



Intel Corporation  
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# Backgrounder

## Diversity in Technology Initiative

### **Lesbian, Gay, Bisexual, Transgender and Queer/Questioning (LGBTQ)**

An expanding focus area and emerging diversity initiative, the LGBTQ Initiative is focused on driving a safe, open and productive work community for all employees, without regard to sexual orientation, gender identity or expression. Intel is committed to building awareness and inclusion around our LGBTQ community of employees. We are actively assessing the unique workplace experiences of our LGBTQ community for the purpose of establishing objectives for supporting their development and retention. The LGBTQ self-identification project is scheduled to launch in 2015.

#### *Within Intel*

- As Intel's first employee resource group, IGLOBE, established in 1994, actively drives awareness of issues impacting the LGBTQ community and serves as a support network for its members. With a presence in 10 countries, IGLOBE creates allies and mentors for LGBTQ employees, educates people on the unique experiences of its members, and brings visibility to Intel's diversity leadership externally. IGLOBE's executive sponsor is Intel CEO Brian Krzanich.
- Ally Program – IGLOBE also pioneered an ally program, which is a visible way for employee advocates of the LGBTQ community to identify their support and role as a safe advisor.
- **Mentor Program:**
  - The IGLOBE Mentor Program provides employees at all levels with access to different levels of managers and experienced individual contributors for potential mentor relationships. A mentor can be used in a variety of ways: for career development, networking, coaching and gaining new perspectives. Mentees are encouraged to take advantage of this program after being on the job for six months.

#### *Outside of Intel*

Intel maintains strong alliances with active national organizations to help drive industrywide recognition of issues and concerns related to the LGBTQ community.

- National Gay & Lesbian Chamber of Commerce – Intel is a founding corporate partner.
- Out and Equal Workplace Summit – Intel is an advocate sponsor of the annual summit where employees and experts from around the world gather to share strategies and best practices to create workplace equality, inclusive of all sexual orientations, gender identities and expressions.
- Pride Parade - IGLOBE has participated in pride parades in Oregon, Arizona and San Francisco for the past six years to celebrate LGBTQ culture and pride.
- The Human Rights Campaign (HRC) – The Human Rights Campaign is a bipartisan organization that works to advance equality based on sexual orientation and gender expression and identity to ensure all Americans can be open, honest and safe at home, at work and in the community.