

# 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

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## **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





"Dell provided a framework through transitioning while so much was uncertain, and unnerving."

-Jody Ellis





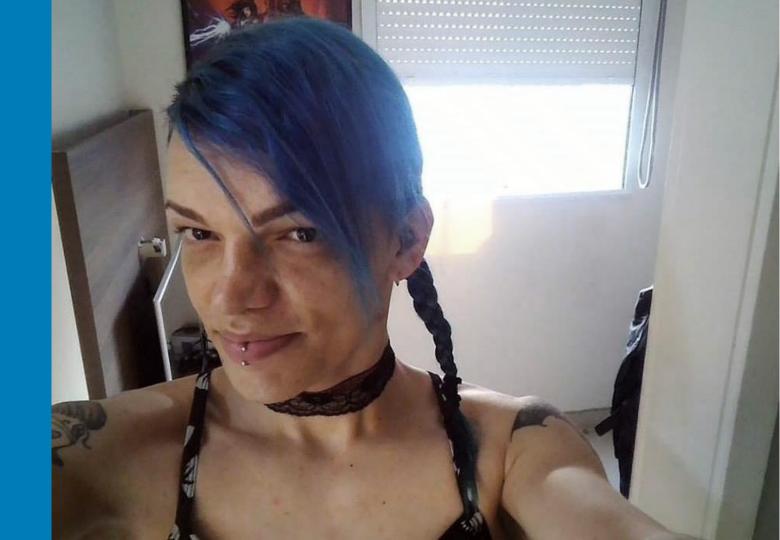




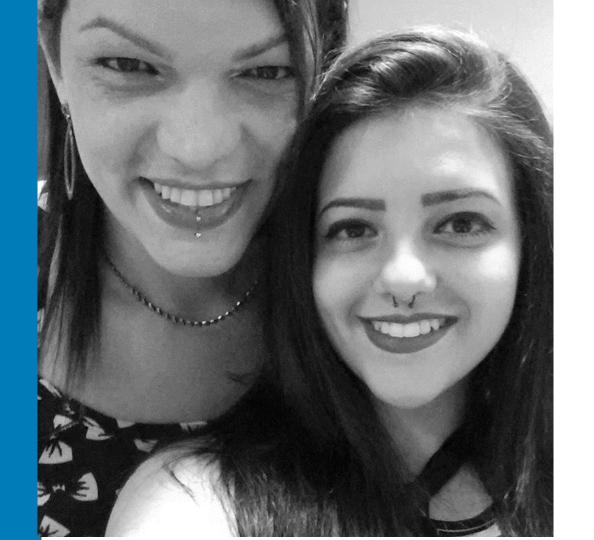
"It does not matter how many times you fall, but how many times you get up"...

-Michelle Soares





# (1)







"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



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# As an employer of choice

Have a Code of Conduct policy in place and one that includes nondiscrimination 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.