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Driving Systemic Change that Creates Opportunities for Diverse Communities

What's Possible to Achieve?

Where Can We Engage to Lead
&
Make a Difference?

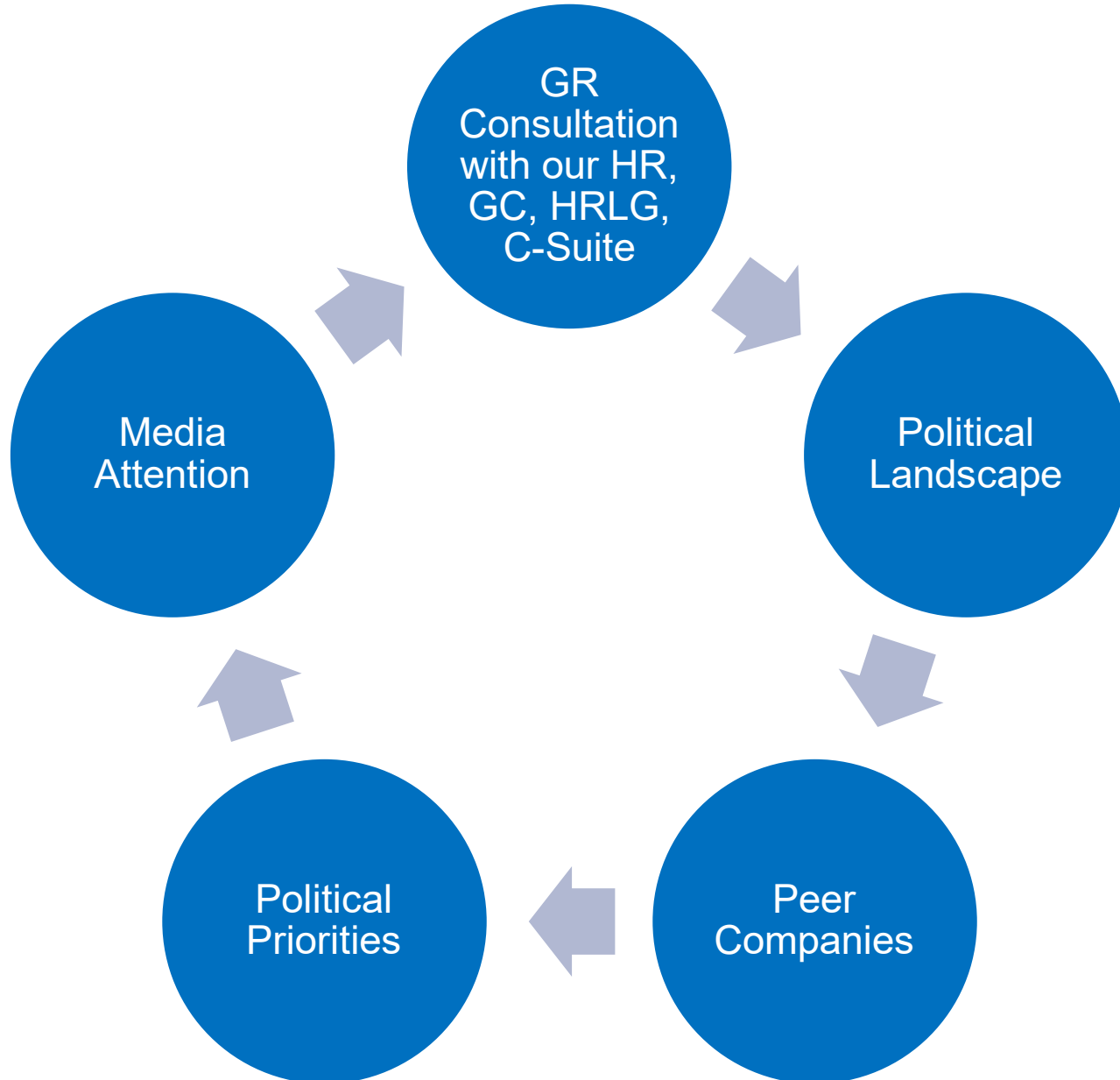
What Resources are Required?

Driving Systemic Change that Creates Opportunities for Diverse Communities

- Protect LGBT+ Rights
 - Pass Equality Act
 - Fight Anti-LGBT+ State Bills
- Pass Permanent DACA Fix
- Advance Racial Equity, Social Justice, Police Reform
- Voting Rights



Determining our Priorities



IBM Values: Inclusion | Fairness | Equal Opportunity

- Clear, consistent, comprehensive protections for IBMers and their families.
- Firmly committed to principles of equality and fairness.
- IBM's core business objective is to hire the best, most talented individuals regardless of their gender identity, sexual orientation, religion or other personal characteristic.
- Diversity of talent ensures maximum creativity.
- Ensure safety and comfort, regardless of where IBMers live and work.
- Want protections outside the workplace – all across society.
- Decisions of where to live and work are not just individual decisions, but family decisions.


- Directly Lobbying Congress
- Lobbying in Select States
- PR/Communications:
@IBMPolicy + Policy Blog + LI
- Creating Coalitions
- Partnering/Joining with
Federal/State Trades
- Engaging Executive Council
Members
- Engaging Employees



MENU FOR EMPLOYEE ENGAGEMENT

- ✓ GR-Led Webinars for ERGs/Diversity Councils -- Partner with HR Diversity/HR Legal
- ✓ Provide Content for Internal D&I Gateways
- ✓ GR on D&I Leader Calls
- ✓ Encourage Employees re: D&I Training/Credentialing
- ✓ Story-Telling: Feature on Public-Facing Webpages

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IBM Dreamer Stories


IBM #Dreamers #DACA

I'm an IBMer...and a Dreamer

The following post is part of a THINKPolicy series profiling IBM Dreamers and their personal stories. Their identities have been protected for confidentiality. It took me five and a half years to get my engineering degree, but I never gave up. I first came to the United States when I was 11. My parents brought [...]

[→ Continue reading](https://www.ibm.com/blogs/policy/ibm-dreamers-stories/)


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IBM Dreamers Share Their Stories

There are approximately 30 IBMers who are recipients of the Deferred Action for Childhood Arrivals (DACA) program. These Dreamers support a variety of business units at IBM in innovative areas like software engineering, analytics, sales, quality assurance, and customer support from coast to coast. One of them recently provided critical remote technical support to ensure [...]

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IBM Dreamer Stories

IBM #Dreamers #DACA

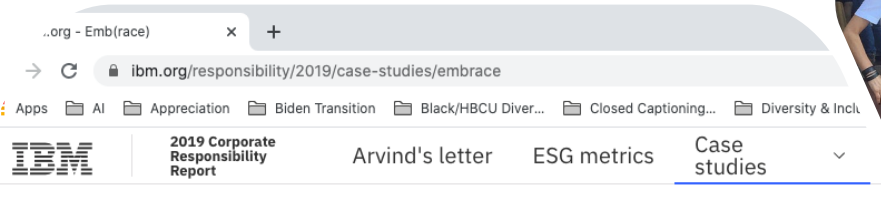
The Only Life I've Ever Known

The following post is part of a THINKPolicy series profiling IBM Dreamers and their personal stories. Their identities have been protected for confidentiality. I remember feeling incredibly confused. I was just about to finish high school. I had worked hard to get my diploma. My parents hadn't gone to college, but I knew that I [...]

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IBM believes that Dreamers have made a positive contribution to our company and to our economy, and we support bipartisan legislation in Congress to allow them to remain in the United States.

@IBMPolicy



Emb(race)



✓ Senior-Leader-Led Internal Action-Oriented Committees for Policy Action

✓ Social Media Updates: Slack/Twitter/etc

✓ In-House and Externally Organized Lobby Days

Emb(race)

IBM and IBMers stand with the Black community and call for change to ensure racial equality.

✓ Invite Employees to Trade Assn-Organized Events

✓ Individual vs. Corporate-led “Letter” Writing

✓ Media Interviews



Emb(race)

I pledge not to remain silent.

I pledge to better understand the Black experience.

I pledge to fully embrace race and ethnicity with empathy.

I pledge to demonstrate equality through action.

I pledge to create safe spaces to speak out.

I pledge to be an upstander in every environment.

I pledge to become an Ally.



Turn On Original Sound



Thank You!

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