

# EXCELSIOR:

Supercharge Your  
Talent



2017 Joint ERG Summit  
& Elevate Forum

ELEVATE



**Ruchi Jalla**  
Chief Diversity & Inclusion  
Officer, BAE Systems, Inc.



## Even When It Hurts

Ruchi Jalla  
Chief D&I Officer  
BAE Systems, Inc.



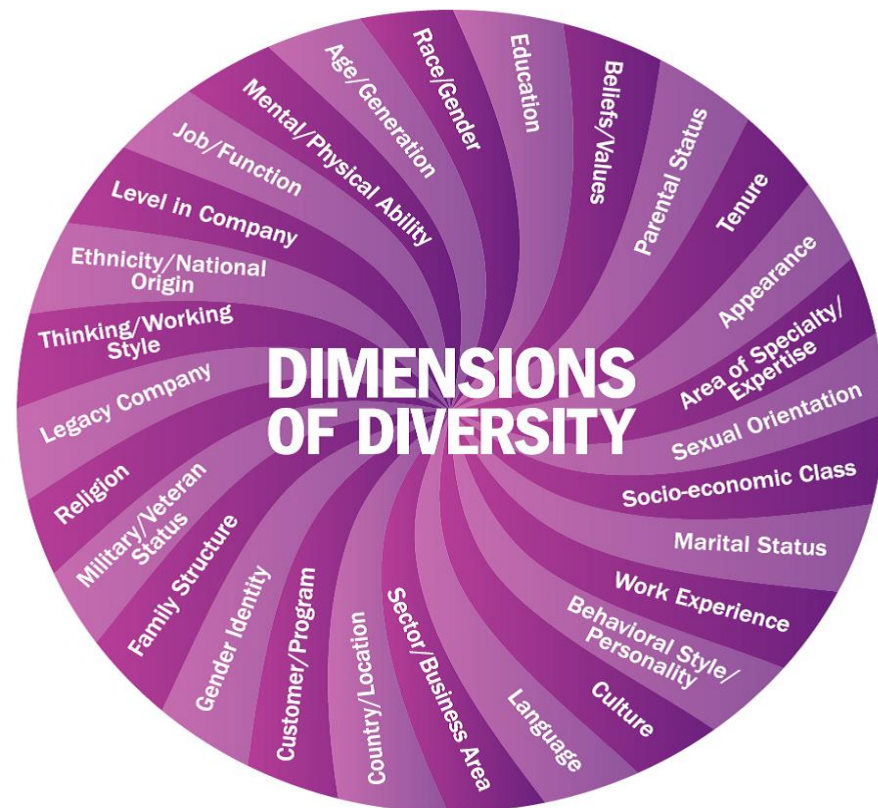
## DIVERSITY AND INCLUSION AT BAE SYSTEMS

**I am...**

a mother AND  
a wife AND  
a big sister AND  
a music lover AND  
an avid reader AND  
an ally AND  
a Kashmiri Pandit AND  
a proud Canadian AND  
a proud American AND  
a world traveler



**I am Ruchi Jalla**





## The Valley of Kashmir



## Colorism

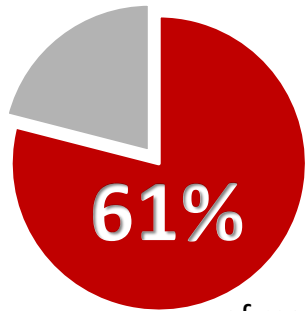
Darker skinned people are more likely to be discriminated against across the globe.

Skin-lightening is a multi- billion dollar industry in Asian countries, where 4 in 10 women in Hong Kong, Malaysia, the Philippines, South Korea and Taiwan admit to using such products.

The skin-lightening cream market in India has been growing at 18% per year, and in China, it comprises 71% of the total skin care market.



## Hiding In Plain Sight



of respondents reported feeling the need to downplay their differences as a survival mechanism in the workplace—

*covering*

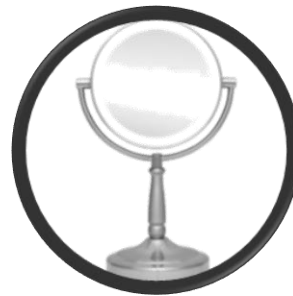
**Covering** negatively impacts:

- One's Perception of Opportunities Available
- Commitment & Dedication to organization

## Four Dimensions of Covering

### Appearance

*"I don't use my cane if I can avoid it."*



### Advocacy

*"I try not to make gender an issue at all."*



### Affiliation

*"I don't discuss news or events about race or Black figures."*



### Association

*"I don't want people to define me as an Asian, so I've been hesitant to participate in activities geared toward the Asian community."*



## Considering Responses to Tragic and Traumatic Events

### Do:

- Acknowledge the event
- Appreciate a wide spectrum of responses
- Attend to those who are coping

### Don't:

- Assume agreement or willingness to discuss
- Monopolize while trying to empathize
- Forget the “why”

### Love Conquers Hate

Monday, June 13, 2016



**Lisa Elliott, Proposal Coordinator (I&S)**

**President, OutLink ERG**



This past weekend  
Systems employee  
marched in Pride p  
D.C., and Boston. I

### "Love Conquers Hate"

Many BAE Systems employees expressed deep sadness following the tragic shooting at Pulse Nightclub in Orlando on June 11. In an internal blog post for fellow employees, Lisa Elliott, president of OutLink, responded to the tragedy after participating in the DC Pride Parade:

"In the blink of an eye, the joy of the day was taken away. A lone gunman killed and wounded numerous people in an LGBT nightclub in Orlando early Sunday morning...I am heartbroken for those who lost their lives and were wounded. As the mother of a gay son, as the friend and relative of gays and lesbians, and as a human being, this is why I do what I do at BAE Systems and in my everyday life. LGBTQ equality is important. I am an ally, and I will speak out!"



Elie Wiesel

*“The opposite of love is not hate,  
it’s indifference.”*

*—Elie Wiesel*



Even When It Hurts

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# Thank you, Ruchi Jalla!



**ELEVATE**  
Don't Wait. Elevate.