

CORNING

Building a GLBT-Friendly Workplace



2009

Outline

- Importance of a GLBT-friendly workplace
 - Employee perspective
 - Company perspective
- Components of GLBT-friendly workplace
 - GLBT-supportive country/state
 - GLBT-supportive company
- SPECTRA
 - Background and History
 - Purpose and Mission

Importance of GLBT-Friendly Workplace

Employee Perspective

- What do GLBT employees want?
 1. bring whole self to work
 2. feel acknowledged/included
 3. be treated with respect
- All are required for success at work
 - absence can lead to isolation, poor performance, or career limitations
- GLBT employees face certain barriers and challenges

Importance: Employee Perspective

1. Bring whole self to work

- Main barrier is fear
 - harassment (1/3 of all GLBT employees)
 - can be fired (30 states)
 - increase in hate crimes
 - recent legislation (*e.g.* FMA)
- Fear leads to being “closeted”
 - stressful and energy consuming
 - difficult to establish personal connections with peers and managers
- What could help?
 - corporate non-discrimination policies
 - visible employee group (*e.g.* SPECTRA)
 - out GLBT executive
 - state and federal laws (*e.g.* SONDA and ENDA)

Importance: Employee Perspective

2. Feel acknowledged/included

- Examples of exclusion
 - same-sex partners not always included in invitations (e.g. to department events)
 - GLBT employees do not receive equal benefits
 - GLBT not tracked/monitored like other minority groups
- What could help?
 - use inclusive language
 - provide equal benefits to GLBT families to fullest extent allowed by law
 - include GLBT demographic on internal surveys
 - changes to state and federal laws

Importance: Employee Perspective

3. Be treated with respect

- Examples of disrespect
 - homophobic comments/jokes
 - ripping down of SPECTRA event posters
- What could help?
 - speak out against homophobic comments/jokes
 - provide visible support for GLBT employees (e.g. display Allies cards)



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Importance of GLBT-Friendly Workplace Company Perspective

- Recruiting and Hiring
- Retention
- Productivity and Teamwork

Importance: Company Perspective

Recruiting and Hiring

- Need to hire the best people
 - talent critical to company's success
- LGBT employees have access to information via the Internet – candidates know which companies are most LGBT supportive (HRC's *Corporate Equality Index*, for example)
- Competitive edge – LGBT policies and programs are often the #1 factor in choosing employer
- Straight allies – an increasing number of straight allies in the younger generation

Importance: Company Perspective

Retention

- 150% salary, wages and benefits to replace employee
- #1 reason people leave is poor relationship with their manager
- Employees consistently point to work environment & colleagues as important factor in determining job satisfaction
- Organization's work environment, policies, and practices will determine whether that employee stays or leaves
 - e.g., availability of domestic partner benefits, supportive environment

Importance: Company Perspective

Productivity and Teamwork

- The extent to which an employee feels safe and supported in the workplace will determine motivation and productivity
- Takes a lot of energy to hide a fundamental aspect of oneself – energy that could otherwise be directed toward doing their job
- Implications not only for individual productivity, but team productivity

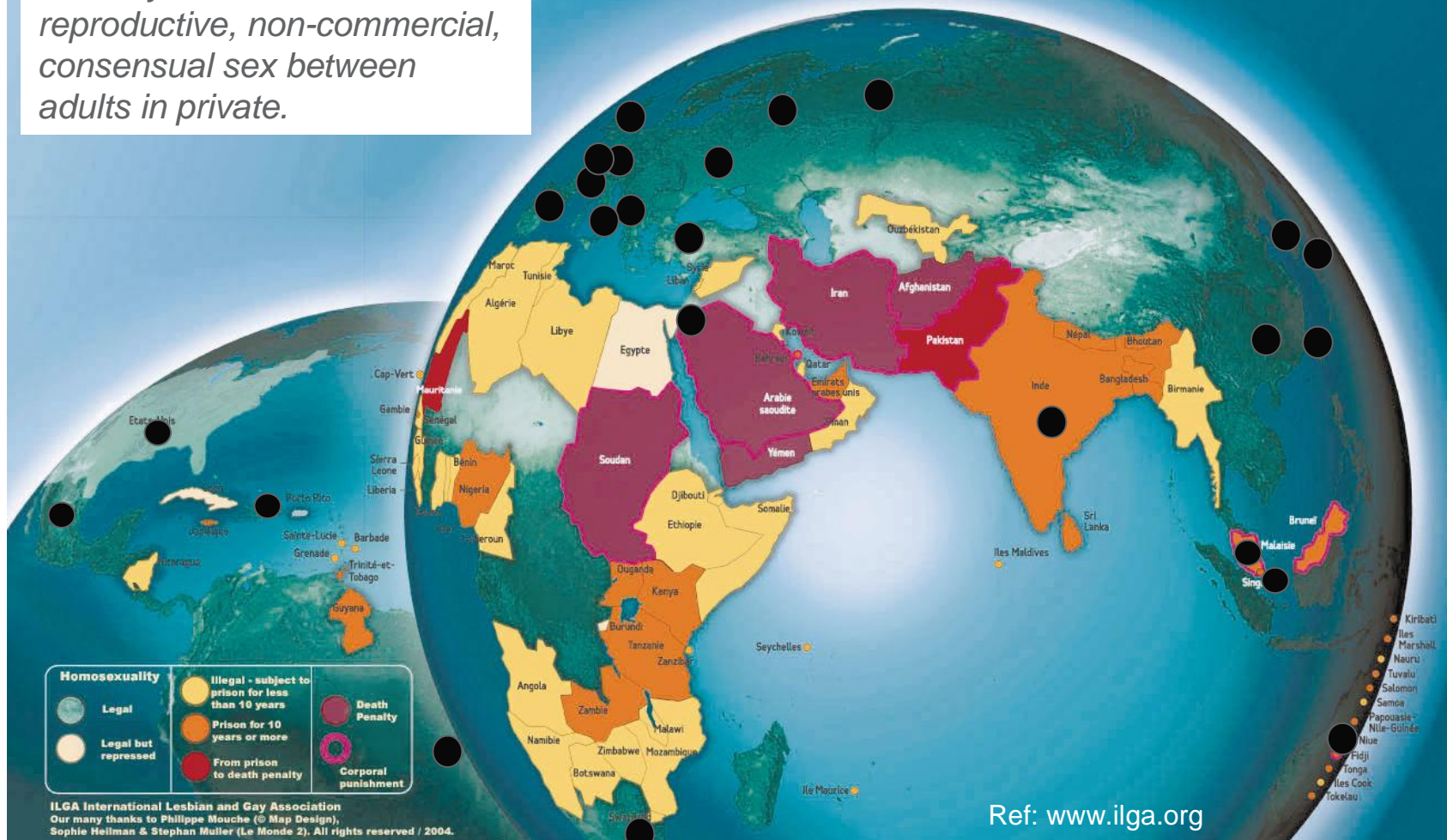
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Components of GLBT-Friendly Workplace Countries: Legal Status and Punishments

Sodomy laws criminalize non-reproductive, non-commercial, consensual sex between adults in private.

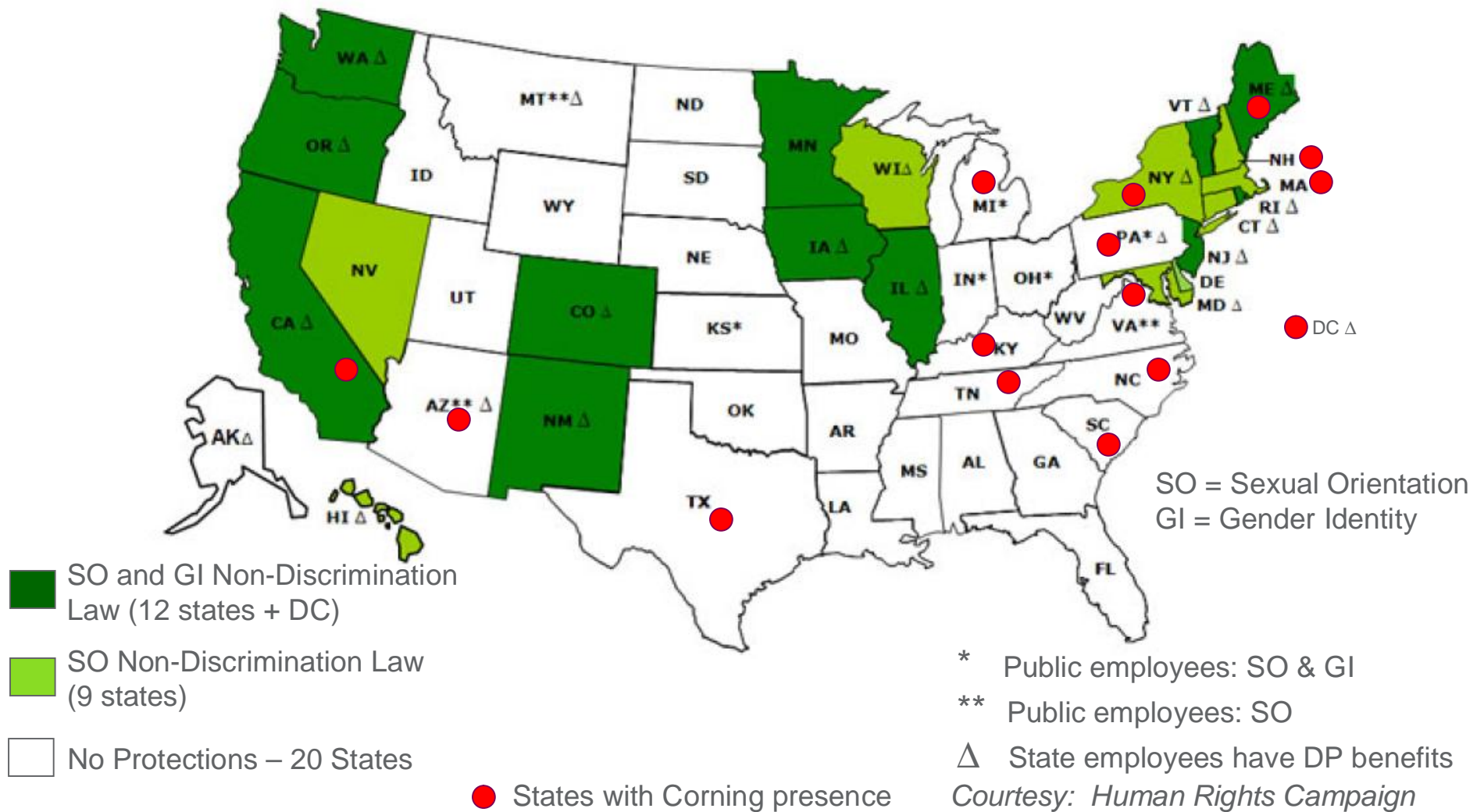
● Countries with Corning Presence



Components of GLBT-friendly workplace

GLBT-Supportive Community:

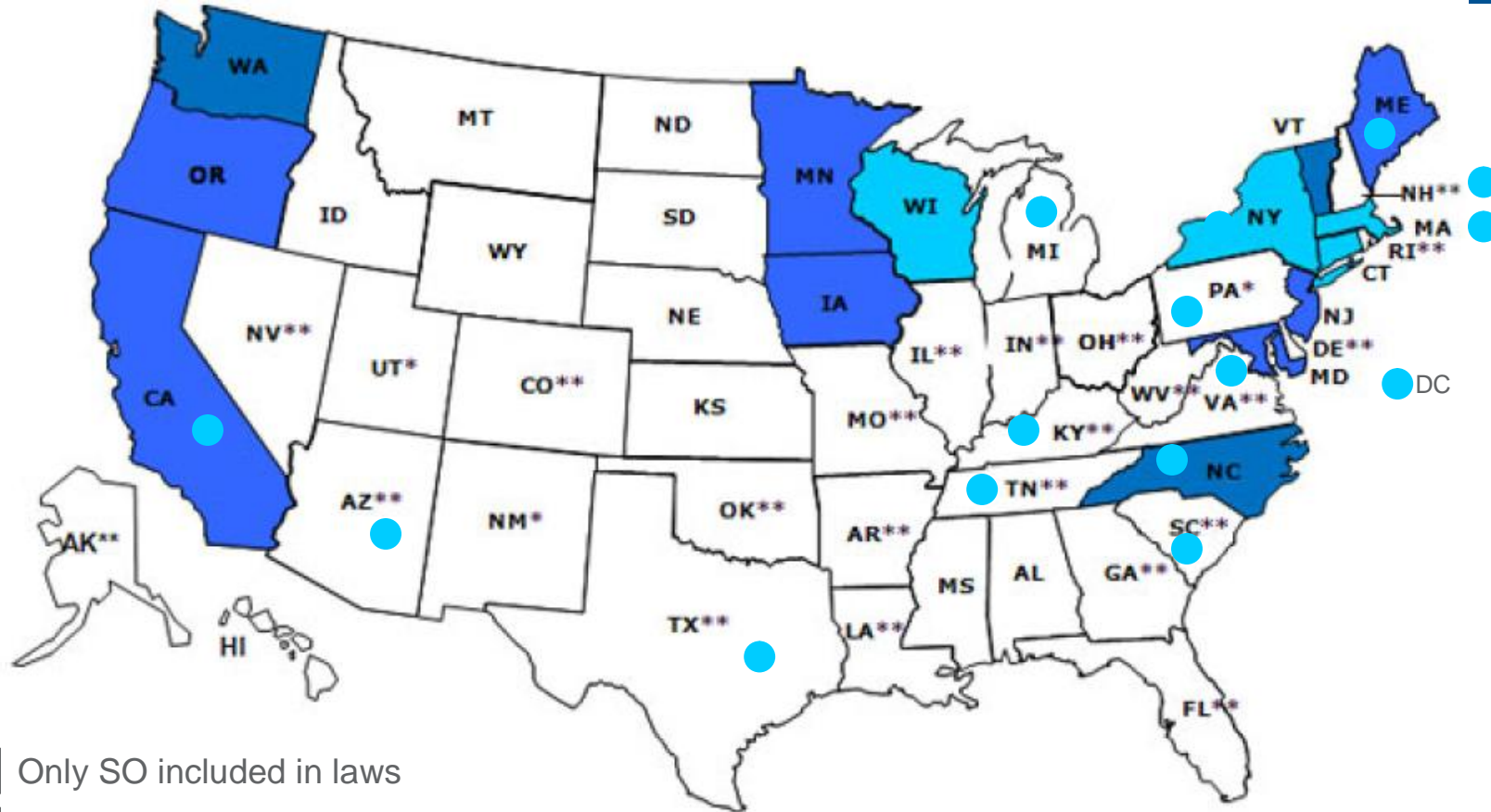
U.S. States – Non-Discrimination



Components of GLBT-friendly workplace

GLBT-Supportive Community:

U.S. States – Statewide School Laws & Policies



- Only SO included in laws
- SO & GI included anti-harassment/bullying laws
- * Regulations for teachers where SO included
- ** Prohibit bullying but list no categories

● States with Corning presence

Courtesy: Human Rights Campaign

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Components of GLBT-Friendly Workplace

Company: Policies

- Non-discrimination policies provide the foundation for LGBT workplace equality:
 - sexual orientation
 - gender identity and expression
- **Corning's EEO Policy**

The success of Corning Incorporated depends upon the contributions made by qualified people regardless of race, color, gender, age, religion, national origin, sexual orientation, gender identity or expression, disability, or veteran's status.

Components of GLBT-Friendly Workplace

Company: Benefits

- Domestic Partnership Policies
 - Recognize same-sex committed relationships and attempt to provide the same rights and benefits to domestic partners as married couples.
- Domestic Partner benefits may include
 - health insurance
 - family leave
 - pension plans
 - tuition assistance
- **Corning's Benefits**

Offered to same-sex partners since 2002, but unequal to those offered to spouses (largely due to state/federal laws).

 - must pay tax on health insurance for DP
 - DP not eligible for ADD, group universal life, or dependent life insurance plans
 - DP cannot be named beneficiary in "old" pension plan

Components of GLBT-Friendly Workplace

Company: ERG

- Employee Resource Groups
 - represent groups that have historically had minority representation in the workplace (e.g. women, African Americans)
 - offer an opportunity for employees to achieve a better sense of community in the workplace
 - can be an important resource for management
- GLBT ERGs
 - serve as a safe environment where employees can be themselves (out)
 - help alleviate sense of isolation
- Corning's GLBT ERG

SPECTRA is an active organization with a 10 year history.

Components of GLBT-Friendly Workplace

Company: A Metric

- HRC's “Corporate Equality Index”
 - rates major U.S. companies on their records toward GLBT employees, consumers, and investors
- How Corning, Inc. measures up (**before SPECTRA** vs. **today**)
 - ü 1. have written non-discrimination policy covering sexual orientation
 - ü 2. have written non-discrimination policy covering gender identity
 - ü 3. offer health benefits to same sex domestic partners
 - ü 4. officially recognize/support a GLBT employee resource group
 - ü 5. offer diversity training that includes sexual orientation and/or gender identity
 - ü 6. engage in respectful and appropriate marketing to the GLBT community and/or provide support to GLBT organizations/events
 - ü 7. not engage in corporate action that undermines the goal of equal rights for GLBT people

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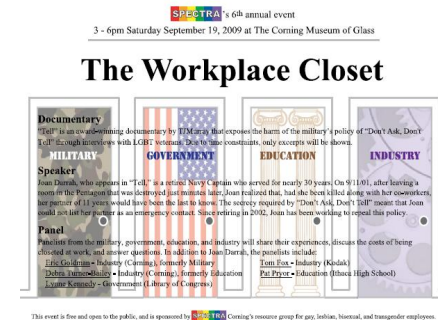
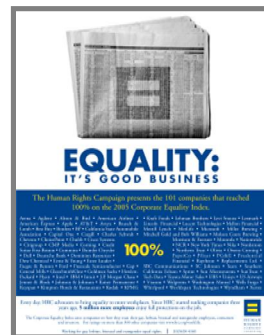
Background and History

- Formation
 - "grass roots" beginning
 - first meeting December 1999
- Members
 - 15 active members
 - both GLBT and non-GLBT members
- GLBT Population
 - don't have exact numbers (GLBT demographic not tracked across the board)
 - estimate 3-5% of Corning, Inc. employees are GLBT (US census numbers)
 - many more employees are allies, have GLBT family members, *etc.*



Purpose and Mission

- SPECTRA supports lesbian, gay, bisexual, and transgendered employees.
 - all employees are welcome to join
- Our mission is to create an environment where people of all sexual orientations, family arrangements, and gender identities can bring their whole selves to work.
- Activities focus on visibility, education, corporate policy, and networking.





How You Can Help

- Be an individual role model
 - speak out against homophobic comments/jokes
 - use inclusive language, e.g. explicitly include same-sex partners in invitations
 - always allow for the possibility that someone you meet is GLBT
 - attend Out&Equal Workplace Conference
- Provide leadership
 - attend SPECTRA events (annual event, Sep 19, 2009)
 - display Allies cards
 - be sensitive to traveling/relocating employees
 - ensure GLBT issues are included in diversity discussions



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