

## VALUE ALL FAMILIES COALITION

### BUSINESS SUPPORT FOR LGBT NON-DISCRIMINATION LEGISLATION HOUSE BILL 300

#### LEVERAGING CORPORATE AMERICA & WORKPLACE POLICIES

- Leading Fortune 100 companies have LGBT friendly policies on discrimination, benefits, and outreach, including: GM, Chevron, Ford, Citigroup Inc., International Business Machines Corp., Hewlett-Packard, Bank of America, J.P. Morgan Chase.
- In a 2008 report about LGBT practices among top grossing companies, 98% of surveyed firms<sup>1</sup> have nondiscrimination policies for sexual orientation; 58% of these employers' non-discrimination policies include gender identity.<sup>2</sup>
- 89% of companies recently surveyed have health benefits for employees with domestic partnerships. Of those 89%, 66% offered these benefits to same-sex couples.
- States with the most headquarters of LGBT friendly Fortune 500 companies include: California, Illinois, New York, Massachusetts, Minnesota and New Jersey<sup>3</sup>
- These 6 states were among the top third of all U.S. states for largest gross state product in 2006. California ranked #1, New York ranked #3, and Illinois and New Jersey were also among the top 10 states with the largest 2006 gross state product.<sup>4</sup>

#### **All 27 Fortune 500 Companies based in Pennsylvania have non-discrimination policies that include sexual orientation**

Air Products and Chem.	Alcoa
AmerisourceBergen	Aramark
Cigna	Comcast
Crown Holdings	Erie Insurance Group
H.J. Heinz	Hershey Foods
Ikon Office Solutions	Jones Apparel Group
Lincoln Financial	Mellon Financial Corp.
PNC Financial Services	PPG Industries
PPL	Rite Aid
Rohm & Haas	Sunoco
Toll Brothers	UGI
Unisys	United States Steel
Universal Health Svcs.	Wesco International
York International	

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<sup>1</sup> Human Rights Campaign: Corporate Equality Index 2008. 16pp.

<sup>2</sup> These include companies in the Fortune 1000, Forbes 200 top private firms, and/or American Lawyer's top 200 law firms.

<sup>3</sup> These states had 10 or more LGBT friendly companies with headquarters located in a given state.

<sup>4</sup> See Bureau of Economic Analysis, [www.bea.gov/regional/gsp](http://www.bea.gov/regional/gsp)

### **Corporate leaders – a voice for fairness and sound economic policy**

These corporate leaders recognize that employee morale and productivity improve in environments where employers show that they value and treat their employees fairly. Indeed, according to a November 2005 Gallup poll, an employee's satisfaction with his or her employer, willingness to stay with the employer, and inclination to recommend the employer to others are all strongly and positively related to the company's diversity policies.

#### ***Microsoft: Steve Ballmer, CEO***

"Diversity in the workplace is such an important issue for our business that it should be included in our legislative agenda. Since our beginning nearly 30 years ago, Microsoft has had a strong business interest in recruiting and retaining the best and brightest and most diverse workforce possible. I'm proud of Microsoft's commitment to non-discrimination in our internal policies and benefits, but our policies can't cover the range of housing, education, financial and similar services that our people and their partners and families need. Therefore, it's appropriate for the company to support legislation that will promote and protect diversity in the workplace."

#### ***Sun Microsystems Inc.: Shari Slate, Chief Diversity Officer***

"Corporate success is driven by the innovative and enterprising spirit of communities of employees. A diverse workforce that represents a variety of perspectives is essential to meeting the demands of our global customers. Companies have a responsibility to provide employees with an inclusive work environment that supports their professional and personal development and rewards them for their contributions."

#### ***Raytheon: Heyward Bell, Chief Diversity Officer***

"Over the next ten years we're going to need anywhere from 30,000 to 40,000 new employees. We can't afford to turn our back on anyone in the talent pool."

#### ***Principal Financial Group: Jim DeVries, Senior VP of Human Resources***

Upon adding gender identity to its nondiscrimination policy (sexual orientation had been included 16 years ago). Creating an inclusive atmosphere is "good for employees, good for customers and good for shareholders. It's smart from a business standpoint, but historically, we do this because we think it's the right thing to do."

#### ***Hewlett-Packard Co.: John Hassell, Director for Government Affairs***

"One word: competitiveness. It's not just a nice-to-do thing. It's a requirement to be successful in the private sector."

#### ***Citigroup: Ana Duarte McCarthy, Chief Diversity Officer***

"GLBT inclusiveness is a critical component of our objective to be the employer of choice, service provider of choice, business partner of choice and neighbor of choice globally."