

IGT Diversity & Inclusion Year In Review 2019



Diversity & Inclusion
The Power of We



“We are determined to create a culture that is fair and inclusive, demonstrating that all of our employees are valued and respected. We want our entire workforce to feel engaged in the Company’s brand blueprint and values. Every member of the executive leadership team is committed to this vision.”

— Marco Sala, Chief Executive Officer, International Game Technology PLC



At IGT, diversity and inclusion is not an initiative. It is not a project. It is what we do and who we are.

Our D&I purpose clearly supports our core Company beliefs: IGT is committed to creating a fair and inclusive culture that values unity, diversity, and belonging in our people, players, customers, and communities.

We are proud of what we’ve accomplished in 2019 to promote a culture of diversity and inclusion. We’re sharing highlights from the year to show how far we’ve come as a Company, working together to embed and exemplify Diversity & Inclusion principles and practices.

An Award-Winning Year

Click on the links below to learn more about the awards we won in 2019.

- [Women in Gaming – Diverse & Inclusive Team of the Year award \(WIN with IGT: Las Vegas\)](#)
- [Providence Business News – 2019 Healthiest Employer \(based on inclusive practices\)](#)
- [Casino Beats – Pride of Gaming Award \(for ongoing commitment to workplace diversity and inclusivity\)](#)

And we were honored to be invited to sit on the [BSI Workplace Code of Practice Steering Group](#).

Leadership in Action

Starting at the end of 2018 and extending through 2019, we provided an educational program focused on inclusion to all IGT leaders at the vice president level and above.

We also offered anti-harassment education to employees worldwide.

Engaging Our Global Stakeholders

We never miss an opportunity to take our D&I story on the road. In 2019, we offered customers and stakeholders a window into D&I at IGT by presenting at several conferences and meetings, including:

- North American Association of State and Provincial Lotteries (NASPL) Professional Development Seminar, Phoenix, AZ
- ICE London
- NASPL Directors Dialogue in Richmond, VA
- Global Gaming Expo (G2E) in Las Vegas, NV
- NASPL 2019 in Little Rock, AR
- The International Association of Gaming Advisors (IAGA) Summit, Half Moon Bay, CA
- Advancing Workplace Excellence conference and breakfast series, Warwick, RI
- Harvard University Faculty of Arts and Sciences Diversity Dialogue, “Achieving Greater Workplace Equity for LGBTQ Employees”
- Providence Business News D&I Summit
- Perspektywy Women in Tech Summit in Warsaw, Poland
- The European Lottery/World Lottery Association Responsible Gaming Seminar in Dubrovnik, Croatia

Finally, Kim Barker Lee, our Vice President, Diversity & Inclusion was profiled in Facebook’s [#SheTalksGames](#) campaign.



I love that the industry is actively seeking different perspectives and viewpoints when we deliver products and solutions and solve problems. I also love that because of the need to constantly innovate, we are continuously learning new skills and expanding capabilities. I joined the Company as a lawyer with no background in gaming, and established an expertise that I was then able to leverage in an entirely new role as the vice president of diversity and inclusion, and I am still learning and growing each day that I come to work.”

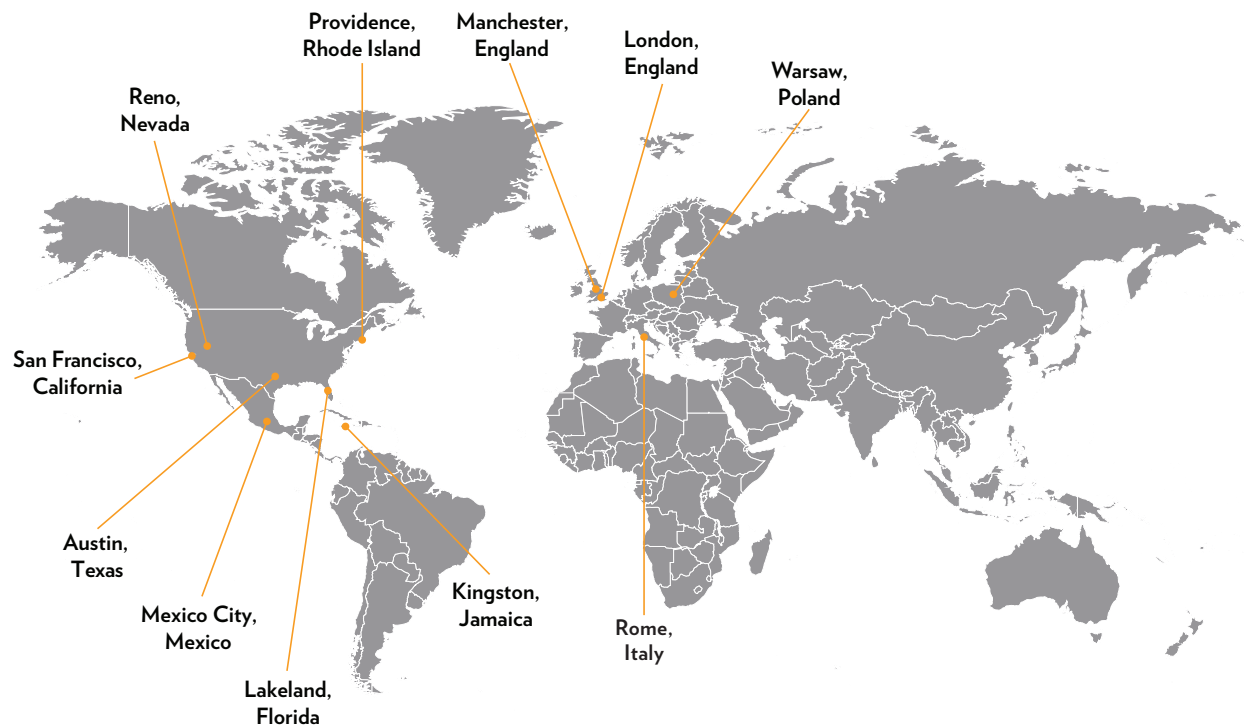
—Kim Barker Lee



Engaging Employees

A key element of our Company D&I strategy is engaging as many employees as possible, meeting employees where they are on the diversity and inclusion spectrum today so that IGT can reach its full D&I potential in the coming years. An effective way to connect with employees and hear their insights into D&I, as well as understand where they would like D&I to go at IGT, is through employee presentations and listening sessions.

In 2019, we held sessions in the following cities:



In addition, the Mexico City event was webcast to all IGT employees in Latin America, while the Jamaica event was shared with all employees in the Caribbean.



Supporting Community Causes

One of the pillars of our D&I strategy focuses on engaging and supporting communities. Here is a sample of organizations we supported in 2019:

- Austin Gay & Lesbian PRIDE Foundation
- Haskell Indian Nations University
- Higher Ground International
- National Association for the Advancement of Colored People (NAACP)
- Nevada Women's Fund
- Orlando Youth Alliance
- Progreso Latino
- Spirit of Sovereignty Foundation
- TGI Network of Rhode Island
- United National Indian Tribal Youth (UNITY)
- Youth Pride, Inc.

D&I by the Numbers

IGT is committed to creating a fair and inclusive culture that values unity, diversity, and belonging in our people, players, customers, and communities. To do this, we believe our employees must reflect the communities we operate in. The charts below show IGT's percentage of women and people of color (U.S. only) as of Dec. 31, 2019. We are continuously working to improve the overall representation of women, people of color and other underrepresented groups.



69% Men

31% Women



67% White

33% People of Color



Can You Dig It?

Our Diversity & Inclusion Groups (DIGs) are employee networks structured around underrepresented dimensions of diversity. They're open to all employees, regardless of identity or group affiliation, and they provide engagement and development opportunities. In 2019 we had four DIGs with 10 chapters, and by the end of the year, two new groups began preparing to launch in 2020. >50 at IGT will focus on breaking down barriers and stereotypes related to our colleagues over the age of 50. ACE at IGT stands for Advancing Cultural Education, and is committed to advancing people of African descent within the gaming industry.

Existing DIGs are:

Military Veterans^{at} IGT

Launched in November 2019, our Military Veterans DIG participated in the annual WaterFire Veterans event in Providence, Rhode Island.



PRIDE^{with} IGT

PRIDE with IGT raised rainbow flags in four major IGT office locations to celebrate 2019 Pride Month. Pride members joined celebration events in Mexico City, Mexico; Rome, Italy; Providence, Rhode Island; Reno and Las Vegas, Nevada; Austin, Texas; and Lakeland, Florida. Notably, Renato Ascoli, CEO, Global Gaming, added pronouns to his signature block, as did many employees throughout all levels of the organization. Here's what Renato shared with leaders in the North America region about the significance of this move: "If, as IGT leaders, we begin listing our personal pronouns, it will help to normalize the practice. This is a relatively simple step that will clearly demonstrate our support of employees of all genders and further our goal of making certain everyone at IGT feels welcomed and appreciated."

SuperAbilities^{at} IGT

The Italy chapter of SuperAbilities at IGT launched in March 2019. Throughout the year, employees came together to learn about visible and invisible disabilities, engage in community events, address structural barriers, and even venture out for a "dining in the dark" evening designed to help diners relate to the experience of community members with limited or no sight. Just nine months after the launch in Italy, we established our global chapter on Dec. 3, 2019, the International Day of Persons with Disabilities.



WIN with IGT

WIN (Women's Inclusion Network) was launched in April 2018 through the creation of WIN with IGT's Las Vegas chapter.

Less than one year later, on March 8, 2019, we celebrated International Women's Day with a global employee webcast from Rome. The panel was moderated by Vice President for Diversity & Inclusion Kim Barker Lee and included Senior Vice President of Global Brand, Marketing, and Communications Wendy Montgomery and Vice President of Business Development, Asia Pacific, Vanessa Chan. Employees from all over the globe participated. We also used that auspicious occasion to launch the Italy chapter of WIN with IGT.



Much more happened for WIN with IGT, as WIN with IGT: Las Vegas created the Company's first peer-mentoring circles. We then launched chapters in Reno, Rhode Island, and Latin America. Rhode Island and Reno members of WIN with IGT added Comfort Zone parking for employees who might need to park closer to the building. WIN with IGT is going strong!

“My son is the reason I got interested in making a difference for our LGBTQ+ community. I wanted to contribute to creating a more inclusive work environment. If you are passionate about a community, start a DIG. We have a wonderful Diversity & Inclusion team that has the formula for starting new groups.”

— Ana Coronel, Vice President, Organization, Transformation and Global Services, Providence;
member, PRIDE with IGT

“I thought if I declared my condition, I wouldn't be able to achieve anything in my life, that managers wouldn't be counting on me, and that they'd think of me as a problem to be solved — not a talent to be used.”

— Raffaele Frumenti, Quality Supervisor, Rome;
member, SuperAbilities at IGT

“There are a lot of misconceptions around people with disabilities. As a physically disabled person, I have learned that we always need to look at the abilities we have and never those we miss.”

— Stella Biccini, Betting Product Development Marketing, Rome;
co-chair, SuperAbilities at IGT: Italy



Diversity & Inclusion Councils

The Global D&I Council worked to ensure that diversity and inclusion efforts are well-coordinated and supported by executives worldwide. The council sets our strategic focus, reviews D&I activities, brainstorms initiatives, and shares D&I progress from offices across the globe. In 2019, we added four regional D&I councils – EMEA, Asia Pacific, Italy, and Latin America and Caribbean – to strengthen and perpetuate the work of the Global Council.

Celebrating Diversity!

What a wonderful year we had recognizing and celebrating diversity in the multitude of ways it is manifested throughout IGT. While shared backgrounds, interests, and cultures might bring us together, it is our differences that keep us together – and keep innovation at the heart of our Company.

Highlights from the D&I 2019 calendar included:

- International Mother Language Day – February
 - Employees shared the languages they speak, creating videos to share their skills
- International Women's Day – March
 - A few of IGT's women leaders shared their paths to and definitions of success
- World Day for Cultural Diversity Dialogue – May
 - Five locations engaged in guided dialogue about cultural identity and difference
- Juneteenth celebration in Las Vegas – June
 - Attendees commemorated the effective end of slavery in the United States
- LGBTQ Pride Month – June
- Tribal culture and business appreciation event in Reno – October
- International Day of Persons with Disabilities – December
 - Launched SuperAbilities at IGT

Meet the Office of Diversity & Inclusion



Kim Barker Lee,
Vice President



Stephanie Huckel,
Senior Global
Program Manager



Malida Khim,
Diversity &
Inclusion Specialist



Emanuela Corsi,
Talent & Inclusion
Lead, Lottery



Michelle Saunders
Talent & Inclusion
Lead, Gaming

