

# AT&T: Our Commitment to the Lesbian, Gay, Bisexual & Transgender Community

At AT&T, diversity is essential to our culture and business success. We are committed to fostering an inclusive workplace and being an employer, service provider and business associate of choice for the LGBT community.

## A History of Promoting Diversity and Prohibiting Discrimination

- Led the way in 1975 as the first major American corporation to adopt a policy prohibiting discrimination against employees based on sexual orientation.
- Established in 1987, LEAGUE at AT&T (Lesbian, Gay, Bisexual, Transgender and Allies Employees at AT&T) is the oldest Employee Resource Group (ERG) in the nation.
- Adopted in 1998 one of the first domestic partner benefits programs for LGBT employees.

## Diverse Employer

At AT&T, diversity and inclusion will always be top priorities.

- Named one of the “Best Places to Work” by the **Human Rights Campaign (HRC)**, receiving a perfect score since 2004 on the Corporate Equality Index for its fair treatment of LGBT employees.
- Ranked #2 in Diversity Inc’s “Top 10 Companies for LGBT Employees” in 2013.
- Honored in 2013 by the Gay Men’s Chorus of Los Angeles (GMCLA) with the Corporate Voice Award.
- Recognized in 2012 by DiversityBusiness.com #1 in Top 50 Employers.
- Honored in 2011 by the Gay & Lesbian Alliance Against Defamation (GLAAD) with the “Corporate Leader Award.”

## Community Supporter

AT&T is committed to supporting organizations and projects that strengthen the LGBT community.

- Established the “Live Proud” campaign (April-June 2013), inviting the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community and beyond to take part in an effort centered on awareness, empowerment, and most importantly, pride.
- Donates millions of dollars to support LGBT causes including hundreds of thousands in scholarships to college-bound LGBT students.
  - *Provides GED Attainment Scholarships through LEAGUE at AT&T enabling LGBT youth at risk of dropping out of high school the ability to earn an accredited high school diploma.*
  - *Supports GLAAD through various foundation grants including their Digital Platform program.*
- Works closely with the Gay, Lesbian and Straight Education Network (GLSEN) to ensure a safe learning environment for all students.
  - *Contributed to the Safe Space Campaign and the Safe Schools Initiative.*
  - *Honors outstanding young people and their student allies through GLSEN’s Student Advocate of the Year Award and the Gay Straight Alliance (GSA) of the Year Award.*
- Donated tens of millions of dollars and time to HIV/AIDS charities.

**AT&T – encouraging innovation by promoting diversity and inclusion**

