

Salesforce: Outforce



PROGRAMS & ALLYSHIP

Salesforce has implemented programs that strengthen support for the LGBTQ+ community and foster a more inclusive work environment.

Commitment. Salesforce committed to 50% of the U.S. workforce being made up of underrepresented groups, including LGBTQ+ employees, by 2023 -- and the company reached that goal one year early.

Community. Outforce, one of the largest Equality Groups, brings together LGBTQ+ employees and their allies. There are 8,700 Outforce members, across 38 chapters - including ones in Japan and India, the latter with a history of anti-gay laws.

Pride. Every year, Outforce leads Salesforce's global participation in Pride marches, parades and events. In 2022, many parades are taking place in person for the first time since the start of the global pandemic, with Outforce events taking place in cities including Barcelona, Denver, Dublin, Mexico City, New York, and more.

Allyship. Salesforce has introduced employee policies and resources that help create a more inclusive work environment, including:

- Gender pronoun badges and gender neutral bathrooms at Salesforce offices and events.
- Gender Transition Guidelines to provide information and guidance designed to support employees and educate teams during a gender transition.
- Internal Transgender Working Group, co-chaired and led by trans employees at Salesforce, which meets monthly to identify and address issues important to the transgender and gender non-conforming community.

BENEFITS

Salesforce is committed to implementing LGBTQ+ inclusive policies, practices and benefits.

Gender Inclusive Benefits: Last year, after listening to its LGBTQ+ community and consulting with Outforce, the company went to work on a set of safe and accessible new benefits to support the unique needs of the global transgender and non-binary community. This included gender affirmation medical reimbursement, gender affirmation leave, wardrobe reimbursement, legal fee reimbursement, counseling services, and more.

Inclusive Health. Salesforce has introduced Included Health, a comprehensive health platform service for the LGBTQ+ community. Included Health is a concierge service that connects employees to high-quality providers who understand the unique needs of the LGBTQ+ community.

The company offers fertility benefits to support all families, including surrogacy reimbursement up to \$10k, and transgender medical coverage that follows WPATH Standards of Care.

Self-Identification. Salesforce offers employee options for voluntary self-identification in its workplace systems, including sexual orientation, gender identity, and pronouns to help build awareness, understanding, and inclusion within the company.

ADVOCACY

Salesforce stands firmly against discrimination and has a proud history of advocating for LGBTQ+ equality. For seven years, Salesforce has been directly advocating for the U.S. Congress to pass the Equality Act, to provide the community with protection under the law, no matter where they live. The company is also a leading corporate member of several coalition groups, including the Human Rights Campaign, Freedom for All Americans, America Competes, and Texas Competes - fighting for LGBTQ+ rights.