

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

At AT&T, we are committed to fostering an inclusive workplace and being the LGBT community's employer, service provider and business of choice.

A History of Promoting Diversity and Prohibiting Discrimination

- In 1975, AT&T became one of the first major American corporations 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 LGBT Employee Resource Group (ERG) in the nation.
- Adopted in 1998 one of the first domestic partner benefits programs for LGBT employees.
- In 2006, we were one of the first U.S. corporations to offer Transgender-inclusive health care benefits.
- In 2014, AT&T worked with the National Gay & Lesbian Chamber of Commerce (NGLCC) and others to help pass a California law that requires public utilities to extend procurement and contracting opportunities to certified LGBT business enterprises.
- In 2015, AT&T was one of hundreds of employers who signed onto a "friends of the court" brief at the U.S. Supreme Court to support the business case for marriage equality.
- We have joined others in the business community to oppose laws that permit discrimination against any of our employees or customers in conflict with our core diversity values.

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) for the 12th consecutive year, receiving a perfect score from 2004-2016 on the Corporate Equality Index for its fair treatment of LGBT employees.
- Ranked #6 in DiversityInc's "Top 10 Companies for LGBT Employees" in 2016.
- Named one of the top 30 Best of the Best corporations committed to inclusion across all communities, including LGBT, people of color, women and people with disabilities, by the NGLCC and the National Business Inclusion Consortium (NBIC) in 2016.

Community Supporter

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

- Established the annual "Live Proud" campaign, inviting the LGBT community and beyond to take part in an effort centered on awareness, empowerment and most importantly, pride.
- Ongoing financial support to LGBT causes including scholarships to LGBT college-bound high school seniors through the LEAGUE Foundation program.
- Supports initiatives that promote safety and inclusion for LGBTQ youth, including HRC's Time to Thrive conference for education professionals, The Trevor Project's *TrevorText* suicide prevention and crisis intervention service, and GLSEN's work to ensure a safe learning environment for all students.
- Through funding and employee volunteering, supports various HIV/AIDS charities, including Broadway/Cares Equity Fights AIDS, SF AIDS Foundation, and AMFAR.
- During the 2014 Sochi Olympics, we stood with the HRC and others to speak out against Russia's anti-LGBT laws and, in 2015, we joined the HRC Global coalition and the Open for Business coalition promoting equality around the globe.

At AT&T, Every Voice Matters

