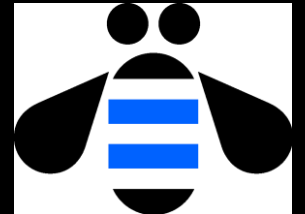


# *Confronting Workplace Inequities in the Time of Remote Work*

## **Global Summit for Women**

*2021 COLLOQUIUM ON GLOBAL DIVERSITY:  
CREATING A LEVEL PLAYING FIELD FOR WOMEN*

September 10, 2021



# Remote Work Impact For Women



Covid has shed light on workplace inequities for women:

- **52%** of remote workers have reported burnout
- Working mothers are **28%** more likely to experience burnout
- There are **2 million fewer women** in the workforce than from November 2020 compared to the prior year
- Only **half** of work from home employees feel their leadership is supportive
  - This further impacts people from various diverse communities

## Help Your Team Beat WFH Burnout

by Bobbi Thomason

January 26, 2021



Source: Harvard Business Review

# How is IBM responding?

- Co-create with Women to understand issues
- Listen to need to prioritize health, wellness and additional benefits
- Provide Career Accelerators for development, visibility, and career velocity
- Provide tools to support productivity, team engagement and new ways of working

## The IBM Work From Home Pledge

*During times of COVID-19*

I pledge to be **Family Sensitive**.

I pledge to support **Flexibility for Personal Needs**.

I pledge to support **“Not Camera Ready”** times.

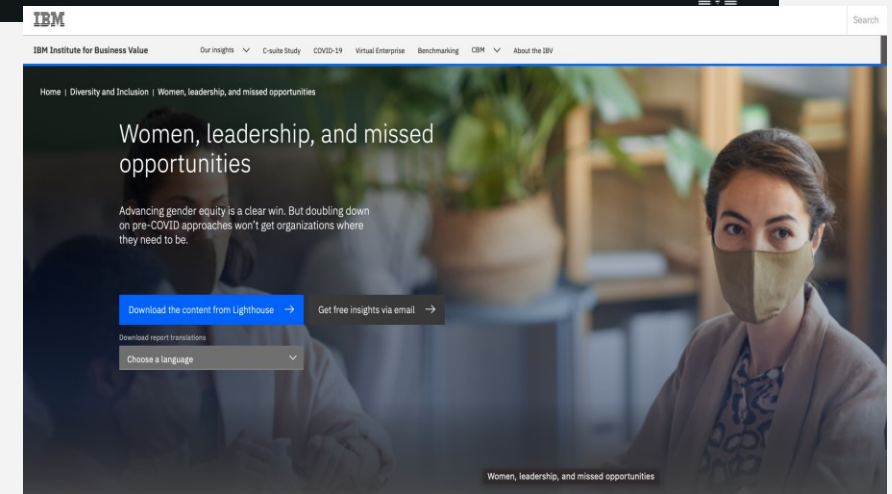
I pledge to **Be Kind**.

I pledge to **Set Boundaries** and **Prevent Video Fatigue**.

I pledge to **Take Care of Myself**.

I pledge to **Frequently Check In** on people.

I pledge to **Be Connected**.



Source: IBM IBV Women's Study, March 2021

# Virtual Environment to Support Remote Workforce



## Home Office Environment

- At home office set-up was critical for success
- Quarterly stipends for office equipment



## Mental Health & Family Benefits

- 24/7 EAP
- Access to mental health services, for no charge or low-cost
- 20 days Emergency Care Leave for family
- 20-34 days Emergency Daycare on-site or at home
- 30 days discretionary time from manager
- Resources for Living
- IBM Virtual Wellness Center



## Diverse Abilities or Medical Tools & Resources

- Screen readers
- Voice annotation
- Noise cancelling headphones
- Other equipment and tools for diverse abilities
- Medical driven accommodations

# Ways We are Keeping Teams Engaged



## Software Tools



## Virtual Team Building Activities



# How IBM is Preparing for “Return to Work”



The health and safety of IBMers, partners and clients remains our top priority.

## Workplace Requirements

- ✓ Required Vaccines for all
- ✓ Digital Health Pass download via Apple and Google Play
- ✓ Only can work at site assigned
- ✓ Site-checkin & current health status

## Changes To Guidelines

- ✓ Local pandemic conditions cannot outweigh our offices' clinical threshold
- ✓ Will scale where vaccine rates are high and COVID rates are low
- ✓ Follow local country/city guidance

## Leadership/Champions

- ✓ Starting with leadership first
- ✓ Employee volunteers will follow, encouraging their colleagues to join
- ✓ As conditions improve/decline determine capacity

## Workplace Engagement

- ✓ Masks required
- ✓ Social distancing observed
- ✓ No hand shaking
- ✓ Frequent sanitization
- ✓ Food trucks
- ✓ No common areas open

# What's next?

*5 things you can do to be intentional around D&I goals.*

1. Bold ideas & Commitment
2. Insist on making room
3. When in crisis, Identify Interventions
4. Accelerate change through AI, Data, & Analytics
5. Create a culture of intention to foster inclusion & inclusive behaviors



<https://www.ibm.com/thought-leadership/institute-business-value/report/women-leadership-2021>

