The Journey Towards Global LGBT+ Benefit Equity

Presented by

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IN CONVERSATION WITH...

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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
SPEAKERS

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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

- **IBM Italy**
  - 6/16: Benefits for same-gender partners

- **IBM Russia**
  - 5/16: Reissue of benefits for same-gender partners

- **IBM South Africa**
  - 4/16: Medical and leave benefits for same-gender partners

- **IBM India**
  - 6/16: Medical and leave benefits

- **IBM Colombia**
  - 5/16: Benefits for same-gender partners

- **IBM Greece**
  - 2/16: Medical and leave benefits for same-gender partners

- **IBM Canada**
  - 1/16: First External LGBT Forum

- **IBM Chile**
  - 1/16: Health insurance, life insurance, and domestic relocation for same gender partners

- **IBM Japan**
  - 1/16: Leave benefits for same-gender partners

- **IBM Philippines**
  - 12/15: Medical and leave benefits for same-gender partners

- **Out Role Models – Kick Off**
  - 1/16: Canada provide benefit coverage for Gender Affirmation Surgery
1/17 - Medical and leave benefits

1/17 - Gender Affirmation Surgery

11/16 - LGBT same gender benefits

11/16 - Medical and leave benefits

12/16 - Announced Pride Index, the first LGBT index in Japan. IBM receives Gold Rating.

67 Out Role Models in 26 countries outside of the US. Fourteen out stories published internally, 45 externally in social media.

10/16 - Inclusion Conference and First LGBT close-door external events

9/16 - First LGBT awareness and sensitivity training for leaders

OUT & EQUAL
2017 WORKPLACE SUMMIT
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
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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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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

Not a crime!

Largest number of LGBT murder
- 1 death x 25 hours
POLICIES 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.”


And NEVER be afraid to iterate!
México

LGBT+ 2018
**South Africa**

**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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