Our Mission

The mission of \textit{EQUAL!} is to advocate a work environment that is inclusive and supportive of gay, lesbian, bisexual, and transgender employees—enabling all employees to perform to their fullest potential. \textit{EQUAL!} is a resource serving our customers, shareholders, colleagues, families and the global community in which we work and live.

\textit{EQUAL!} commits to advancing change that will help people respect and value differences, thus allowing employees to achieve the corporate vision.

\textbf{EQUAL! brings value to Alcatel-Lucent and its employees by:}

- Sponsoring educational programs on gay, lesbian, bisexual, and transgender issues. Education is the single most important factor in assuring that gay, lesbian, bisexual, and transgender employees feel safe in their work environment.
- Creating a more productive and comfortable work environment for all employees regardless of their sexual orientation and gender identity or expression.
- Providing support and advocacy for Alcatel-Lucent employees, together with their families and loved ones, in issues regarding sexual orientation and gender identity or expression.
- Assuring a positive image of Alcatel-Lucent in the gay, lesbian, bisexual, and transgender community and press through participation in community events.
- Maintaining and enhancing vendor and customer relationships in a diverse marketplace.

\textbf{A Brief History of EQUAL!}

\textit{EQUAL!} dates back to the early 1980’s when a group of employees at AT&T met to discuss workplace issues for gay and lesbian employees. When Lucent Technologies was formed from AT&T, \textit{EQUAL!} was created in 1996 to continue the great work started at AT&T. Since 2007, \textit{EQUAL!} continues as an employee business partner at Alcatel-Lucent.
The Safe Space Symbol

EQUAL! developed the Safe Space symbol to designate “safe spaces” in the workplace. The pink triangle is a widely-recognized symbol of gay pride and liberation, but its origins are in oppression. Homosexuals were among those persecuted in Nazi Germany; they were arrested, placed in concentration camps, and targeted for extermination. Just as Jews were forced to wear a yellow Star of David, homosexuals were identified by pink triangles.

Today the pink triangle serves as a reminder of that suffering: a symbol of struggle, remembrance, and pride. The green circle, an international symbol of acceptance, surrounds the pink triangle.

Displaying a Safe Space magnet in your workplace creates feelings of comfort, teamwork, and acceptance, and leads to increased engagement of all employees.

Organization

EQUAL! consists of a global board and local chapters. Membership is open to any person who supports the vision and mission of EQUAL! and who is employed at or retired from Alcatel-Lucent or its subsidiaries or predecessors. EQUAL! is a recognized employee business partner and has the support of Alcatel-Lucent corporate diversity officials.

EQUAL! is a 501(c)3 organization and is recognized by the United States government as a tax-exempt charitable organization.

Resources

EQUAL! is a central source for information on gay, lesbian, bisexual, and transgender workplace issues. EQUAL! courseware and trainers are available for presentation at Alcatel-Lucent locations. Resources including books, pamphlets, and videos are available for loan. Additionally, EQUAL! acts as a referral agent to company support services and complaint handlers, and to community and service groups.

Privacy

Since some members of EQUAL! may not feel comfortable being “out” in the workplace, membership lists remain private. All members agree to maintain the privacy of other members in the organization.

EQUAL! is an education and support group that addresses workplace environment issues affecting gay, lesbian, bisexual, and transgender employees and their friends and families at Alcatel-Lucent.