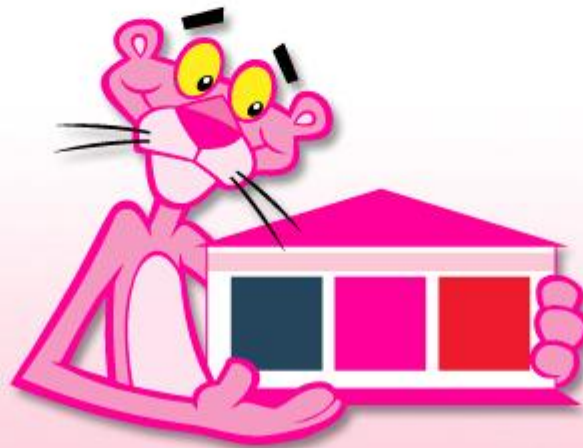




Owens Corning International Coming Out Event

October 9, 2009

Monica Cardenas, Elaina Carpino, Marie Nisson



Before committing to treating GLBT individuals inclusively, why do some people believe they must answer the “choice or nature” question?

Is it our business to decide?

***Whether or not it's a choice,
we've made ours.***

***Owens Corning can only be as
vibrant as the people who work here.***

*So, grounded in **Our Values and My Leadership Accountabilities**, it's critical to accept each other for who we are and what we bring to Owens Corning.*

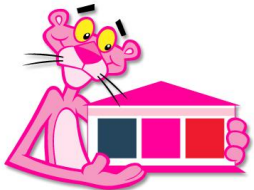
***Because when we can be ourselves,
we are happier, more
fulfilled, and more productive.***

***We must welcome all persons
committed to **Winning With Our
Customers and Growing Our People.*****

We appreciate you taking time to see things through our eyes and share our experiences.



Short Vignettes



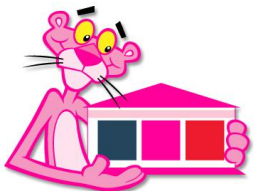
Agenda

- **Welcome**
- **History of National Coming Out Day**
- **GLBTA at Owens Corning**
- **Our Journey**
- **Why Celebrate Coming Out Day**
- **How We Arrived at Coming Out Day**
- **Our Stories**
- **The Impact**
- **Lessons Learned**



National Coming Out Day - October 11th

- **Founded by Robert Eichberg and Jean O'Leary in 1988 in celebration of the first gay march in Washington D.C., U.S. in 1987.**
- **Promotes government and public awareness of gay, bisexual, lesbian and transgender rights and to celebrate homosexuality.**
- **Promotes public display of gay pride.**
- **Inspires GLBTs to “come out” to their parents, friends, co-workers, and themselves.**



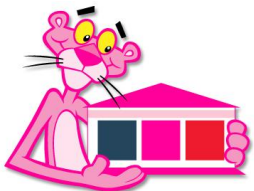
GLBTA at Owens Corning

- A resource group for all employees of Owens Corning who are gay, lesbian, bisexual, transgendered, and allies.
- **Our Vision** is to achieve a work environment that is inclusive and safe, where all team members can be themselves, contribute fully and be fairly evaluated.



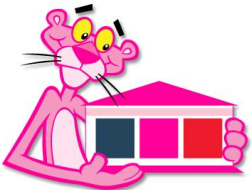
Our Journey

- **1993: GLBT affinity group established and supported by Owens Corning**
- **2003: “A” - Allies added to GLBT in Spring**
- **2004: Domestic Partner Benefits added**
- **2004: Policy Language Changed which included Transgender language**
- **2009: Achieved HRC CEI Score of 100% six years in a row!**
- **2009: Continued Leadership support starting with Executive Committee**



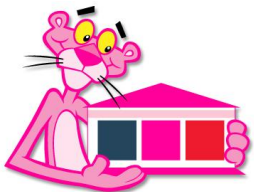
Why Celebrate Coming Out Day

- **Opportunity to openly celebrate and embrace our GLBTA employees**
- **Freely talk without judgment**
- **Break down barriers**
- **Give support through active listening to allow all employees to reach their full potential**



How We Arrived at Coming Out Day

- **How did we get people to tell their story?**
 - **Held Diversity “Fishbowl” Exercise**
 - **Call for Volunteers**
 - **Communicated “word of mouth”**
 - **Aligned with Senior Leaders**
 - **Yet...there were struggles**



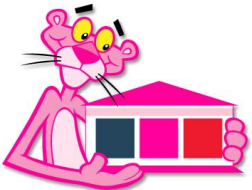
How We Arrived at Coming Out Day

- **Leveraged Technology to allow for a Global Perspective**
 - Audio and video support
 - Televised live at remote locations
 - Low cost/no cost solution

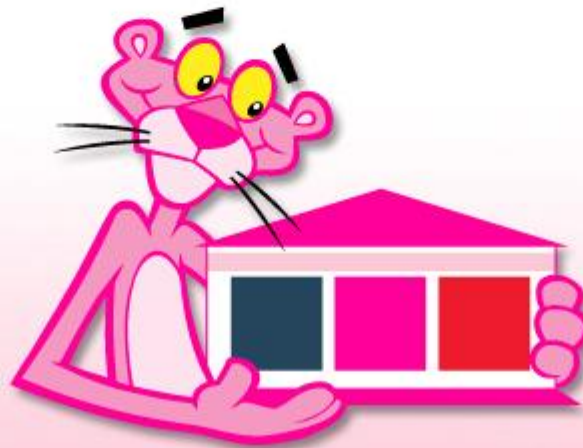


Our Stories

*Join us as we celebrate our
right to be who we are
without judgment.*



Our Leader's Perspectives



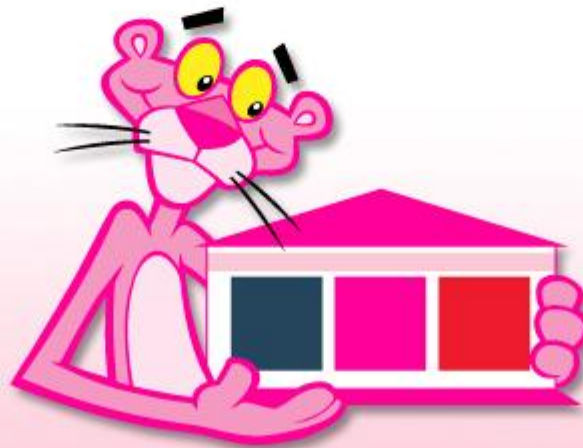
Vignettes

- **Frank O'Brien Bernini, Chief Sustainability Officer and GLBTA Executive Sponsor**
- **Barry Melnkovic, Former Building Materials Group HR Leader**





Our Gay and Lesbian Employees' Perspectives

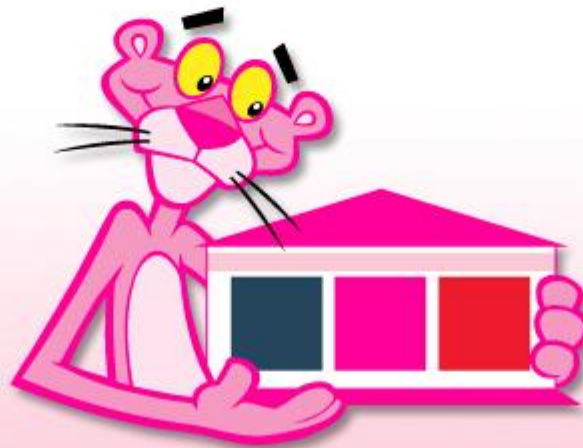


Vignettes

- **April O'Neal**
- **Chris Mehringer (on behalf of Jim Seaman)**
- **Sharon Sumlin**

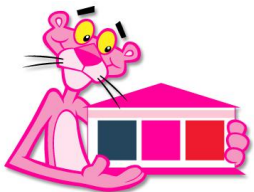


Our Gay and Lesbian Employees' Perspectives...coming out publicly for the first time

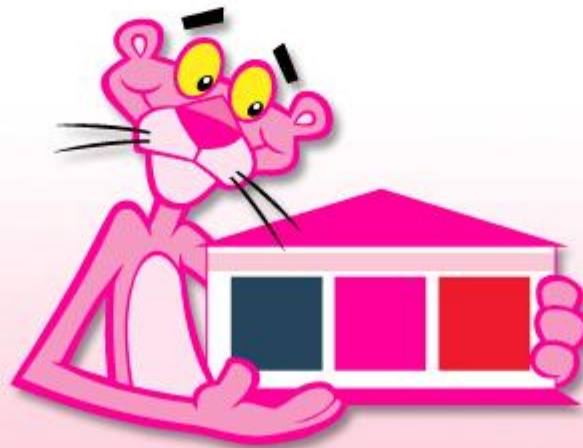


Vignettes

- Marie Nisson
- Rita Hill

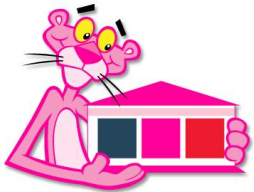


Our Transgender Employee's Perspective



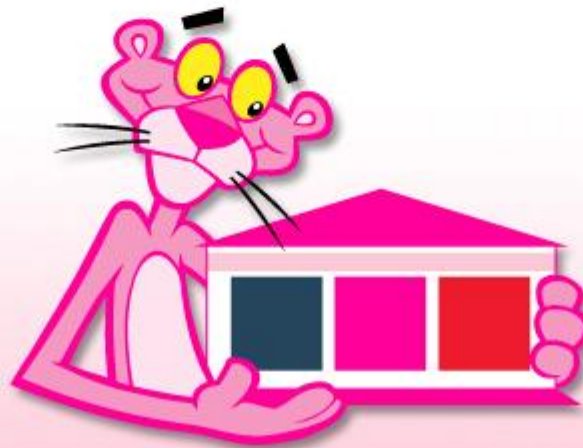
Vignette

- **Osvaldo “Mony” Torrez**



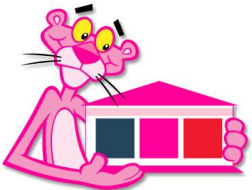


Our Ally Employees' Perspectives



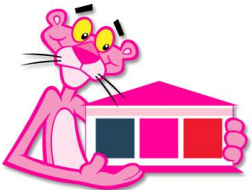
Vignette

- **Pat Mills**
- **Marci Frederick**



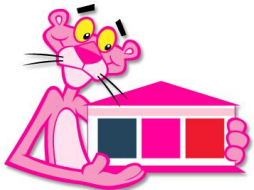
The Impact...

- **Positive experience during the stories**
- **Feeling around the globe**
- **After the event...so, what's next?**



Lessons Learned

- **Leadership support is critical from beginning to end**
- **Planning is everything**
- **Be considerate and patient with your employees**
- **Stand true to the outcome you wish to create**
- **Know there is sensitivity of GLBT around the globe**
- **Technology is an effective mechanism to reach remote audiences at “Low cost/no cost”**





Q&A

