Out Role Models

A new LGBT diversity initiative at IBM

Netzwerk 4.0 – PROUT AT WORK-Konferenz 2016
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IBM Out Role Models Program

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

- 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

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
The IBM support network includes:
• The global organizing team for the Out Role Model imitative 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

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### Adoption considerations for other companies

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Thank you!

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