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Talking LGBT Diversity in India



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SRINI RAMASWAMI

- 1 Context – The Landscape
- 2 Why should Businesses Care?
- 3 Pride ERO Strategy & Leadership
- 4 Steps to create an LGBT Inclusive Workplace

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Setting the Context: The Landscape



Culture & Society

Taboo, Social stigma, family expectations and discrimination



Legal

Section 377, NALSA, Right to Privacy



Workplace Challenges

Limited LGBT Inclusion training, documentation & dollars

Legal workplace issues



Workplace Opportunities

Training & Education

Corporate policies prohibiting discrimination

Why should the Businesses care?

The Value of Inclusion, Diversity & Collaboration – Talent & Reputation



65%

Employees consider whether a company is LGBT, ERG or LGBT-friendly before they choose to join – **Mingle 2016**

40%

Fear of discrimination or feeling the need to be closeted impacts employee productivity – **Mingle 2016**

83%

Millennials increase engagement through diversity & inclusion – **Deloitte**

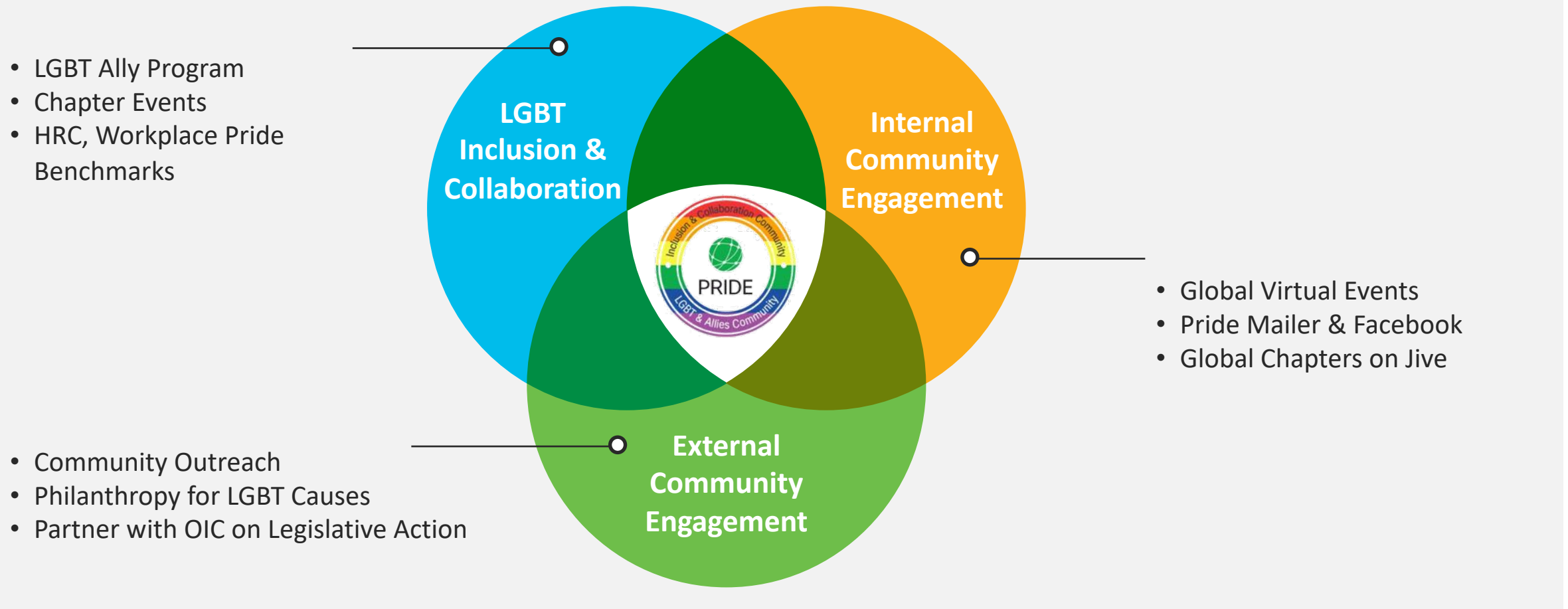
69%

Companies with diversity policies advanced their reputation – **European Commission**

Inclusion & diversity directly impact a company's bottom line, innovation and productivity

Cisco Pride Employee Resource Organization

PRIDE Mission: Ensure Cisco is recognized as an inclusive, LGBT-friendly company where employees can bring their whole self to work, and be part of an engaging passionate and socially - responsible community.





RAMKRISHNA SINHA

- 1 About Intel and its Culture
- 2 IGLOBE ERG Strategy & Leadership
- 3 Intel's efforts towards creating LGBT Inclusive Workplace

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#IntelProud

Intel Gay, Lesbian, Bisexual, Transgender, and Allied

Employee Resource Group



#INTELPROUD

*"We are inventors.
We are problem-solvers.
Between now and 2020, we
plan to accelerate diversity and
inclusion not just at Intel, but
across the technology industry.
We need both to evolve and
drive future growth."*

- Brian Krzanich, CEO, Intel



#INTELPROUD

IGLOBE

Mission

- Drive a safe, open, and productive work community for all employees, with regards to sexual orientation, gender identity, or gender expression.

IGLOBE recognized as the first official Intel employee resource group in 1995.

India chapter established in 2014.

Vision

- Champion a vibrant Intel work community, a safe workplace, including ally support - Recruiting, Retention, and Development
- Provide education and be a resource on diversity, workplace, and marketplace topics
- Develop partnerships with Corporate Diversity, Intel and external employee groups, and community groups.



#INTELPROUD

GOALS

The background features a light-colored scene with several stylized, semi-transparent human figures. Some figures are standing on top of large, colorful puzzle pieces (in shades of purple, green, and yellow). Other figures are standing on the ground. The overall theme is one of teamwork and building a structure.

- **Visibility**
- **Outreach**
- **Engagement**
- **Recognition**



#INTELPROUD

THE IMPORTANCE OF ALLIES

Who

- LGBTQ+ Allies

Why

- People will only become allies if they understand the struggle & challenges faced.
- Reverse Mentoring

How

- Let people know that they have the opportunity to engage as an Ally
- Come out as an Ally

Ally Campaign

- A simple way to demonstrate *"I'm an Ally"*



#INTELPROUD

ALLY BADGE

Why We Use It

- A visible sign to employees that they respect all of their co-workers, regardless of gender identity and sexual orientation.
- The badge itself creates a visible rainbow halo around the Intel identification badge that is easily identifiable at a distance.



#INTELPROUD

ALLY QUOTE POSTER

Digital Display Signage

Upcoming Event

JUNE IS LGBTQ+ PRIDE MONTH

“Respecting and imbibing all diversity is my personal passion and belief and I am proud to be part of Intel where we nurture and encourage Diversity. I am a proud IGLOBE Ally.”

Nivruti Rai
General Manager Intel India
General Manager DCG



INTEL CELEBRATES WHAT'S INSIDE

intel **#INTELPROUD** **COTOYIGLOBEALLY**



#INTELPROUD

480+ ALLIES IN 5 DAYS!

Event:

- Café booth at lunch hour
- Management of local site representing at the booth, give out Ally badge, and talk about the significance of being an Ally.
- Engage employees by creating awareness of the LGBT ERG, and how to participate.

Outcome:

- *An intern seeing his second level manager on an Ally poster signed up as a member to the LGBTQ ERG!*

ALLY WEEK

Intel
Gay, Lesbian,
Bisexual, Transgender
& Straight Ally
Employees



#INTELPROUD

VISIBILITY

Internal

- Intel India Inclusion Day
- Pride Month Celebration
- IGLOBE Booth

External

- Pride March
- Press/Media
- Conference/Speaker
- Social Media

RECOGNITION

Global

D&I Awards at Intel

Regional

Recognize Volunteer Hours



For instance, Intel India has been doing a lot of work towards bringing the LGBT community into focus at workplace.

ii We strongly believe that innovation begins with inclusion. Bringing together people with a wide range of perspectives, background and experiences, encourages an environment of openness, inclusion and appreciation for each other. Intel strongly values diversity and strives to make our workplace inclusive for all.

Preethi Madappa, HR Director, Intel India



#INTELPROUD

OUTREACH

- Ally Programs
- All Gender Restrooms
- New Employee Orientation
- Mailing list
- Education–Intranet ERG site
- Newsletter
- Interactive Theatre
- Movie screening
- Leadership talk
- Reverse mentoring



ENGAGEMENT



#INTELPROUD



C MOULEE

- 1 About Symantec
- 2 Being an LGBT In India
- 3 Symantec's efforts towards creating LGBT Inclusive Workplace

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Who is Symantec

Who we are: The world's leading cyber security company with more than 11,000 employees in more than 35 countries. Operating one of the world's largest cyber intelligence networks, we see more threats, and protect more customers from the next generation of attacks; securing your most important data wherever it lives.

How we operate: To make the world a safer place, we need a team with the expertise and experience to protect against threats both known and unknown. This starts with a diverse workforce. Diversity helps us understand our customers better, enables us to respond to new trends quicker, and stimulates innovation.

What we offer: To the right is a sampling of some of our more well-known products...



SYMANTEC
ENDPOINT PROTECTION



SYMANTEC
ADVANCED THREAT PROTECTION



SYMANTEC
DATA CENTER SECURITY



NORTON
SECURITY



NORTON
CORE



NORTON
MOBILE SECURITY



NORTON & LIFELOCK
IDENTITY THEFT PROTECTION

The need of LGBT ERG

- LGBTQ+ people need ERGs now more than ever
- No reporting standards
- Grass-roots efforts make a difference

What has Symantec done?

- Launched PRIDE – Symantec LGBT Network in Chennai, India
 - First LGBT ERG for Symantec in Asia-Pacific region
 - Started post-2013 after the Supreme Court Verdict
- LGBT 101 Awareness program for Managers
- Ally Workshops

How we do it?

- **Internal strategies**

- Partner with D&I
- Partner with Communications/Marketing teams

- **External strategies**

- Sponsor (financial support)
- Volunteer (resource support)

- **Notes:**

- The ripple effect
- The importance of visible support
- Brand Loyalty



How to go about it?

- **Get Involved:**

- Promote the vision and mission of the ERG
- Be the spokesperson of the ERG

- **Participate:**

- Help drive ERG participation by encouraging your peers and team to join
- Lead by example: show up!
- Be a speaker and role model

- **Provide Financial Support:**

- Sponsor specific ERG events
- Sponsor miscellaneous ERG expenses like food, swag, printing, etc.



SURESH RAMDAS

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“...We need everybody In to achieve our goals”



Dion Weisler

HP Inc President & CEO

“At HP, diversity & inclusion are a business imperative, woven into the fabric of everything we do. We have a long history of commitment to diversity & inclusion, as it drives real business results. D&I is critical to innovation and innovation gives us our competitive advantage.

We need Everybody In to achieve our goals”

HP's Global D&I Strategy

BIG

Belong

At HP we want everybody in!

- Come, stay, and thrive
- Target diverse talent
- Courageous Conversation

Innovate

Diversity drives innovation

- Disrupt unconscious bias
- Reinvent standards
- Diverse perspectives

Grow

Our benefits are clear

- Aggressive hiring
- Partnerships & ROI
- Align to action plans



keep reinventing

HP's leadership in diversity & inclusion

Our industry awards



Human Rights Campaign
Corporate Equality Index
100% score 14th year

Out & Equal
Champion Award





Annette Friskopp

Profiles in Diversity
Journal
Top 25 Diversity Leader
Award



Disability Equality Index
100% score



Recognition of Most
Diverse Board in Tech



HP ranked #1



Recognition of
Distinguished Company



HP recognized on
Best Companies for Latinos in
Tech index



"Best of Best" in 5 publications



US Working Mother Survey
100 Best Companies 26th year



Readers' Choice Top 50 for People with
Disabilities, Minority & Women Engineers



America's Top Organizations
for Multicultural Business



HP ranked #8



Global Presence



Internal Events

- First time an LGBTQ event in HP India.
- 300+ allies



External Events



Out & Equal 2016



NASSCOM D&I Summit 2017



Story so far & beyond

HP Pride India BIN-
Sep'16



Represented HPI India-Global
Webinar by O&E – May'17



Represent HPI & India at the
Out&Equal Global Fellowship
Program 2017- Sep'17



Manager Sensitization
Campaign on
Transpeople -Jan'18



Training Program for
Transpeople -Mar'18



Represented HPI India- O&E
Summit Oct'16 & NASSCOM D&I
Summit-Feb'17



Pride Month
Celebrations-Jun'17



Transpeople Recruitment
Campaign-Nov'17



Gender Neutral
Restrooms -Feb'18





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Creating an Inclusive Workplace for LGBT Employees

**Section 377,
NALSA
Judgement**

**Leadership
Commitment &
Sponsorship**

**Gender
Neutral &
Inclusive
Communications**

**LGBT Ally
& ERG Support**

**Culture of
Inclusiveness to
Bring
Whole Selves
to Work**

**Policies,
Benefits &
Infrastructure**

Open, safe, respectful dialogue & discussions

Integrate LGBT awareness and sensitivity into diversity and inclusion training

Questions?

