



**dismayed
at letters**

In my 16 years at HP I have always enjoyed *MEASURE*, and now, *invent* magazine. The many dimensions of HP that are covered have always been terrific and informative.

Now for the "however" part...

Over the years, there have been letters that have conveyed strong negative responses to any story with content about sexual orientation. I have always been dismayed at these letters, but perhaps even more upset that these letters are printed in our HP magazine. At least the letters could be followed up with an HP response underlining HP's non-discrimination policies.

Those negative letters are talking about me and many other valuable HP employees. I don't really think that that kind of prejudice deserves that type of public HP air time.

—DEBBIE EPSTEIN
VANCOUVER, WASHINGTON

There's a lot of latitude in what's offensive and negative. We've tried to reflect the range of reactions to invent articles, even comments that we might disagree with personally.—Editor

poster child for change

I just wanted to let you know that I thought the article "pied piper of change" was terrific. It gave a concrete example of how a "radical" can actually thrive at HP. The fact that Barbara Waugh is female, openly gay/lesbian, nontechnical and yet can be so effective within a huge group of labbies is informative.

Carly Fiorina said: "Invention requires creativity; creativity requires true diversity. If we are to succeed, we must become a role model of inclusion." I think Barbara stands as a poster child for how diversity and fighting for positive radical change helps HP succeed.

—ERIC TSUCHIDA
CUPERTINO, CALIFORNIA





taking a risk

Thank you for the recent article covering the work of Barbara Waugh and for including her family as part of the story.

It's great to see *invent* reporting not only the business side of HP but also openly and honestly presenting the diversity of our employees. I applaud your decision to publish the article.

Please continue to take these risks and keep up the great work!

—SCOTT TRIMBER
CUPERTINO, CALIFORNIA

a real hp asset

Wanted to let you know that your article on Barbara Waugh was wonderful. That's the way to highlight a real HP asset! Reading this kind of thing in today's environment really helps motivate me to be the best I can be every day and truly "show up."

Thank you for the inspiration.

—CYNTHIA PARKER
VANCOUVER, WASHINGTON

a wonderful place to work

Thanks for printing the wonderful story in the last *invent* magazine about Barbara Waugh. What a wonderful, powerful image to see that HP honors all families and that they are encouraged and appreciated at work!

So often we are saturated with images of the typical "Ozzie and Harriet" home environment that we some times begin to loathe other wonderfully enriching, stimulating, active and powerful people who we call family.

Please, keep up the excellent writing in showing the world that HP is a wonderful place to work—for all of us!

—KRISANN SMITH
CORVALLIS, OREGON

up a notch

I was absolutely delighted to read about Barb Waugh in the latest *invent*! How completely wonderful to highlight her work and values—it pulls everyone in the whole company up a notch. One can feel her incredible positive spirit coming through! All along as I was reading the article, I kept thinking—HP is so very fortunate to have Barb as a part of the corporate soul. And I loved the picture of her family.

Thank you, *invent*, for a great article.

—ESTHER HEWLETT
PALO ALTO, CALIFORNIA

hats off

Talk about celebrating diversity! Thank you so much for the inspiring article on Barbara Waugh. I am inspired not only by her many accomplishments, but also by her courage in sharing the joyful, positive picture of her family. Being "out" at work is not an

easy decision and it's the example of courageous people like Barbara that helps Gay Lesbian Bisexual Transgender employees find the courage to be honest and open in sharing their lives.

A big "hats off" to HP for truly embracing diversity.

—BONNIE STAGER
ENGLEWOOD, COLORADO

the right leadership?

It's unbelievable *invent* would publish this article. The pied piper led children off a cliff in the 1888 book *The Pied Piper of Hamelin*. The article's title is fitting.

invent shouldn't promote HP as a vehicle for our own social agendas; it is "not what can we do for HP..., but what we do for the world through HP." The "world moral leadership" inferred by this article are certainly not core values fit for my children. The reference to "conservative Southern upbringing" as "bonds" is insulting.

The "championed policy changes benefiting thousands of HP employees" were not detailed and make me question if they "changed history" as "positive change" or are just an indication of our eroding society. Yes, we need leaders, diversity and change; but let's not hold up leaders that are "deviants," but instead leaders we would be proud to have our sons and daughters emulate.

SAN DIEGO, CALIFORNIA

The Pied Piper of Hamelin didn't lead the children off a cliff. Check out the story on <http://www.indiana.edu/~librcsd/etext/piper/>.

The profile on Barbara Waugh drew more feedback than any other single article in HP's employee magazine during the past 15 years—some 50 letters and e-mails. All but a few praised Barbara as someone who proudly serves as an example for sons and daughters.—Editor

Send your comments to

- jay_coleman@hp.com
- Jay Coleman
Hewlett-Packard Company
3000 Hanover Street,
m.s.20BR
Palo Alto, CA 94304
- 650. 857.7299 fax
- <http://hpnow.corp.hp.com/invent/feedback.htm>

Read letters at <http://hp.corp.hp.com/hpinformation/invent/opinion.htm>