

BETTER LATE THAN NEVER, A CASE OF IBM

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ABSTRACT

“I fundamentally believe that as we continue to uphold the values of diversity, inclusion, and equity, we will make IBM a better and stronger company.” (Arvind Krishna, CEO, IBM). Dickens, the Chief D & I officer of IBM was going through the feedback from the employees as regards the D & I practices in IBM. One of the remarks caught her attention. “I don’t feel like I need to hide anything about my identity here and it’s really nice”, the transgender employee wrote. Dickens felt elated that people can be their authentic self in IBM. IBM had come a long way in its D & I initiatives and practices. All employees including transgenders feel comfortable to work in IBM.

KEYWORDS: *Transgenders, Potential, Diversity, Identity, Collaborative, Diversity, Emphasized, Aligning.*

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