

Pride at Vertex: Celebration, Reflection and Intersectionality



PRIDE is one of Vertex's four global employee resource networks (ERNs) that foster connectivity and collaboration among colleagues. Dedicated to developing and enhancing belonging and career satisfaction for LGBTQ+ and allied Vertexians, the PRIDE ERN has amassed over 300 members across levels, functions and geographies. It serves as an example of how engaged employees and committed leadership ensure that Pride remains embedded in the corporate culture throughout the year—not just in June.

Community is an important area of focus for the PRIDE ERN. The network is committed to ensuring their efforts are contributing to Vertex's unique culture — an inclusive environment where everyone feels comfortable bringing their best self to work. The PRIDE ERN aims to be a supportive team that all LGBTQ+ colleagues and allies can rely on for sharing experiences; it also creates a safe space for discussing relevant, and sometimes challenging, topics. The PRIDE ERN engages with Vertex employees across the company and around the world to recognize and celebrate the LGBTQ+ community, including during Pride Month, International Day of Transgender Visibility, Lesbian Visibility Week, among others.

Advocacy is another critical component of the PRIDE ERN. Their work in this space focuses on how to advocate for its members and allies and the LGBTQ+ community as a whole. This includes:

- Partnering with Human Resources, Facilities and other Vertex groups to establish and expand inclusive policies, benefits and safe spaces for LGBTQ+ individuals. Our latest industry-leading U.S. total rewards and benefits package has expanded gender affirming services, fertility coverage and mental health programs.
- Providing visibility and connection to LGBTQ+ organizations like the Human Rights Campaign, PFLAG, GLAD, and Fenway Health.

Education: Continuous learning is another focus area for the PRIDE ERN. The group has its own budget and regularly invests in hosting external speakers (often in conjunction with other ERNs) in recognition of the intersectionality of individuals' identities. They also host panels with colleagues from different areas of the organization that come together to share their personal experiences and perspectives.

One successful campaign has been around sharing pronouns. The PRIDE ERN partnered with the ID&E, People Experience and Data, Technology and Engineering teams to offer self-identification options across tools like HR profiles, Microsoft Office and Zoom. Vertexians have multiple gender identity and pronoun options to choose from. To help promote this initiative and encourage employees to opt in, they also shared information and resources of why pronouns are important, including why they are important at work.

To further enhance corporate culture, Vertex launched a reverse mentoring program that provides LGBTQ+ members with a forum to coach, train, and develop their leadership team on sexual orientation and gender diversity issues. This successful program is another example of how Vertex leadership continuously commits to better understanding the lived experiences of the LGBTQ+ community. This Vertex initiative has become a model for other biotech companies that are interested in setting up a similar program.

“ I feel that our inclusive benefits at Vertex are unparalleled, and I personally wonder how different my life might have been if I had such options early in my career? I see these benefits as a strong and consistent affirmation of our community by Vertex leadership. ”

Morrey Atkinson, SVP Commercial Manufacturing and Supply Chain, PRIDE Executive Sponsor

Salesforce: Outforce



PROGRAMS & ALLYSHIP

Salesforce has implemented programs that strengthen support for the LGBTQ+ community and foster a more inclusive work environment.

Commitment. Salesforce committed to 50% of the U.S. workforce being made up of underrepresented groups, including LGBTQ+ employees, by 2023 -- and the company reached that goal one year early.

Community. Outforce, one of the largest Equality Groups, brings together LGBTQ+ employees and their allies. There are 8,700 Outforce members, across 38 chapters - including ones in Japan and India, the latter with a history of anti-gay laws.

Pride. Every year, Outforce leads Salesforce's global participation in Pride marches, parades and events. In 2022, many parades are taking place in person for the first time since the start of the global pandemic, with Outforce events taking place in cities including Barcelona, Denver, Dublin, Mexico City, New York, and more.

Allyship. Salesforce has introduced employee policies and resources that help create a more inclusive work environment, including:

- Gender pronoun badges and gender neutral bathrooms at Salesforce offices and events.
- Gender Transition Guidelines to provide information and guidance designed to support employees and educate teams during a gender transition.
- Internal Transgender Working Group, co-chaired and led by trans employees at Salesforce, which meets monthly to identify and address issues important to the transgender and gender non-conforming community.

BENEFITS

Salesforce is committed to implementing LGBTQ+ inclusive policies, practices and benefits.

Gender Inclusive Benefits: Last year, after listening to its LGBTQ+ community and consulting with Outforce, the company went to work on a set of safe and accessible new benefits to support the unique needs of the global transgender and non-binary community. This included gender affirmation medical reimbursement, gender affirmation leave, wardrobe reimbursement, legal fee reimbursement, counseling services, and more.

Inclusive Health. Salesforce has introduced Included Health, a comprehensive health platform service for the LGBTQ+ community. Included Health is a concierge service that connects employees to high-quality providers who understand the unique needs of the LGBTQ+ community.

The company offers fertility benefits to support all families, including surrogacy reimbursement up to \$10k, and transgender medical coverage that follows WPATH Standards of Care.

Self-Identification. Salesforce offers employee options for voluntary self-identification in its workplace systems, including sexual orientation, gender identity, and pronouns to help build awareness, understanding, and inclusion within the company.

ADVOCACY

Salesforce stands firmly against discrimination and has a proud history of advocating for LGBTQ+ equality. For seven years, Salesforce has been directly advocating for the U.S. Congress to pass the Equality Act, to provide the community with protection under the law, no matter where they live. The company is also a leading corporate member of several coalition groups, including the Human Rights Campaign, Freedom for All Americans, America Competes, and Texas Competes - fighting for LGBTQ+ rights.

EY: Leading practices for LGBTQ+ inclusion at work



GRASSROOTS BEGINNINGS

LGBTQ+ inclusion efforts at Ernst & Young LLP (EY US) began in 2003 when a group of LGBTQ+ professionals started building the community that would eventually form the "bEYond" Professional Network – or employee resource group (later renamed to "Unity"). The original group enabled LGBTQ+ professionals to connect and support culture change across the broader firm. It also allowed aspiring allies to learn, get involved, and discover insights that informed progress on inclusive policies and benefits, including domestic partner benefits.

A FOCUS ON PEOPLE

With these grassroots beginnings, Unity has always been directly tied to achieving the equity goals across the organization and building community among people. Today, its broad global network of 4000+ members (including allies) continue to provide feedback and insights that inform new initiatives before they launch. Unity's 50+ US chapters activate members locally and work closely through national steering committees and task forces to host centralized programming and events around Pride; Transgender Day of Visibility; International Day Against Homophobia, Biphobia, and Transphobia; and other important celebrations and observances.

Through Unity, the firm's inclusive leadership learning initiatives supporting the LGBTQ+ community were amplified and implemented. With access to resources such as Ally2Advocate (a self-paced learning journey for aspiring allies), the Trans & Gender Diverse Community Toolkit and Education series, the Global Bi+ Guide and more, Unity members work locally, collaboratively with other networks and client teams to foster a culture of allyship and inclusion for all.

FOCUS ON CLIENTS AND COMMUNITY

In developing a robust strategy to support LGBTQ+ professionals, the firm has worked closely with organizations leading in this space, including the Human Rights Campaign, the Trevor Project, Out & Equal and more, building a cross-industry community to influence the broader culture. EY has also looked for key places to use its experiences and voice to advocate for equality, (such as the Equality Act) in the hope of continuing progress both inside and outside the workplace.

BUILDING EQUITY INTO ALL EY DOES

To build community and foster a sense of belonging among LGBTQ+ professionals, EY has implemented equitable systems and processes to support an inclusive culture. For example, Self-ID categories allow all EY's people to denote their gender, gender identity and sexual orientation. Understanding who EY's people are across these categories and others, including ethnicity, veteran status and ability, enables the firm to better support and track progress in areas such as recruitment, retention and promotion.

To support trans and gender-diverse people, EY created a one-on-one liaison model to work with Talent and business leaders to build trans-inclusion allyship skills, evolve benefits, and provide support to individuals as they make their own transition-related decisions and navigate resources. EY has also streamlined name change efforts across systems and integrated pronoun sharing in firm email signatures and at events to further support a gender-inclusive culture.

Keeping people safe and healthy is an integral part of EY's firmwide focus on wellbeing. The firm proudly offers 16-week fully paid gender-neutral parental leave policy (inclusive of birth, adoption, foster care, surrogacy, guardianship), along with the Pathways to Parenthood benefit, which provides a reimbursement of up to \$50,000 for fertility treatment or adoption-related expenses. In addition, gender-affirming health care is provided via basic health plan with supplemental support through the firm's Pathways to Transition program to account for gaps in the healthcare industry. EY has also teamed with Global Security and Risk teams to develop safety guidelines for our LGBTQ+ professionals who travel globally to serve EY clients.