

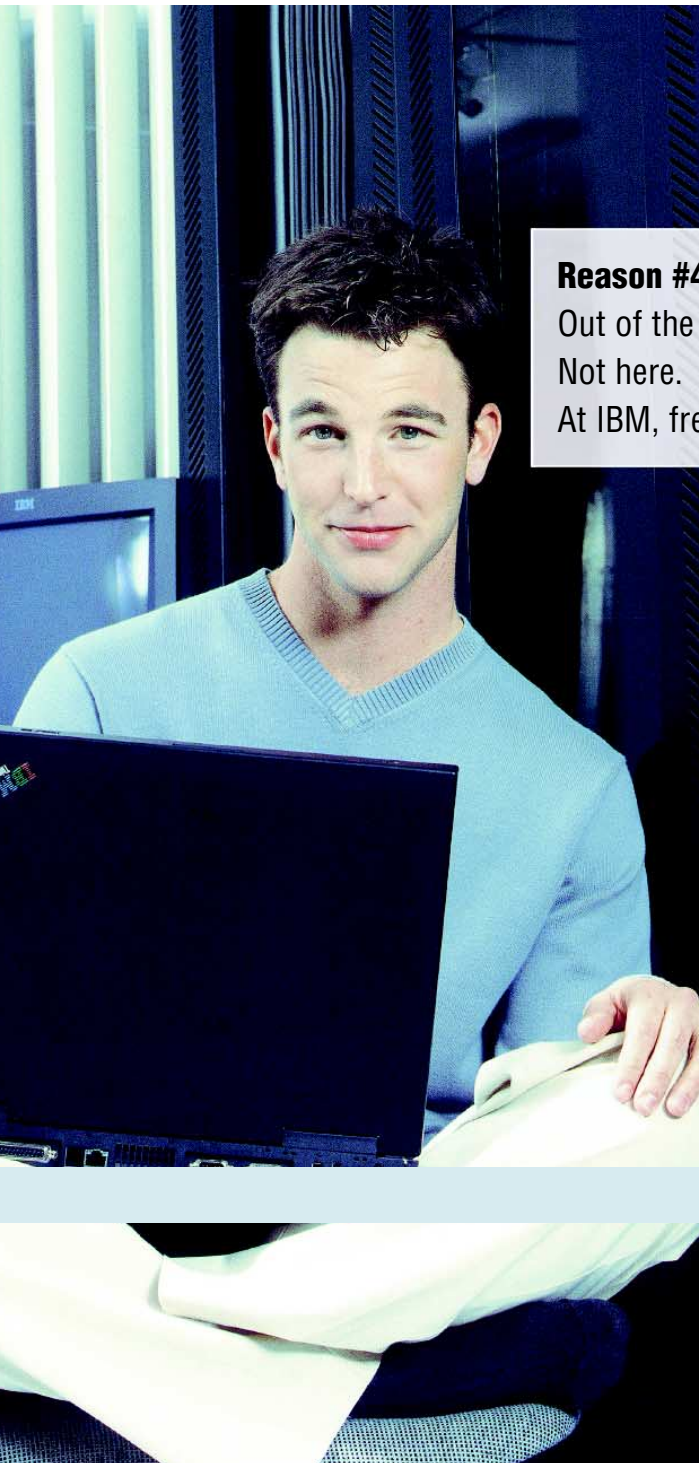
Out and proud.

IBM embraces gay and lesbian diversity



What are you looking for in a work environment? The freedom to stretch your imagination. To collaborate with people who are excited about the same things you are. To be recognized for your best work. To be yourself. Welcome to the wide-open spaces of IBM.

IBM is a place where you can explore new ideas and new career opportunities. In an environment that embraces individual differences in the marketplace—and the workplace. Through progressive thinking and the development of leading-edge technology, we've helped to bring people around the world closer together. And we're committed to building a team of extraordinary individuals as broad and diverse as the global customers we serve.



Reason #436
Out of the closet and confined to a cubicle?
Not here.
At IBM, freely collaborate with team members *and* be yourself.



IBM gay and lesbian workforce diversity timeline

IBM is the first major company to add sexual orientation to its United States (U.S.) nondiscrimination policy.

1984

Informal networking groups of gays and lesbians begin at IBM locations across Canada and the U.S.

1991

Diversity is valued and respected at IBM. It sparks innovation and helps us to understand our customers better. As a gay or lesbian employee, you can help give IBM the advantage in a fiercely competitive marketplace by being yourself. Our out gay and lesbian employees and executives continue to make a significant positive impact throughout the industry as well as within IBM and the greater gay and lesbian community. We staff a team dedicated to finding and hiring the brightest talent in the gay and lesbian community. We source products and services from gay and lesbian suppliers. And we deliver IBM products and services to gay and lesbian Global 500 decision makers, businesses and consumers.

All things being equal

When you work at IBM, collaborating with other talented individuals is just one of your rewards. IBM research breakthroughs outnumber any other IT company in the world. In fact, in 2000 alone, we were awarded 2,886 patents. And while our technology accomplishments speak for themselves, we're equally proud of redefining the corporate landscape.



“When IBM approved “same-sex” domestic partner benefits, it was a big message to me as a gay employee. It was also an important message to all employees.”

– Wim De Pauw, manager, Java™ Platform and Visualization Group, IBM Corporation

IBM in Canada provides full domestic partner benefits to gay and lesbian employees.

Local informal networking groups across the U.S. and Canada come together to form the “Friends of Dorothy,” an international networking group of gays and lesbians.

1993

IBM gay and lesbian employees proudly participate in the Stonewall 25 Gay Pride Parade.

1994

IBM Chairman and CEO Louis V. Gerstner commissions eight executive diversity task forces, including the IBM Executive Gay and Lesbian Task Force.

U.S. gay and lesbian employee group adopts the name “EAGLE,” Employee Alliance for Gay and Lesbian Equality.

IBM begins to sponsor the National Gay and Lesbian Business and Consumer Expo in the U.S.

1995

Human Rights Campaign “Corporate Citizens Award”

Cracking the Corporate Closet “Best Companies for Gays/Lesbians”



A leader in the community

IBM's internal policies support gay and lesbian inclusion in the workplace. Since 1984 our nondiscrimination policy has prohibited discrimination and harassment in the workplace, creating a safe environment for all IBM employees. In 1993, IBM in Canada extended domestic partner benefits to gay and lesbian employees; IBM in the U.S. in 1997; and IBM in the United Kingdom (U.K.) in 2001.

At IBM, we recognize that striking a balance between your professional and personal lives is key to your overall well-being—and your success in the workplace. IBM encourages that balance by providing flexible work schedules, telecommuting options, child-care services, counseling services and ongoing workplace seminars.

Support for the community

Giving back to the community is as important to us as it is to you. In the past decade, IBM has given back in excess of \$1 billion to a wide variety of organizations that includes ASTRAEA Lesbian Action Foundation, Gay and Lesbian Alliance Against Defamation (GLAAD), Gay, Lesbian and Straight Education Network (GLSEN), Human Rights Campaign (HRC), Lambda Legal Defense and Education Fund (LLDEF), National Center for Lesbian Rights (NCLR), National Gay and Lesbian Task Force (NGLTF), and Parents, Families and Friends of Lesbians and Gays (PFLAG). Our employees worldwide also give back by contributing their time and expertise to help solve problems that cover a broad spectrum of topics and concerns.

“IBM continues to build a safe and embracing environment for all our employees. That’s why I and other IBM employees formed the EAGLE GLBT network group, so that GLBT employees could network effectively with each other and help build our careers.”
 –Charles Lickel, vice president, Storage Group Development, IBM Corporation



IBM gay and lesbian workforce diversity timeline continued

IBM cosponsors Parents, Families and Friends of Lesbians and Gays Conference.

IBM funds the Anti-Defamation League's anti-hate education in San Francisco, California; Broward County, Florida; and Chicago, Illinois public schools.

IBM employees in Australia form an informal network known as the "Rainbow Group."

1996

Human Rights Campaign "Corporate Citizens Award"

Human Rights Campaign "Michigan Corporate Award"

IBM offers U.S. employees same-sex domestic partner benefits.

IBM established programs for registration of employee-created Diversity Network Groups—Asians, Blacks, Gays and Lesbians, Hispanics, Men, Native Americans, People with Disabilities and Women—employee organizations that promote internal networking, career development and community service.

1997

Center for Disease Control and Prevention "Corporate Leadership Award"

Human Rights Campaign "Corporate Courage Award"

One of Out magazine's "Top 100 Best Companies for Gay and Lesbian Employees"

PFLAG "Flag Bearer Award"

Greater Boston Business Council "Award for Excellence," corporate category



A leader in the community continued

Plug into the network

Diversity groups like PStripes at IBM in Canada and EAGLE at IBM are a great place to share information with other active GLBT IBM employees. These groups promote a safe and open working environment for all employees. Find a mentor. Develop your professional skills. Reach out to your local community. Plan and implement social, cultural and educational events. It's all a part of growing at IBM.

Continuous education also spurs your growth and helps give IBM the competitive edge. Take job- and career-related courses at accredited colleges and universities; get reimbursed with your manager's approval. Enroll for online classes that target your areas of interest through IBM Global Campus. And map your own training path in a detailed individual development plan. Your learning contributes to the innovation that drives our collective success.



Reason #45

Your strengths: Cutting-edge e-business application development.
Playing blues guitar.
At IBM, put all aspects of your creativity to work.

IBM awards HRC and PFLAG grants to improve their information technology infrastructures.

IBM supports GLSEN by loaning an IBM employee for a one-year community service assignment.

IBM dedicated a full-time global procurement resource to focus on the identification and development of gay and lesbian suppliers, as part of IBM's ongoing commitment to its minority-supplier initiatives.

1998

One of Out magazine's "Top 100 Best Companies for Gay and Lesbian Employees"

Gay and Lesbian Value (GLV) Index "Top 100 Companies"

1999

One of The Advocate's "25 Top Companies to Work for Now"

One of Out magazine's "Top 100 Best Companies for Gay and Lesbian Employees"

One of Gay Financial Network's (gfn.com) "Most Powerful and Gay-friendly Publicly Traded Companies"

Gay Financial Network names EAGLE one of the "Ten Most Active and Effective Corporate Employee Organizations"



Ready to learn more?

Industry-leading benefits. Great compensation. An environment that supports the things you care about. And celebrates your humanity along with your productivity. To learn more about IBM's wide-open spaces, visit ibm.com/careers.

“At IBM, we never lose sight of the fact that if we can't field the best workforce in our industry, we can't succeed in our marketplace. To compete for customers, we must compete for talent.... So our commitment to provide a vital, rewarding, energizing workplace for 300,000-plus employees isn't an option, it's a mandate.”

—Ted Childs, vice president, Global Workforce Diversity, IBM Corporation



IBM gay and lesbian workforce diversity timeline continued

IBM enhances its employee benefits package to include relocation expenses for same-sex domestic partners of U.S. employees.

IBM cosponsors a CyberCafe during the Millennium March on Washington in Washington, D.C.

IBM hosts its first Global Gay and Lesbian Leadership Conference.

IBM sponsors Working Out Conference for GLBT MBA students.

2000

One of Gay Financial Network's "Most Powerful and Gay-friendly Publicly Traded Companies"

GLAAD "Fairness Award"

One of POZ magazine's "Top 25 American corporations with the best workplace policies for HIV-positive workers"

One of Out magazine's "Top 100 Best Companies for Gay and Lesbian Employees"

IBM sponsors regional GLBT student conferences.

First international members added to the IBM Executive Gay and Lesbian Task Force.

The Rainbow Group in Australia receives official recognition as a diversity network group.



A leader in the community continued

“We’re not your father’s IBM anymore. We’re trying to create an environment where people can be as creative as they can be. Having to hide in the closet for any reason impacts a person’s ability to create. IBM’s diversity imperatives are allowing us to succeed as who we are.”

– Suzanne McHugh, software engineer, IBM Corporation

Reason #386

Dreaming of becoming a globetrotter?
Make it real.
At IBM, work with gay and lesbian colleagues
from all over the world.



IBM in the U.K. introduces same-sex domestic partner benefits.

IBM in the U.K. establishes gay and lesbian networking group.

IBM sponsors Reaching Out Conference for GLBT MBA students.

IBM, as a consortium partner, sends participants to the first LGBT Leadership Institute at UCLA's Anderson School of Business.

IBM creates dedicated positions to find talent in and marketing to the gay and lesbian community.

2001

One of Gay Financial Network's "Most Powerful and Gay-friendly Publicly Traded Companies"

Gay Financial Network names IBM executives Kathleen "Scottie" Ginn and Charles Lickel two of the "25 most powerful and influential gay and lesbian executives in corporate America"

One of Girlfriend magazine's "Top five companies in terms of lesbian/gay friendliness"

Find out more at ibm.com/employment/us/diverse/home.html.



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