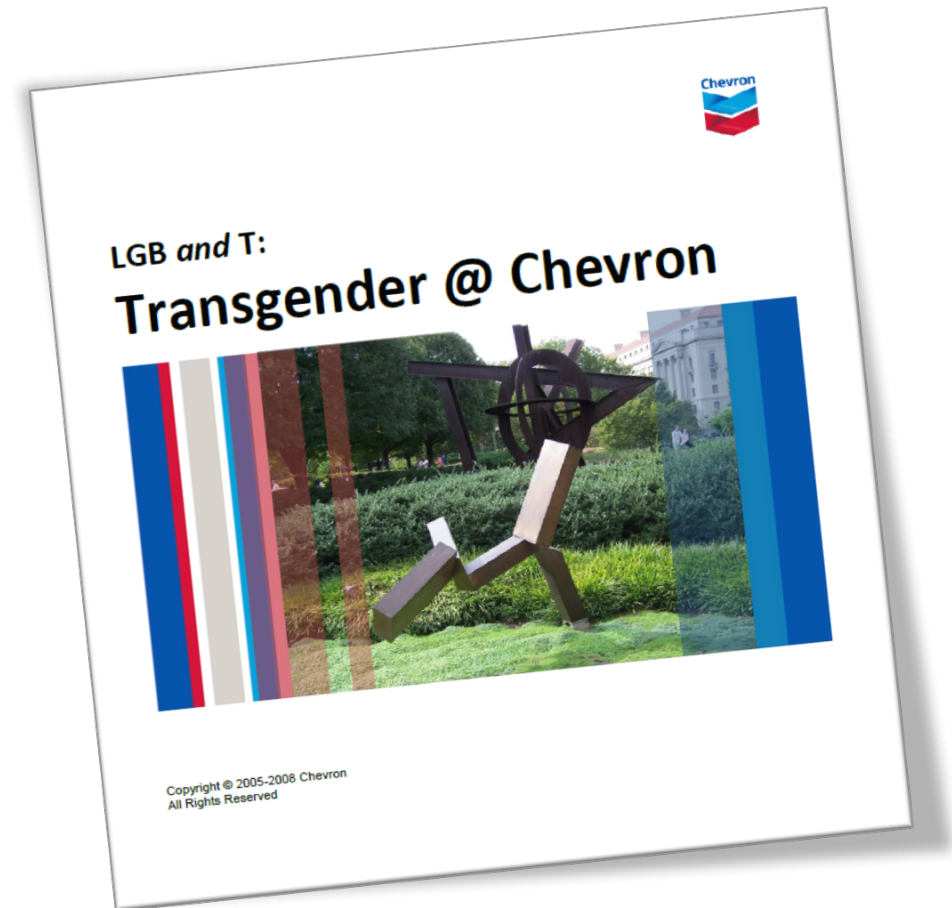
Protect people and the environment

CHEVRON PRIDE MILESTONES

- **100% rating** on the HRC Corporate Equality Index for 12 years in a row
- Ranked as one of the **Best Places to Work for LGBTQ employees** by the HRC
- **First major U.S. oil and gas company** to include sexual orientation and gender identification in its non-discrimination policies and to offer domestic partner benefits
- **Provides expanded healthcare benefits** for transgender employees
- **Added LGBTQ businesses to Supplier Diversity program** in partnership with the LGBT Chamber of Commerce
- **More than 1,200 members** and nine local chapters around the world
- **Received Workplace Excellence Award** at 2014 Out & Equal Conference

PROMOTING A TRANS-INCLUSIVE WORKPLACE

- **Created** the “Transgender at Chevron” guidebook **in 2005** outlining issues such as what terminology to use, what being trans means and how to support trans co-workers
 - ❑ *“Transitioning employees will be permitted to use the facilities that correspond to their Gender Identity.”*
- **Highlighted** on the HRC website as an industry best practice when first published
- **Named by HRC** as one of the 72 “Most Transgender-Inclusive Companies” Fortune 500 companies in 2015



Beck Bailey - Deputy Director of Employee Engagement, Workplace Equality Program, HRC
beck.bailey@hrc.org

Connie Rice - Technical Sales Specialist, IBM
constance.rice@us.ibm.com

Kathy Brenneman - Category Manager & Global Pride Chair, Chevron
Kathy.Brenneman@chevron.com

Joy Dettorre - Global HR Programs Leader for LGBT+ Constituencies, IBM
joy_dettorre@us.ibm.com

Kimberley Messer – Business Development Executive, LGBT+ Markets, IBM
kdmesser@ca.ibm.com

Thank you!

