

IBM

IBM's diversity journey commenced in 1899 when we hired the first woman into IBM, and has steadily progressed to make us one of the leading organisations in the advancement of women. We are very committed to this journey and will continue to look for ways to ensure we make our work environment as inclusive as possible.

Mission

One of the key diversity focus areas for IBM in Australia and New Zealand is the Advancement of Women. IBM is committed to recruit, retain and promote the best female staff available and to ensure women remain key to IBM's business success.

Our strategy is to:

- Develop a healthy pipeline of skilled talent
- Implement targeted recruitment
- Ensure the advancement and development of talent
- Retain skilled talent

Focus Areas

We have a comprehensive long-term strategy designed not only to attract female graduates to the company, but to encourage women in Australia and New Zealand to enter IT studies and careers. Through IBM E.X.I.T.E camps and school programs, young women are encouraged to study engineering, IT and science. Business unit targets are also set to increase the proportion of women identified as future leaders. This initiative encourages managers to identify, support and mentor female leaders early on in their career.

Achievements

Over the last several years, we've seen a steady increase in the number of women represented in senior bands. Part time work has also increased, with 34% of our senior women working part time. Our most significant progress was in our consulting practice, IBM Global Services, where the part time population has more than doubled since 2004.

By the end of 2007, 18% of IBM's banded executives were female, demonstrating a steady year on year increase since 2004 (when the figures was at 9.4%). Woman represented 30% of all promotions into first line management, 22% into second line management, and 17% into third line management.

Other ongoing initiatives include:

- Career Development web lectures for women
- Waite Group Top Steps program for women
- Taking the Stage influencing workshop for women
- Springboard early career development program for women
- Mindset workshops for managers on the value that women bring to IBM.
- Annual salary equity reviews by gender to remove possible bias.

Future Plans

While women are equal users of technology, their current under-representation in the industry means they are not making an equal contribution to technological

advancement. This is an area that IBM is actively working to change. Our goal is to be the premier global employer for women — particularly working mothers.

Develop a healthy pipeline for women in technical, leadership and professional roles in the business through internal development and promotion and external hiring:

- Collaborate with WFM to develop healthy female recruitment pipelines

- Collaborate with Talent to advance women

- Build a community to drive the advancement of women

- Deploy equity Reviews (Pay Equity and CEW CEO Toolkit)

Awards

2001, 2002, 2004, 2006, 2007, 2008 - 'Australia's Leading Organisation for the Advancement of Women (more than 500 employees)' Federal Government's Equal Opportunity for Women Agency, Business Achievement Awards.

2004 - IBM ANZ Country GM Phil Bullock, named "Leading CEO for the Advancement of Women 2004" by the Australian EOWA.

Quote from Executive Sponsor

"IBM has long been committed to its Diversity Strategy and understands the importance of matching the workforce with the marketplace. Our focus on making our workplace more inclusive for women has enabled us to achieve some terrific results. With a highly skilled workforce, IBM is focused on attracting and retaining our most valued employees. At IBM we're continuously looking at how we can make our workforce practices more flexible, not only for women but for everyone in the organisation. We all have different needs at different times of our careers, and it's essential that we have policies in place that give our people the flexibility to manage these life changes." Megan Dalla-Camina, Director Strategy A/NZ and Executive Sponsor for Women in the Workforce.