



# Out Role Models

## A new LGBT diversity initiative at IBM

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# IBM Out Role Models Program

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## Objectives:

- Make LGBT role models and leaders visible to the greater community
- Accelerate the achievement of inclusivity
- Inspire, support and energize local LGBT communities and their members

# Selection Criteria for Out Role Models

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- Visible and out LGBT role models recognised as a role model by other employees
- Bands / Seniority: at least 2 years professional experience – non-Executives only
- Strong performers (*un-biased performance appraisal as a given prerequisite*)
- LGBT IBMers that have:
  - **Eminence** – Participants must be capable of offering support to other community members, being sensitive to their needs. Moreover, they must have demonstrated empathy and good communication skills.
  - **Commitment** – Participants will have demonstrated commitment to making a difference, doing what it takes and bringing out the best in themselves and others (i.e. being role models)
  - **Aspiration** – The extent to which the participant seeks the opportunity to make a greater impact in the workplace and community. Participants will have demonstrated their interest in moving themselves forward, reaching for greater challenges, taking risks, and learning from every opportunity.
  - **Execution** – Examples of proven leadership potential (formal or informal) as manifested in their attitude; in the impact they have had on the team and/or the community.

# Initial steps suggested for new Out Role Models

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## 1. Share a story with your fellow role models

- This could be your 'coming out' story within IBM or a previous company
- Feel free to share any pictures/other stories that will introduce you to the group!

## 2. Connect with an 'Out executive'

- Check out the list of Out Executives, view their connections profile, read their bio and make a connection and explain more about your role as an out-role model

## 3. Read the 'Expectations' page on the Community and choose 1 action

- Commit to at least one action in the next month
- We will share your updates on the next **Out Role Model Team call**
- You will also be invited to a call which will cover **LGBT Global Council Actions**

## 4. Connect with your local D&I representative

- Learn about LGBT activities happening in your region and volunteer!

## 5. Support LGBT specific initiatives of local HR diversity

- Help drive/implement LGBT-specific improvements and benefits together with HR

# IBM support network for Out Role Models

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The IBM support network includes:

- The global organizing team for the Out Role Model initiative at corporate HR diversity
- The European LGBT diversity team
- HR Diversity in local countries
- Out Executives in all countries

*All individuals in these groups can be addressed directly by any Out Role Model if they see it beneficial.*

Online intranet social media

- Connection between Out Role Models on peer level and with Out Execs
- Out Role Models Community with discussion forum, blog, wiki etc. for sharing experiences, best practices, issues encountered

and of course: EAGLE LGBT Network Groups & Straight Allies

# Win-Win Situation



## Expectations

- 1) Is approachable for other LGBT employees for support or guidance, and educate non-LGBT employees about their realities
- 2) Develop a stronger community of LGBT within their countries/ IMTs
- 3) Willing to take part in roundtables, presentations, business forums, client events (schedule allowing)
- 4) Willing to support the global LGBT council workstream
- 5) Be social and an advocate in diversity and LGBT matters



## Benefits

- 1) Increased visibility with senior IBM leaders - out execs + global council
- 2) Opportunity to participate in internal/external events organized and supported by diversity
- 3) Expanding personal networks inside and outside IBM - new networking opportunities
- 4) Potential to be matched with a current 'Out Executive' or another senior leader in a mentoring relationship
- 5) Note to direct manager sent by diversity recognizing contribution

# Adoption considerations for other companies

|  | Example   | Key Questions   | Your Company |
|--|---|---|--------------|
| Environment and Embedding / Internal Support Network | Out Executives<br>LGBT Network Groups<br>HR LGBT Diversity Org<br>Straight Ally Program | <i>Where can role models obtain support, get questions answered etc.?</i>                       |              |
| Identification of potential Out Role Models          | HR LGBT Diversity<br>Out Executives   | <i>Top down or bottom up approach?</i>  |              |
| Approach and Initiation                              | Mailing<br>Conference Call<br>Local Meetings<br>Intranet Article                        | <i>Local or decentral organization, established collaboration culture<br/>Executive support</i> |              |
| Sustenance   | Intranet Social Media   | <i>Prominence of collaboration tools</i>  |              |

# Thank you!

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