



keep reinventing

Reinventing the Standard for Diversity: HP case study on LGBTQ inclusion

Out & Equal Workplace Summit

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Why are we talking about this today?

LGBT community represents a
\$3.72 trillion market
(LGBT Capital 2015)

Companies with a strong Diversity & Inclusion lens
improve market share by **46%** and are **70%**
more likely to capture new markets
(SHRM data 2016)

35% of millennials surveyed say
they have left a job for one with a
more inclusive culture
(Deloitte 2017)

75% of senior execs would
leave their company for one that
values diversity
(Deloitte 2017)



Ethnically diverse companies
outperform industry norms by
35%
(McKinsey 2015)

72% of allies are more likely to
accept a job at a company that
supports LGBT rights
(2016 Out in the World report)

1 percentage point move toward representative
diversity leads to a **3** point increase in revenue
(PR Newswire Aug. 1, 2017)

Best in class companies
outperform their peers by **26%** in
the S&P markets
(2016 Diversity Inc.)

More and more customers are including diversity in decision making

About HP

HP

At-a-glance



Fortune 100
company

\$48.2B
revenue in FY16

250,000+
channel partners

18,000+
patents

Operations in
170 countries

~50,000
employees

Fortune
Most Admired
#7 in technology

What will we cover?

Leadership



Company culture



BIN engagement



Broad visibility

Leadership:

Success starts with D&I leadership at the top





Diversity at HP is a business imperative



Culture of Diversity at HP



Workplace



Marketplace



Suppliers



Community



Reinventing the standard for diversity

HP Board of Directors

Recognized as **the most diverse board** of any tech company in the U.S.



Charles "Chip" Bergh
President and CEO,
Levi Strauss & Co. and
HP Inc. Board Chairman



Dion Weisler
President & CEO,
HP Inc.



Aida Alvarez
former Administrator
(SBA) Small Business
Administration, board
member of Walmart



Shumeet Banerji
Founder, Condorcet, LP;
former CEO, Booz &
Company, Inc.



Subra Suresh
President, Carnegie
Mellon University



Robert R. Bennett
Managing Dr, Hilltop
Investments, LLC; former
President and CEO, Liberty
Media Corp.



Stacy Brown-Philpot
CEO, TaskRabbit, Inc.



Stephanie A. Burns
former Chairman and CEO,
Dow Corning Corporation



Mary Anne Citrino
Senior Advisor, Blackstone



Stacey Mobley
former Senior VP,
Chief Administrative Officer
& General Counsel, DuPont

40%
Women

30%
Under represented
Minorities *

50%
Total
Minorities *



“HP Inc. creates technology for everyone, everywhere, making diversity and inclusion a vital part of who we are.”

- Dion Weisler, President & CEO





Antonio Lucio,
HP Chief Marketing Officer

MW Marketing Week LATEST DISCIPLINES CAREER DEVELOPMENT STRATEGY ALL

HP calls on marketing industry to unite on diversity

HP has been working with its agencies to improve the representation of women and minorities on its account but says it cannot solve the industry's problems alone.

By Sarah Vizard 26 Sep 2017 5:33 pm



SECTIONS CORPORATE COUNSEL

HP, Mandating Diversity, Will Withhold Fees From Some Firms

Jennifer Williams-Alvarez, Corporate Counsel
February 13, 2017 | 9 Comments

SHARE In-house legal departments regularly encourage, and in some cases require, that outside firms have some level of diversity in staffing legal work. Hewlett-Packard Inc. has taken this mandate a step further—saying the company will withhold invoiced fees from firms that do not meet diversity requirements.

REPRINTS

Kim Rivera,
HP Chief Legal Officer & General Counsel



Let's Be In Touch

Company culture:

Creating a company culture where
D&I is a business imperative

Making HP the destination for top women and underrepresented groups in technology

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



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WE ARE INCLUSIVE



Everybody In!

Inclusion belongs to everyone and shows up in all that we do

Inclusive leadership training

Growth mindset

Unconscious Bias workshops





Dads & Daughters

BIN Engagement:

Pride Business Impact Networks leading
the way on LGBTQ inclusion at HP



Strong BIN engagement

Strong D&I ecosystem

Aligned to D&I goals

Business impact

Broad visibility:

Creating organizational awareness of
LGBTQ support and inclusion

Broad visibility

Embedded in all that we do

Internal

- Pride Month
- ALLIES@HP



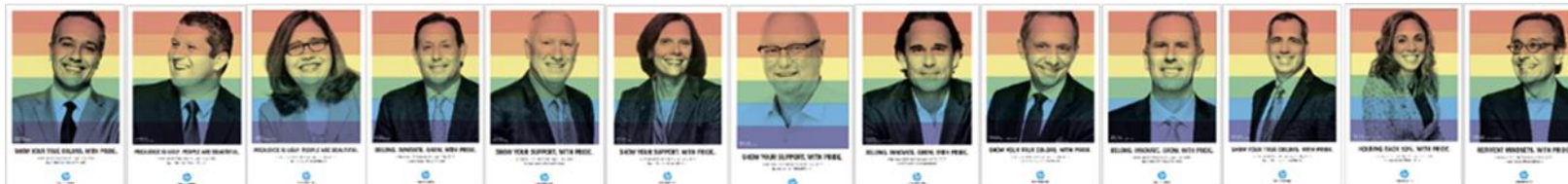
External

- Community LGBTQ events
- Government/legislation
- Advertising



Coming soon...

- LGBT Reinvent Mindsets video!



A silhouette of a person stands on the left side of the frame, looking out over a vast cityscape at night. The city lights are blurred into a bokeh effect, creating a warm, glowing atmosphere. The sky is a deep, clear blue. The overall mood is contemplative and appreciative.

Thank you!