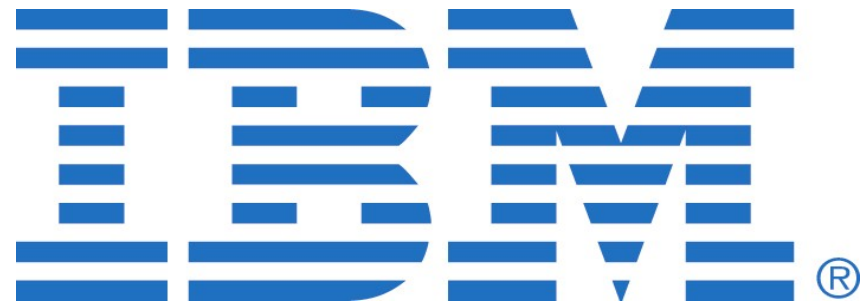


OUT & EQUAL
2017 WORKPLACE SUMMIT

The Journey Towards Global LGBT+ Benefit Equity

Presented by



SPEAKERS

Sofia Bonnet-Hollis

IBM Cloud Executive
Succession and
Development Leader, IBM



Kimberley Messer

Global Business Development
Executive, NA Diversity and
LGBT+ Markets, IBM



Marijn Pijnenburg

Global Business Development
Executive, EMEA Diversity and
LGBT+ Markets, IBM



IN CONVERSATION WITH...

Paul Raygoza Becerra

Transformation and
Operations, IBM Mexico



Louise Erasmus

CIO Enterprise Office
Services Delivery, IBM
South Africa



John Saunders

ER/LR Leader for A/NZ,
ASEAN, Japan & Korea, IBM
New Zealand



Eduardo (Du) Leonardo Barbosa De Souza

Information Designer,
IBM Brazil



THE FLOW

- Welcome & Introductions
- Live Poll #1
- Conversation with Sofia Bonnet-Hollis
- Live Poll #2
- Perspective on LGBT+ global advocacy with Marijn Pijnenburg
- Global perspectives: Conversation with our global panel
- Live Q&A

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>

POLL QUESTION #1

Does your organization currently provide domestic partner medical benefits to employees in one or more countries outside North America?

Yes

No

Not sure

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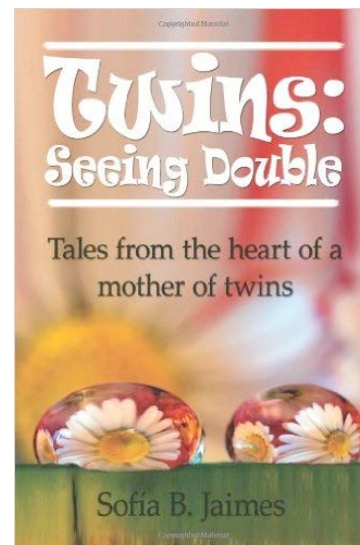
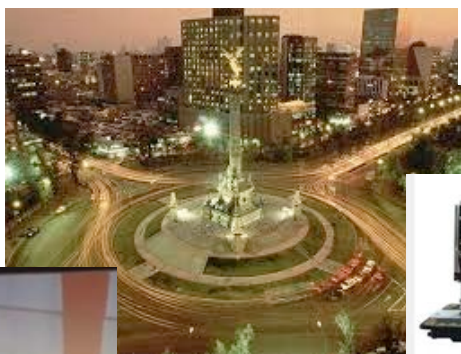
Global Business Development
Executive, NA Diversity and
LGBT+ Markets, IBM



Marijn Pijnenburg

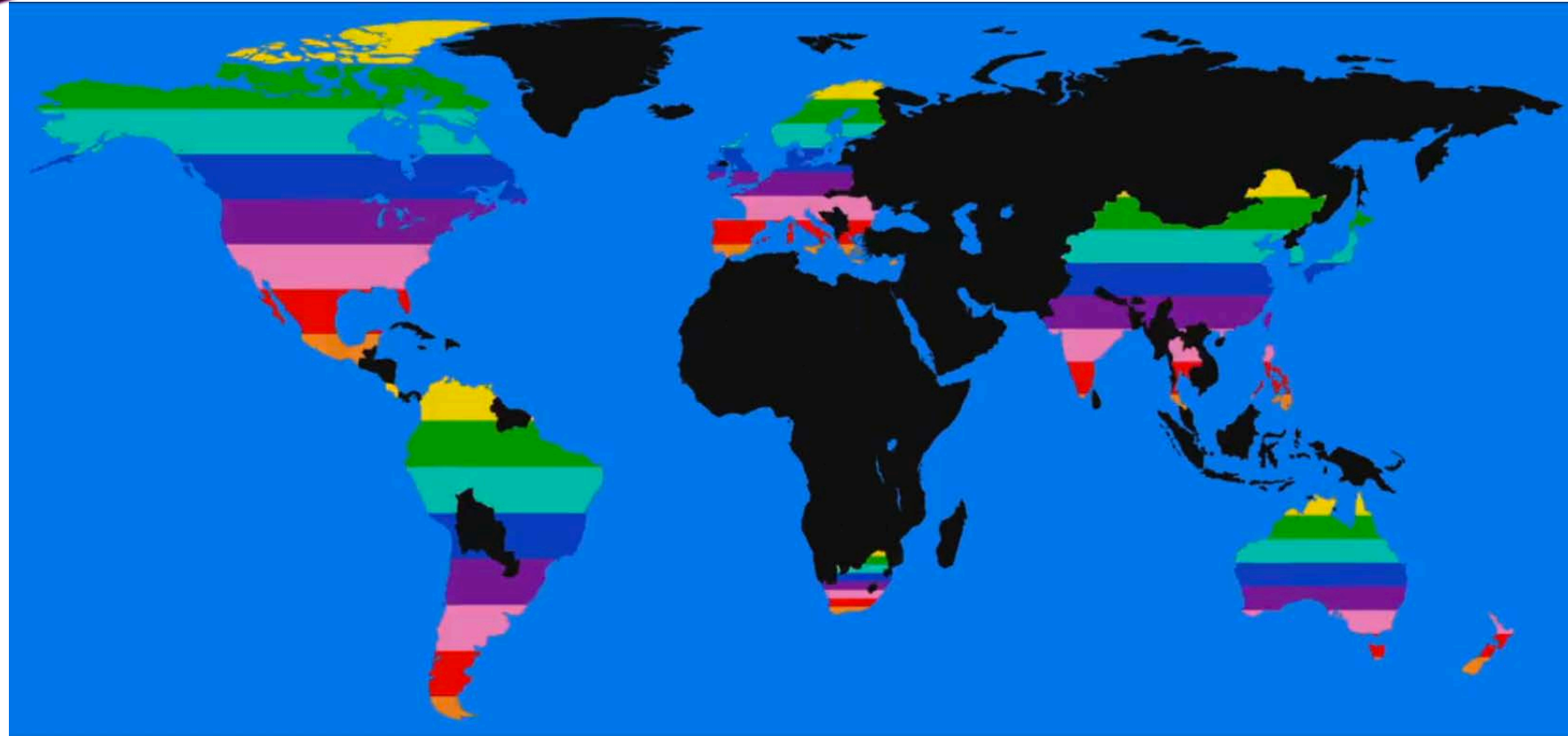
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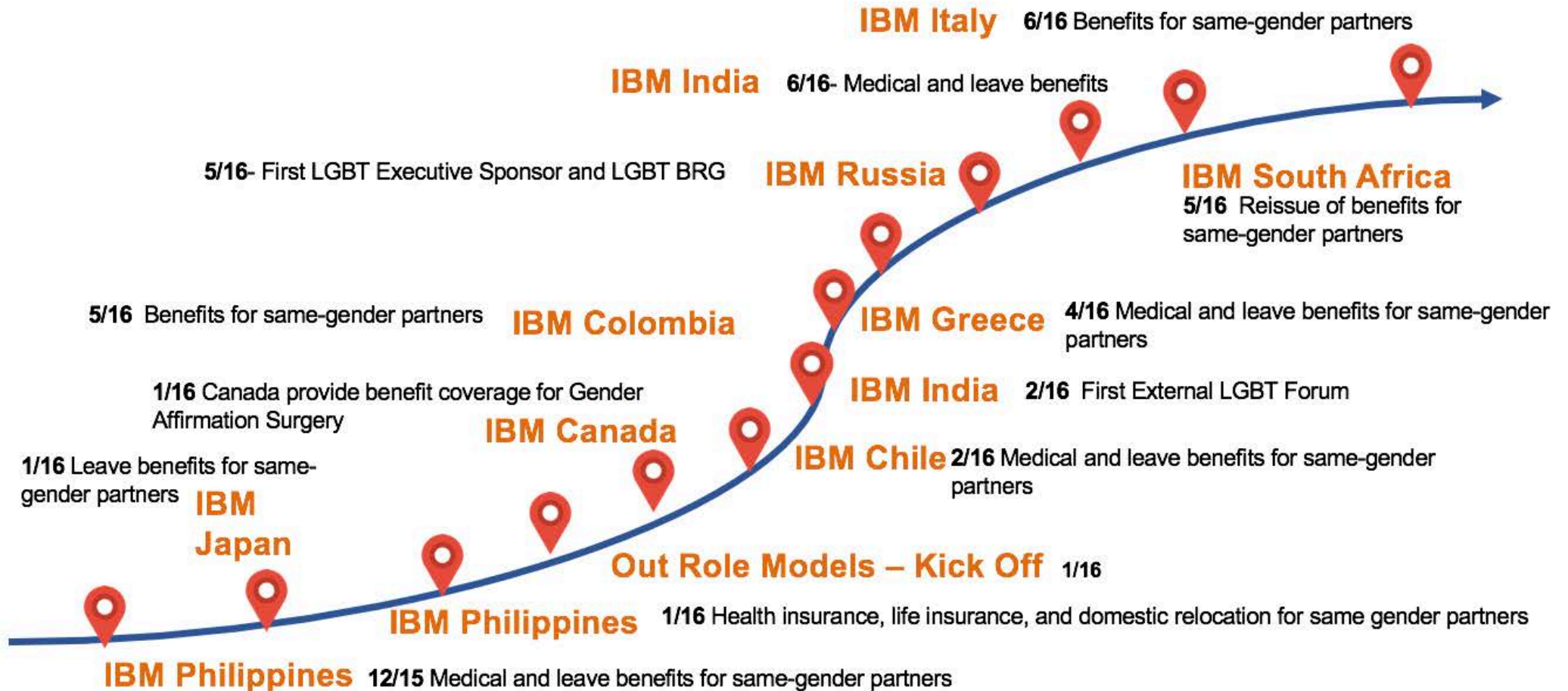
Total Benefits

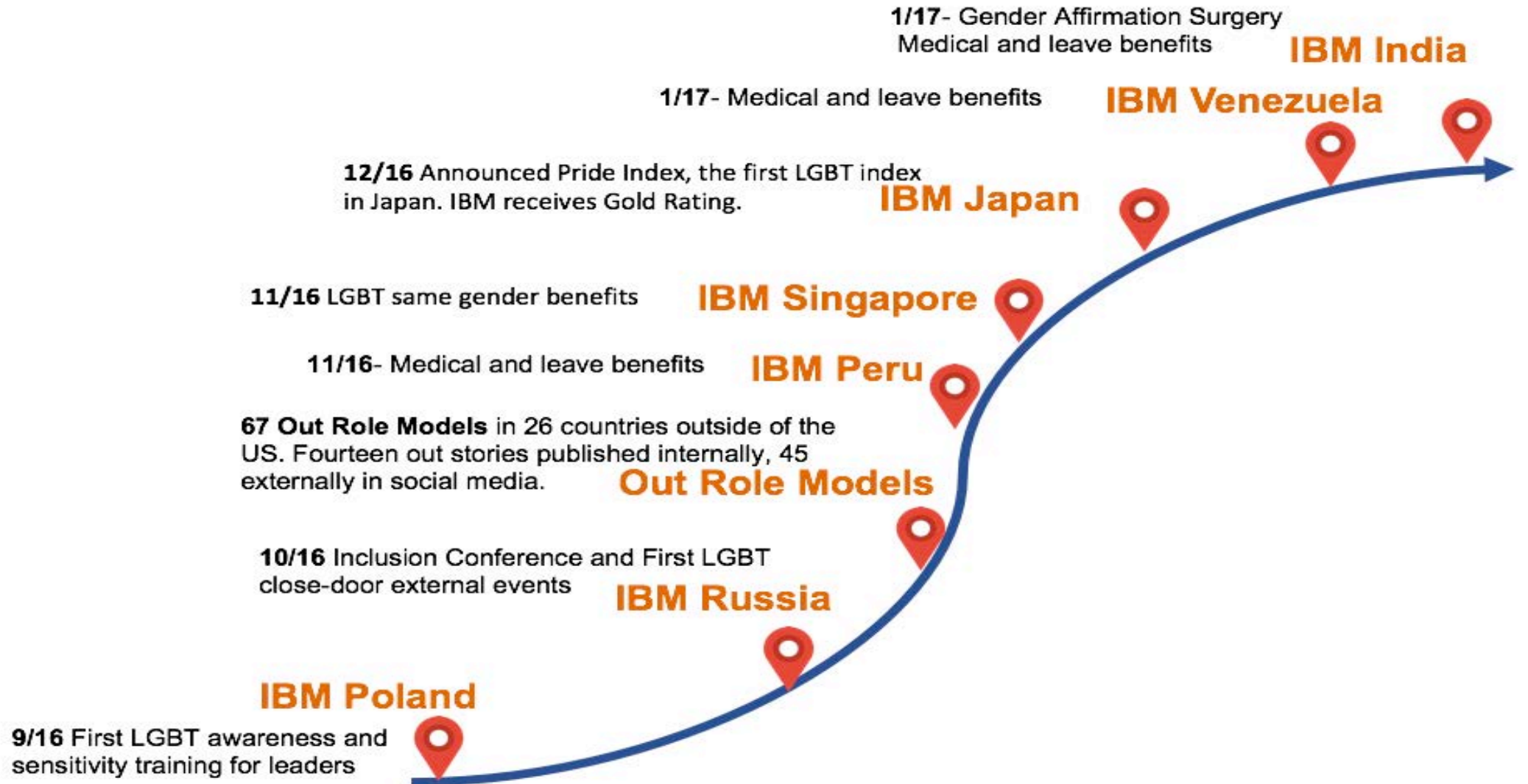
IBM has covered medical & non-medical benefits in **50** countries worldwide for LGBT+ employees.



AP(7), Europe(26), JP(1), LA(10), NA(3), CN (1), TW (1), MEA (1)

LGBT+ BENEFITS OUTSIDE USA





POLL QUESTION #2

What region(s) outside of North America is your organization most interested in offering domestic partner medical benefits in the next 12-18 months? Select all that apply.

- Latin America
- Asia (Japan, China, India, South Asia)
- Eastern Europe (includes Russia)
- Western Europe
- Middle East and Africa

KEY THEMES

- **It takes a village - this is bigger than Diversity & Inclusion**
- **Know the rules, the law, the power map - have your armor ready**
- **Make the human case, not just the business case - be ready for bias**
- **See it through, persevere – stick to a message of equality**
- **Have a voice – public relations is critical**

Q&A

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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, the criminal filing said.

Erk Bogen and Jody Sheffield, of Travis County, and brothers Matthew and Britt Hanyak, of Fort Worth, conspired to bill TriCare for \$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 81. 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

Batré looks to hit No. 3,000

As the Rangers open the second half of the season, third baseman Adrián Beltré 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 shop

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 KID — Rep. Bill Flores (R-Texas) 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 dramatic long-term financial impact of legislation, set to become law Sept. 1, that will save the fund from insolvency.

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 delicate. Williams warned the board if they get a couple of bad years, assets are off.

The Dallas Police and Fire Pension Board met Thursday. See **PENSION** Page 3A

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 Elaine Glesmon 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

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



Global Strategic LGBT+ NGO partnerships



Objectives of LGBT+ Partnerships

Insights in the local LGBT constituency needs:

- ✓ What are the issues and legal restrictions for the local LGBT+ community ?
- ✓ What would make employees feel welcomed and valued ?
- ✓ What would help maximize employee engagement ?
- ✓ What would help to maximize the relationship of IBM with their constituents in the marketplace?

Corporate Social Responsibility:

- ✓ Feedback on social impact / corporate citizenship
- ✓ Give back to the LGBT+ community
- ✓ Providing thought leadership and promote equal treatment
- ✓ Build mindshare and relationships

Market place:

- ✓ Connecting with customers and legislators
- ✓ Be recognized as leader in LGBT+ and Inclusion
- ✓ Agree on local goals to achieve full
- ✓ LGBT+ equality

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Transformation and
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CIO Enterprise Office
Services Delivery, IBM
South Africa



John Saunders

ER/LR Leader for A/NZ,
ASEAN, Japan & Korea, IBM
New Zealand



Eduardo (Du) Leonardo Barbosa De Souza

Information Designer,
IBM Brazil



LGBT+ RIGHTS

Gay Marriage

- Since May 2013
- Regulamentation x Law
- 15,000 last year

Adoption

- Not illegal
- 10% gay couples

São Paulo Pride Parade

- Biggest in the world
- Since 1997
- 3 million people 2017

~~HOMOFOBIA~~

Not a crime!

Largest number of LGBT murder

- 1 death x 25 hours



BRG LGBT+ BRAZIL

IBM

"Proud to live my truth along with my career."

Igor Ferraz

#IBMrspectsume

Access [ibm.biz/BRG_LGBT](#) and join IT!

IBM

"I feel proud for being myself all the time!"

Dri Ferreira

#IBMrspectsume

Access [ibm.biz/BRG_LGBT](#) and join IT!



POLICES NOT POLITICS CREATE OPPORTUNITIES FOR POSITIVE CHANGE

- Looking after a geographically and socially broad territory around the Pacific rim means constant contextual cultural and legal shifts
- Focusing on policies and their impact to IBMers has allowed meaningful change no matter the context
 - IBM NZs common-law “partner” language in our policies meant that LGBT+ partner benefits were effectively in place without the need for an overt conversation. No updates were needed when same-sex marriage was legalised in 2013.
 - Gender neutral bathrooms came before some same-sex benefits in the Philippines. The same sex benefits that followed then paved the way for all couples regardless of marital state.
 - IBM Japan’s LGBT+ champion has transformed the internal environment through quiet persistence – the company now has a vibrant internal LGBT+ business resource group, an amazing group of allies and champions, gender free bathrooms, gifts for same-sex newlyweds and an increasing number of same-sex benefit programs.

THERE'S ALWAYS ROOM TO MOVE

- Until last year, IBM Singapore had no explicit position on same-gender partner benefits.
- The conservative city-state had made clear that the discussion on LGBT rights was for Singaporeans only – warning foreign companies not to interfere
- IBM realized that it could still manage its internal benefits policy to provide equality for employees
- As a result Singapore was one of 9 countries (including India) where IBM introduced same gender partner benefits in 2016

In 2016, the Ministry of Home Affairs confirmed “The Government's general position has always been that foreign entities should not interfere in our domestic issues, especially political issues or controversial social issues with political overtones. These are political, social or moral choices for Singaporeans to decide for ourselves. LGBT issues are one such example.”

<https://www.mha.gov.sg/Newsroom/press-releases/Pages/MHA-Statement-on-Foreign-Sponsorships-for-Pink-Dot-2016.aspx>

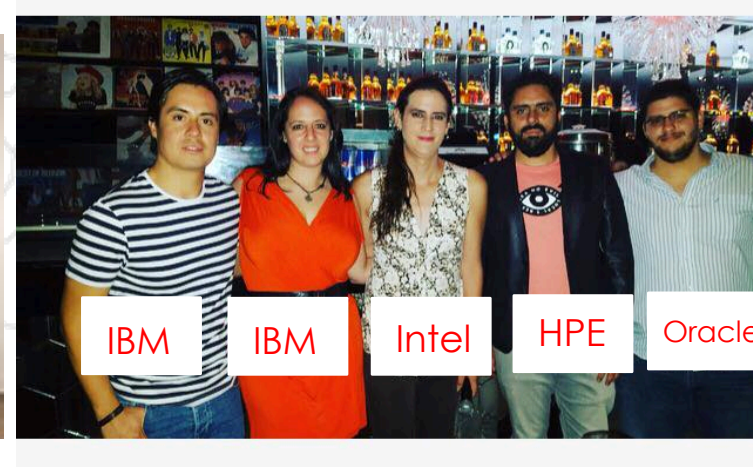
And NEVER be afraid to iterate!



Social and Legal Environment

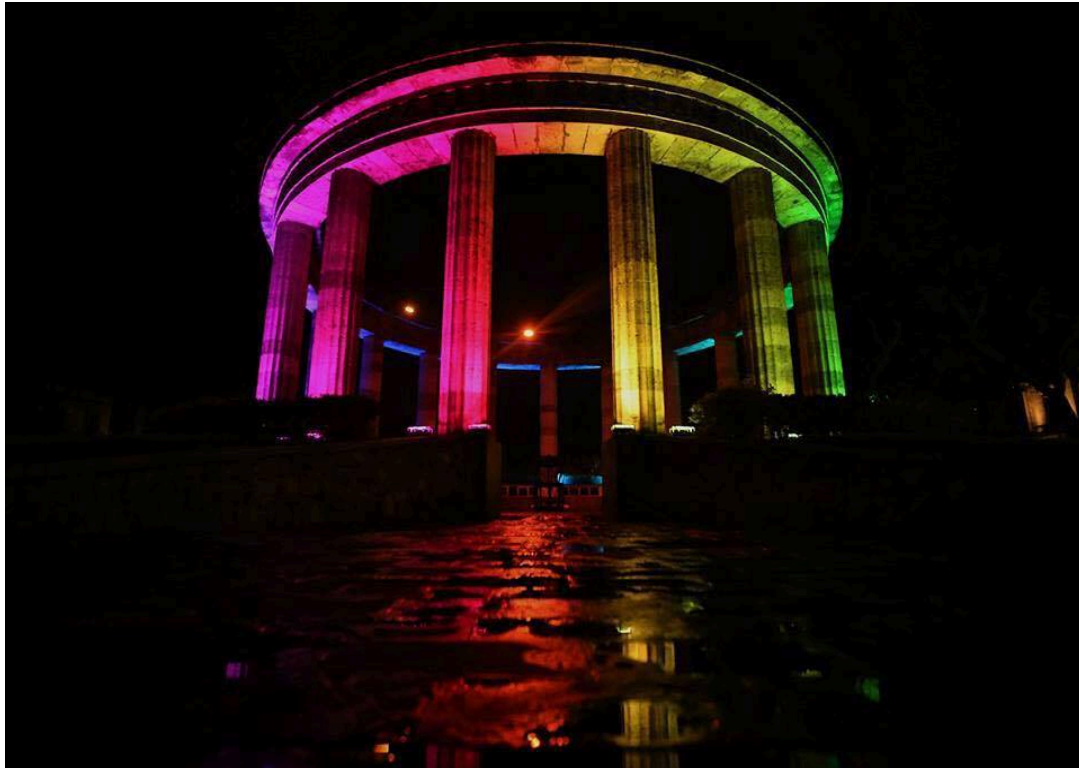


IBM + Me



México

LGBT+ 2018



MIDDLE EAST & AFRICA – COMPARED TO THE WORLD

Global Laws Against Homosexuality Visualized

Global laws regarding homosexuality in 2016

Punishment for homosexual acts

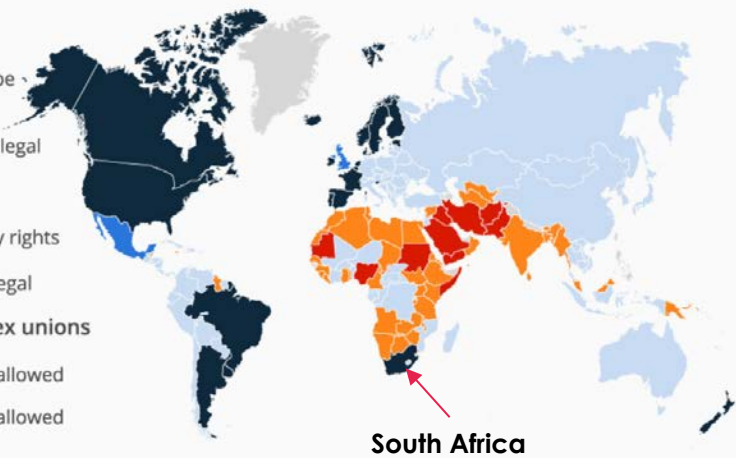
- Homosexual acts can be punished by death
- Homosexual acts are illegal

Relatively neutral

- No specific laws on gay rights
- Homosexual acts are legal

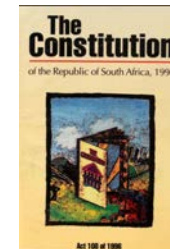
Recognition of same-sex unions

- Same-sex marriage is allowed
- Same-sex marriage is allowed in some jurisdictions



CC BY-SA
@Statista_com Source: Washington Post

statista



Constitution

- **First in the world** to outlaw discrimination based on sexual orientation



Gay Marriage

- 30 November 2006
- **First and only** country in Africa
- 7,636 at end 2015



Challenges

- 72% of South Africans believe same-sex sex is morally wrong



LGBT people living in South Africa.

- Government legislation is supportive of the LGBT community
- South African society is still battling with homophobia
- HIV/AIDS is still a prominent threat for gay men and social stigma makes it even harder for gay men to receive treatment
- However, there have been many advances since the dark days of apartheid and Immorality Acts, LGBT people are now protected, not persecuted, by the government.

To be Gay in Middle East & Africa

- South Africa is the most gay friendly country on the African continent.
- Society has not come to terms with GLBT community as they still believe it is immoral.
- Metropolitan areas are much better to live in because there is more tolerance in comparison to the smaller cities and rural areas.
- We still have a lot of work to do as far as making sure our human rights are protected and more is done for awareness and acceptance.

In my personal experience:

- I have never had any bad experiences and I count myself very fortunate – I am married and my entire family have accepted me and my wife.
- Work environment for me I can only say that since I started at IBM in 2000 I have always felt “safe” to be who I am. All my managers (local and international) always accepted me and the teams from then till now have never treated me different.
- I do have to be very careful when traveling in MEA as most of the countries are not tolerant of my lifestyle.
- I lead a team of 55 people across the MEA and we have a presence in 32 of the 56 countries.

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