

BREAKING THROUGH THE GLASS CEILING

June 14, 2019

Vienna, Austria

Session: LGBTI ERGs: Just Copy, Paste and Start

The first actors when 'breaking through the ceiling' are the LGBTI ERGs (Employee Resource Groups). Such LGBTI groups that work within a company have the power to influence the LGBTI agenda within their working environment. Setting-up and using an ERG is easier than you might think We are happy to share with you three positive experiences by ERGs and give you one advice, just copy & paste!



Deb Bubb

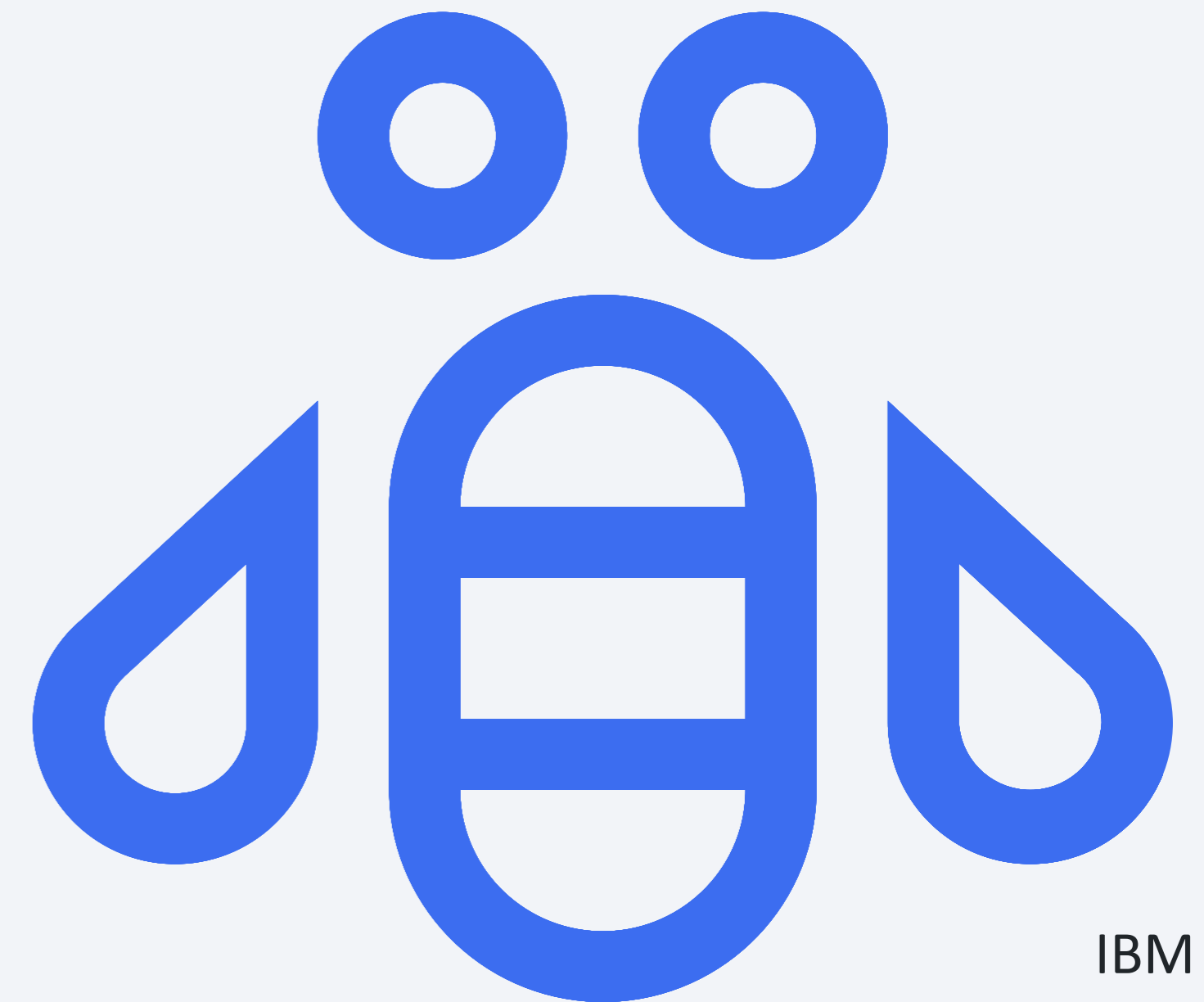
Chief Leadership, Learning and Inclusion Officer at IBM, USA

Employee Resource Groups

Deb Bubb

IBM HR VP and Chief Leadership, Learning & Inclusion Officer

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- More than **250** BRG chapters
- BRGs in **50** countries
- **50,000+** IBMers are involved in a BRG
- BRG involvement is **100 %** voluntary
- BRG member engagement is **3pts** higher



BRG Strategy & Approach

- The BRG is an integrated part of IBM's Diversity and Inclusion strategy
- BRGs have a local executive sponsor
- Tightly interlocked with HR and the local diversity team



IBM BRG Focus

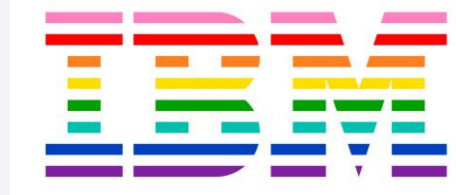
BRGs align their programs and initiatives to support at least one of four IBM business and talent workstreams:

- Recruitment / Hiring
- Talent Development
- Employee Retention
- Market Development



BRG Benefits

- Drive engagement and motivation
- Develop skills and competencies
- Create business opportunities
- Contribute to creating an inclusive environment
- Expand personal/professional networks
- Access to mentoring and sponsorship programs
- Develop awareness of business and talent objectives



LGBT+ Partnership on Talent Acquisition



Black Executive Forum Takes the Lead on Progression and Retention



Women's Constituency Executive Council Launches #BeEqual