

# Transforming Transitioning

Real stories.

Real conversations.





# Erik Day

Vice President & General Manager,  
North America Small Business

Global Executive Chair of the PRIDE  
ERG at Dell Technologies

Member, Board of Directors for Out &  
Equal Workplace Advocates

Follow Erik on Twitter [@Erik\\_M\\_Day](https://twitter.com/Erik_M_Day)



# Featured Panelists



**Jody Ellis**

N. A. G500 Enterprise



**Michelle Soares**

IT Operations



**Christine Yarger**

Presales Shared Solutions



# Workshop Participants



**Kusko**

Global Marketing



**Gabe Rodarte-Miller**

Talent Acquisition  
N. A. Pride Lead



**Nicole Gibson**

Human Resources  
N. A. Pride Lead



# Jody Ellis

*“Dell provided a framework through transitioning while so much was uncertain, and unnerving.”*

*-Jody Ellis*





# Jody Ellis



# Jody Ellis





# Jody Ellis





“It does not matter how many times  
you fall, but how many times you  
get up” ...

*-Michelle Soares*



Michelle  
Soares



# Michelle Soares





# Michelle Soares



# Christine Yarger

“Knowing that my company cared enough about who I am to write a document on transitioning spoke volumes to their dedication to inclusion and diversity. This gave me the courage and confidence to transition in the workplace; I knew everything would be okay” ...

*-Christine Yarger*



# Christine Yarger





# Christine Yarger



# Christine Yarger





# Q&A





## As an employer of choice

Have a Code of Conduct policy in place and one that includes non-discrimination based on Sexual Orientation and Gender Identity

Have a transitioning policy or guideline in place *before* you need it!

- To include identifying roles and responsibilities (team member, leader and HR) through process

Educate your HR professionals and leaders pro-actively

- Consider providing additional diversity related trainings which are more focused on the power of inclusion
- Consider having a consultant to meet with the team

Ensure confidentiality

Consider a benefits package that includes health benefits for transgender services

## As an employee transitioning

Education and communication is key!

- Think about your transition timeline: how, when and who you want involved as your support team

Consider what basic information you will be sharing about your transition, and who you will be sharing it with

- Colleagues, customers and other stakeholders

Know the benefits and resources available to you



“Our support for our transgender and gender nonconforming team members is all part of ensuring that everyone on the Dell team can be their authentic self at work. We believe this unlocks higher engagement, full contribution and the opportunity for everyone to do their best work.” #beyourself

*-Erin Kitchen*

Vice President, Diversity & Inclusion







Thanks for being here.