#inclusiveIBM

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Raul Evangelista
Project Manager IS

Estamos vivendo no período mais extraordinário na história da humanidade

- Diamandis, Peter

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LINEAR → EXPONENTIAL

1996

MarketCap: **$28B**

Employees: **140,000**

2012

Bankrupt

Employees: **17,000**

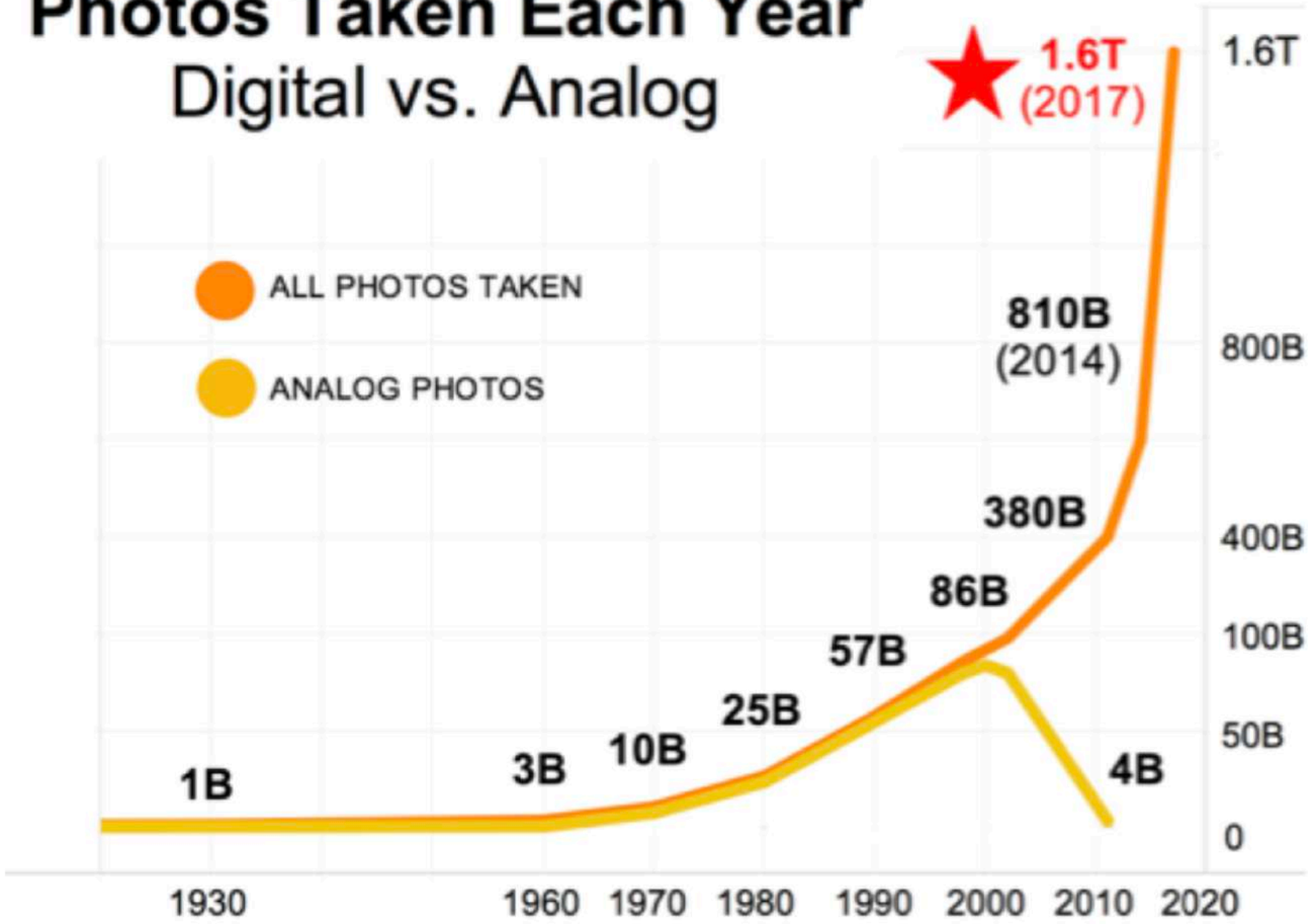
April 2012

MarketCap: **$1B**

Employees: **13**

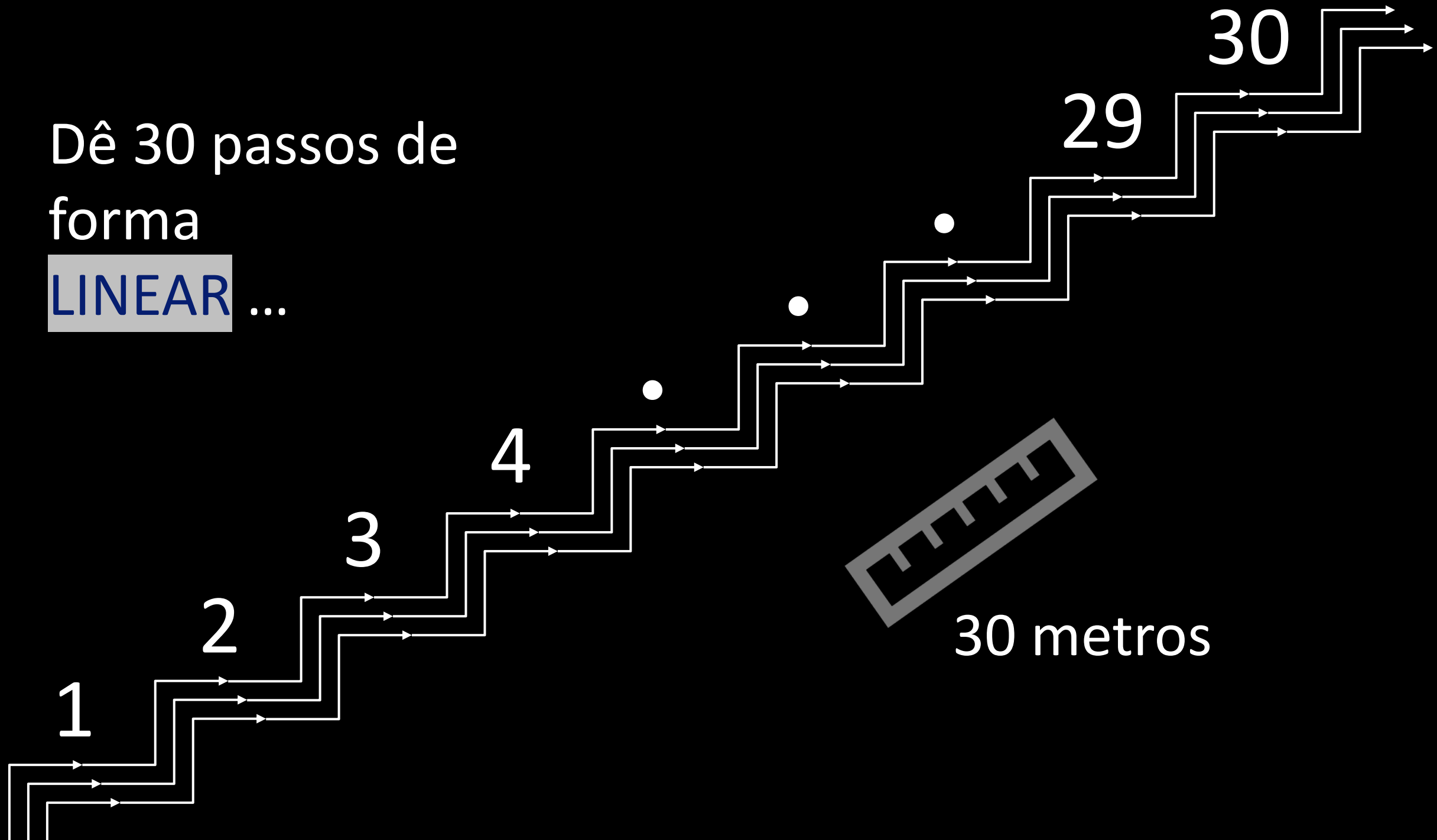
Photos Taken Each Year

Digital vs. Analog



@raulevoli

Dê 30 passos de forma LINEAR ...



30 metros

Dê 30 passos de forma EXPONENCIAL ...

1,073,741,824 metros

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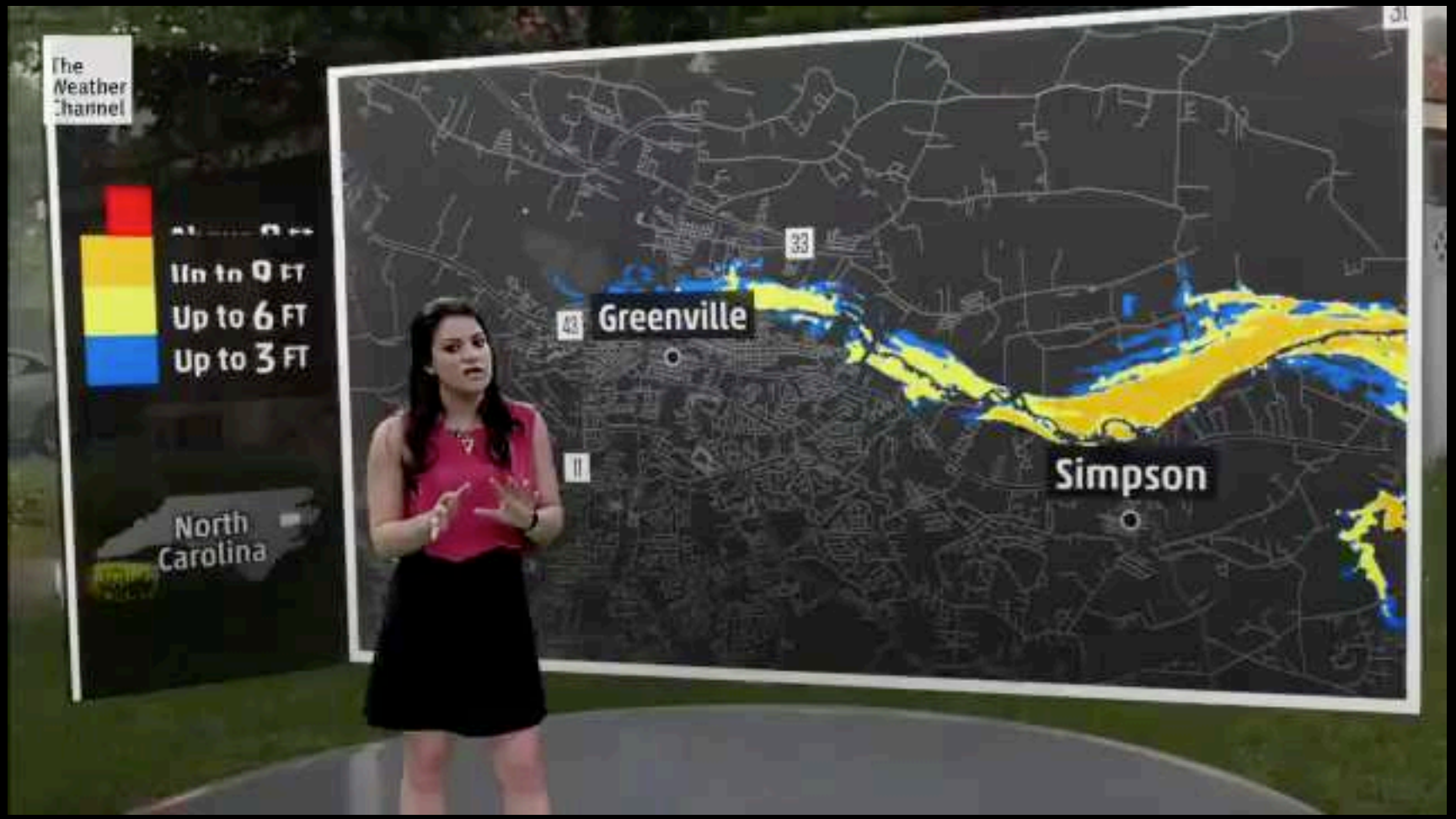

The Weather Channel
Up to 6 FT
Up to 3 FT
North Carolina
33
43
Greenville
11
Simpson

Circle Medical

Healthcare Provider | How It Works | Insurance | Doctors

Scan your insurance card

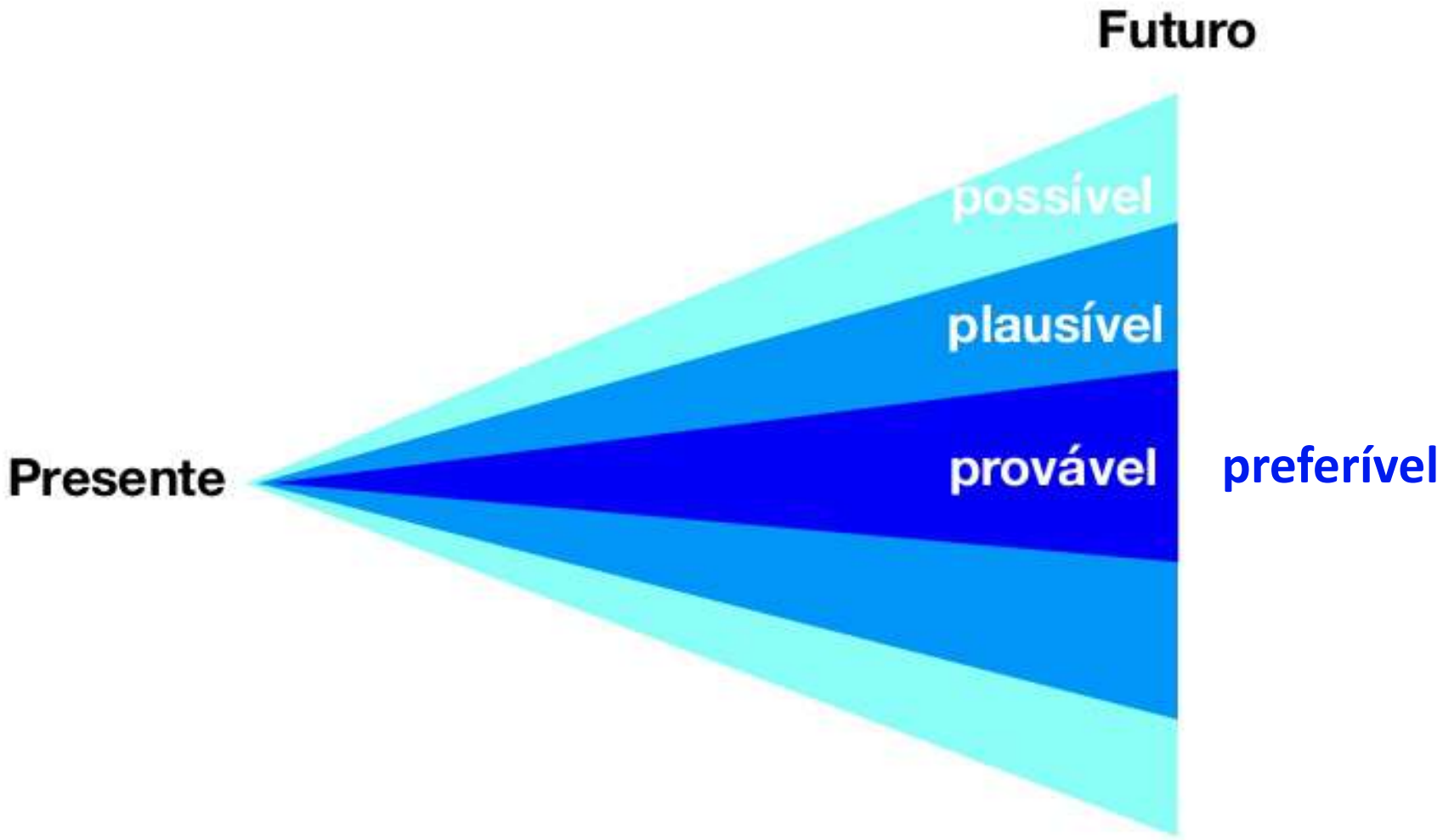
We'll use your health insurance card to verify your insurance and provide an actual price based on your benefits.

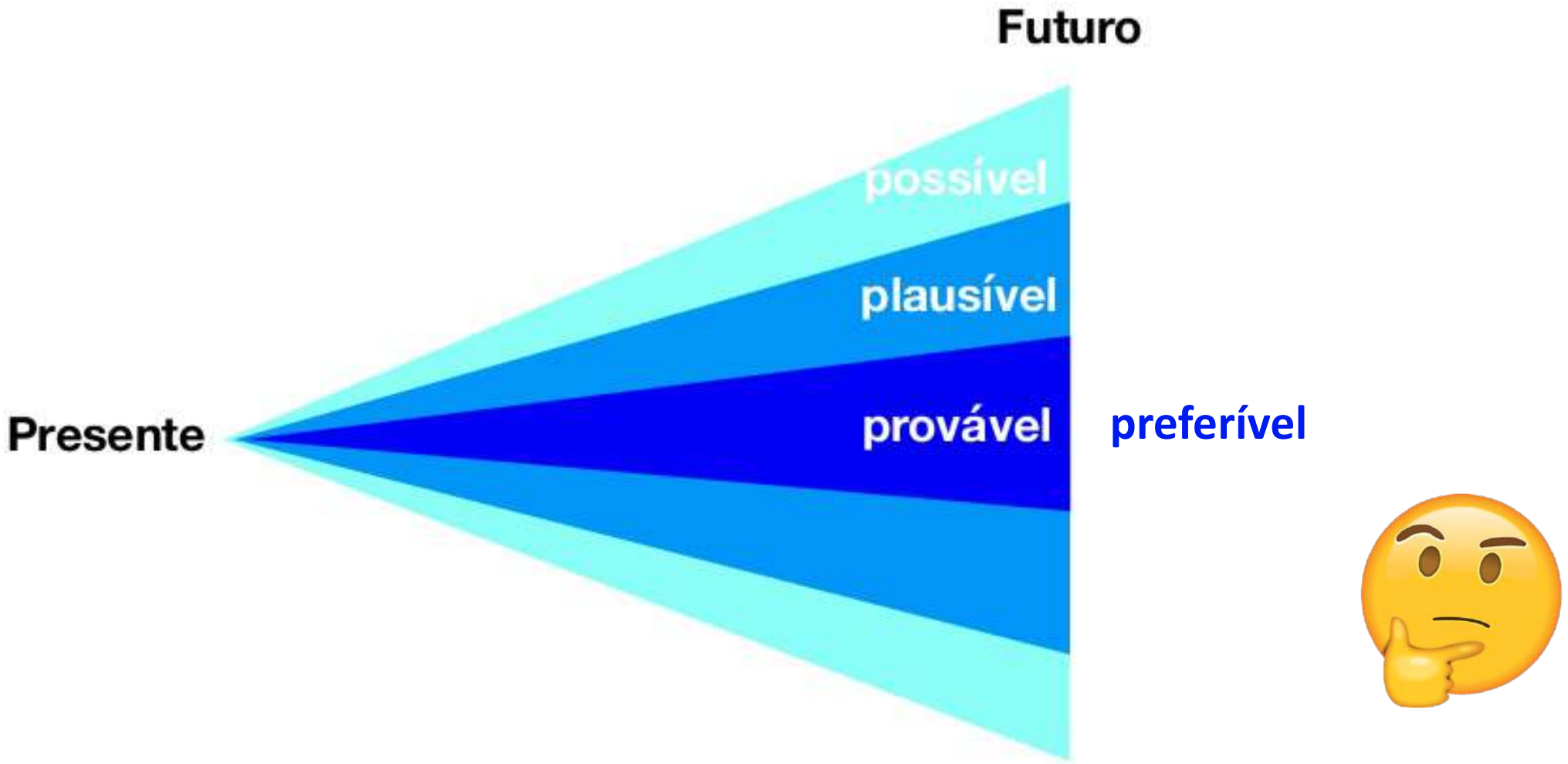
Pick a date, time & location

You'll be notified when the Doctor is on his way at which point you can begin tracking your Doctor's location.

See your Doctor

Receive great care at the comfort of your home or convenience of your workplace.


Futuro
possível
plausível
provável
Presente
preferível


Futuro
possível
plausível
provável
Presente
preferível

Diversidade

Safari File Edit View History Bookmarks Window Help

33% Mon 24 Sep 22:06

diversidade

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cultural | brasileiro | religioso | escola | genero | social | frase | atividade | etnico | mundo | humano | charge | criança | poema | educação infantil

Display a menu

Inclusão

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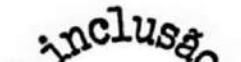
social | escolar | deficientes | atividade | frase | mercado trabalho | esporte | mensagem | pessoa deficiência | educação infantil | criança | surdos | autismo

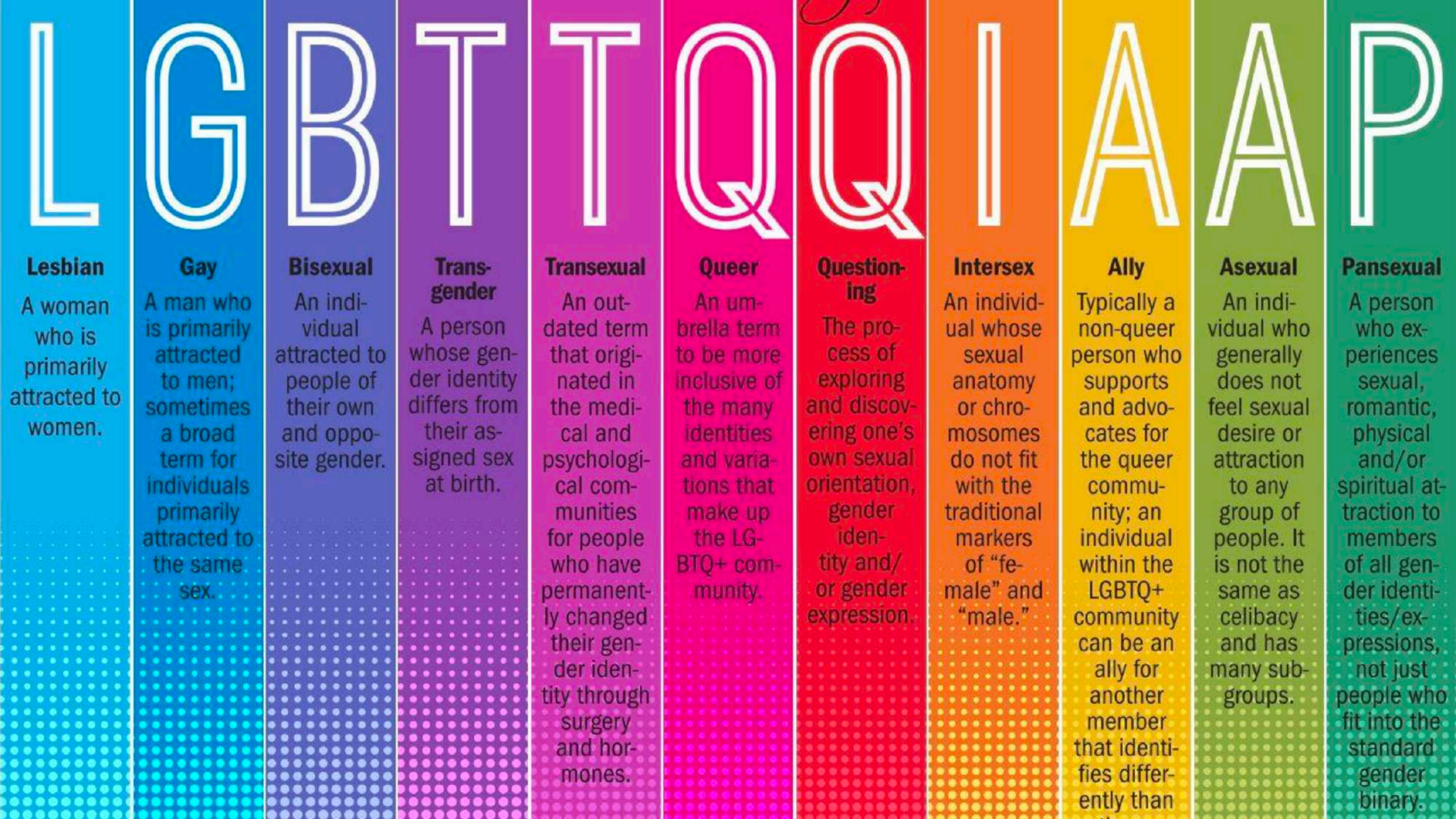


A inclusão é um direito de todos

Display a menu

GLS

LGBT


L
G
B
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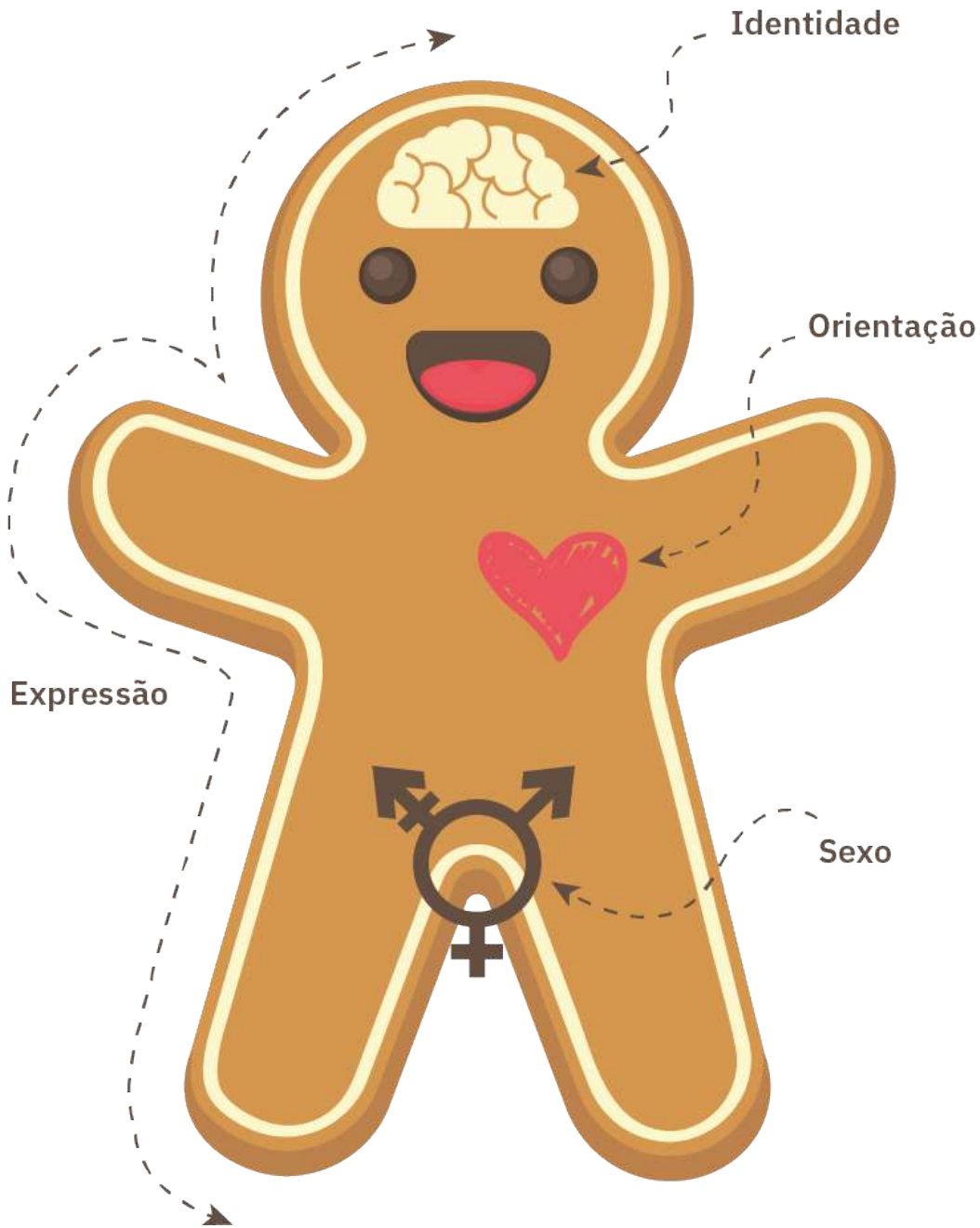
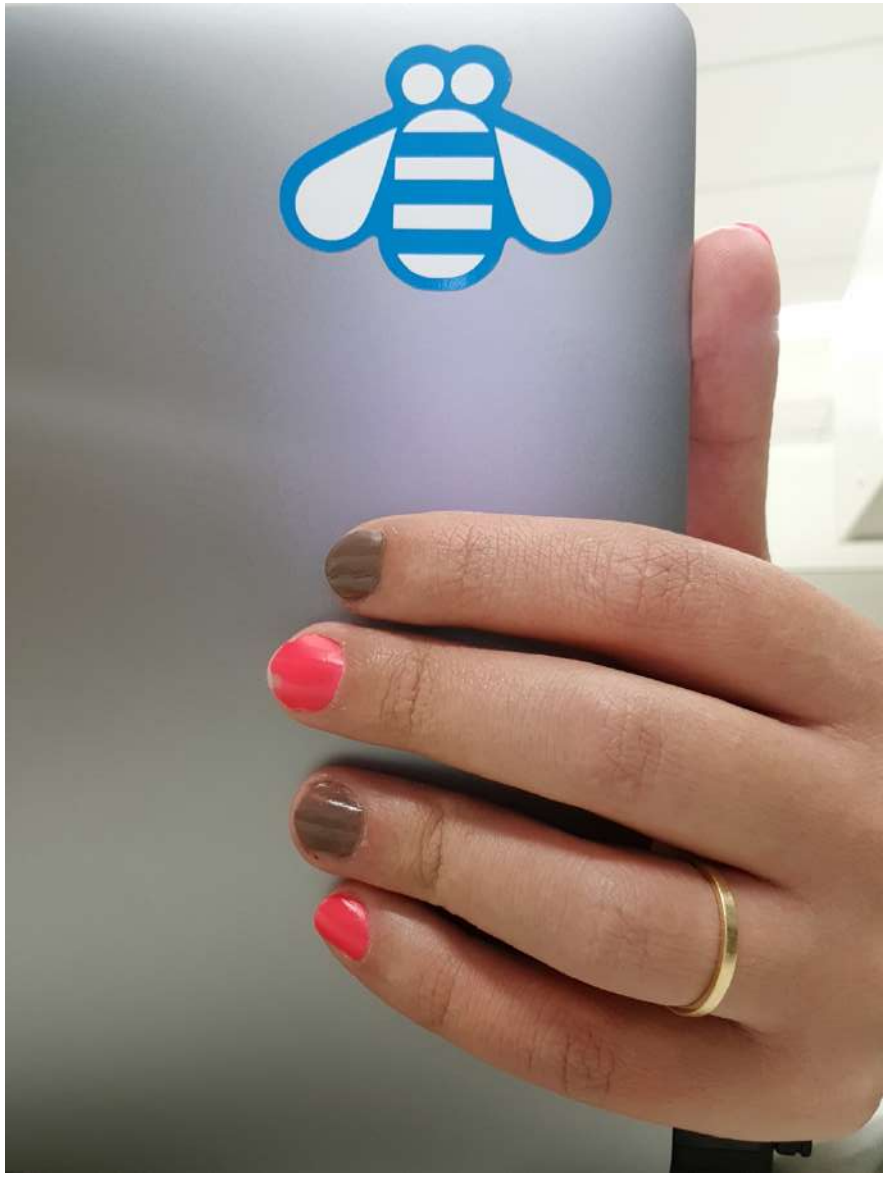
Lesbian
A woman who is primarily attracted to women.
Gay
A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.
Bisexual
An individual attracted to people of their own and opposite gender.
Trans-gender
A person whose gender identity differs from their assigned sex at birth.
Transexual
An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.
Queer
An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.
Questioning
The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.
Intersex
An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."
Ally
Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than
Asexual
An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many subgroups.
Pansexual
A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.


Identidade
Orientação
Expressão
Sexo

Expectativa de vida de uma pessoa Transsexual

35



“Excluir minorias sexuais não é só uma tragédia humana, mas também um custo econômico que as sociedades impõem para si mesmas.”

Jim Yong Kim

Impacto na Saude na India, em 2012

U$ 712mi

23,1bi

Difference between an LGBT employee **salary** compared to straight employee on Europe and US.

11%

What’s the value of being OUT ?

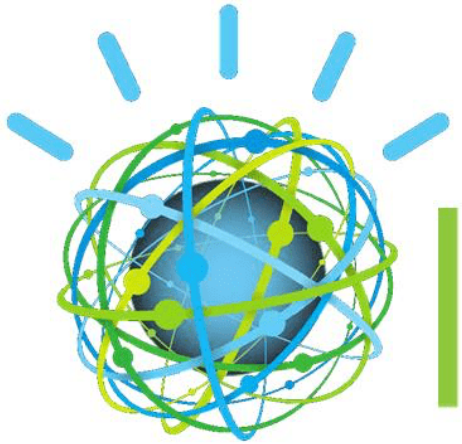
Estar no armario é viver uma vida dupla, é exaustivo

DIVERSITY

For LGBT Workers, Being "Out" Brings Advantages

Aumento de companhias com políticas de apoio LGBT listadas na Fortune 500

85%

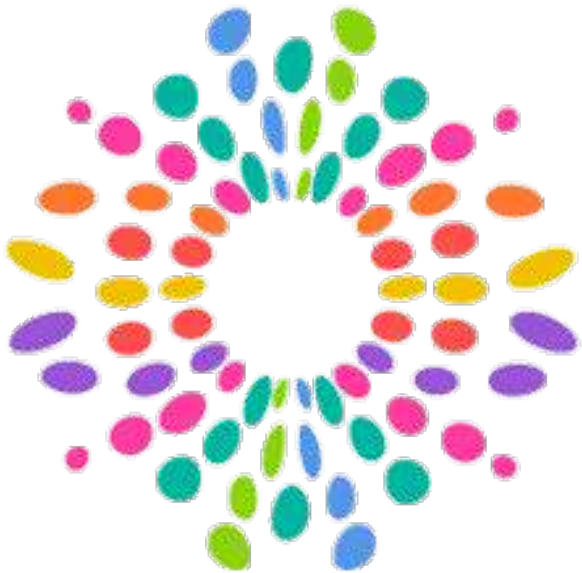


IBM Watson

For Diversity & Inclusion

Consultor SAP
Analista de Testes
VP Systems
US IS Operations
Criador de Propostas
ISS US Operations
CA Technical Solution

you can’t be what you can’t see



Out Role Models

IBM
LEADERSHIP
ACADEMY

badge **LGBT+ Ally Championship Practitioner**?

- reconhecimento por todo o trabalho que o aliado engajado traz para a criação de um ambiente livre de discriminação contra LGBT+