

## Why Black History Month Matters

During Black History Month, IBM is taking steps to recognize our legacy of forward thinking and racial inclusion and to highlight some of the Black IBMers who are making important contributions to our business and the world.

Black History Month dates back to 1926, when historian Carter G. Woodson created “Negro History Week” to celebrate the achievements of Black Americans and coincide with the February birthdays of Abraham Lincoln (February 12) and Fredrick Douglass (February 14). By 1970, the celebration had evolved into Black History Month, with President Gerald Ford encouraging the observance as part of America’s Bicentennial Celebration of 1976. Today Canada, Germany, Ireland, The Netherlands and the U.K. join the U.S. in celebrating Black History Month.

Throughout February, initiatives across IBM will highlight and celebrate diversity and inclusion within our company and communities. We will share perspectives on issues that matter to all of us, and we will profile IBM researchers and others who are making a difference and a positive impact in their own ways.

Recognition and celebrations matter for all who comprise a community of colleagues. They give each of us an impetus for reflection, regardless of our heritage. And we can learn about ourselves by learning about each other.

We invite you to join IBM in recognizing and embracing Black History Month, our employees, and workplace diversity.

