2020 Workplace Summit
Impact Report
The Business of Belonging
The Out & Equal Workplace Summit is the largest LGBTQ workplace inclusion conference in the world. It is an annual event to learn, connect, restore, and exchange best practices from around the world on LGBTQ workplace inclusion. This transformational experience has a multiplier effect – for every one of the 5,000+ participants, we know their ripple of change extends to hundreds of companies and organizations with hundreds of thousands of employees.
Our work is never canceled. Our work towards inclusion and belonging is never canceled. Our drive for inclusion and belonging is never canceled. And our joy found in this vast network of colleagues and friends is never canceled.

Erin Uritus, CEO, Out & Equal

Opening Plenary Workplace Summit | October 5, 2020
The Out & Equal global community is tens of thousands strong – from Bangalore, to Sao Paulo to London to New York. Our fates are absolutely, inextricably linked. In the face of so much adversity, we found a way forward.

Ken Janssens, Chief Data Officer for J.P. Morgan Chase / Out & Equal Board Chair

Opening Plenary Workplace Summit | October 5, 2020
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The Out & Equal Workplace Summit is the largest and longest-running event for LGBTQ workplace equality, over 20 years old.

2020 SUMMIT AT A GLANCE

5,000+ ATTENDEES
975 C-SUITE / SENIOR LEADERS
140 WORKSHOPS
16 TRACKS
2020 SUMMIT AT A GLANCE

95% RATED OVERALL SUMMIT EXPERIENCE GOOD OR BETTER

95% RATED OVERALL LEARNING EXPERIENCE GOOD OR BETTER

89% RATED SUMMIT VIRTUAL PLATFORM EXPERIENCE GOOD OR BETTER

91% WOULD ATTEND SUMMIT VIRTUALLY AGAIN

94% WOULD RECOMMEND SUMMIT TO A FRIEND OR COLLEAGUE
The business case around having a healthy diversity and inclusion program is extremely powerful.

An inclusive, fair, and just society depends on every institution, including our workplaces, stepping up and making changes to be more representative of the communities they serve... I am inspired by the work of Out & Equal and I am glad to call you a partner.

Thank you to the entire Out & Equal organization. Your efforts to drive equality for the entire LGBTQ community have never been more important. I am proud of the partnership we have developed over the years.

One of the things that is a powerful aspect of human nature is we all like to see ourselves. We like to see ourselves represented because it’s the strongest proof that we’re welcome.
COUNTRIES REPRESENTED

51

42 COUNTRIES IN 2019

STATES REPRESENTED

48
INDUSTRY REPRESENTATION

- Advertising / Marketing: 1%
- Aerospace / Defense: 7%
- Banking / Financial Services: 23%
- Chemicals / Biotechnology: 6%
- Consulting / Professional Services: 8%
- Energy / Oil / Gas: 3%
- Engineering / Construction: 2%
- Entertainment / Media: 3%
- Food / Beverage / Grocery: 3%
- Government: 2%
- IT / Technology: 19%
- Non-Profit: 2%
- Retail / Consumer Products: 6%
- Other: 13%
### DEMOGRAPHIC SNAPSHOT

#### SEXUAL ORIENTATION

<table>
<thead>
<tr>
<th>Orientation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>14%</td>
</tr>
<tr>
<td>Gay</td>
<td>33%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>7%</td>
</tr>
<tr>
<td>Queer</td>
<td>5%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>31%</td>
</tr>
<tr>
<td>Asexual</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Prefer Not To Say</td>
<td>7%</td>
</tr>
<tr>
<td>Not Listed Here</td>
<td>2%</td>
</tr>
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#### GENDER IDENTITY

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>43%</td>
</tr>
<tr>
<td>Female</td>
<td>51%</td>
</tr>
<tr>
<td>Non-Binary / Genderqueer</td>
<td>3%</td>
</tr>
<tr>
<td>Prefer Not To Say</td>
<td>3%</td>
</tr>
<tr>
<td>Not Listed Here</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

4% of attendees identify as Transgender

#### RACIAL ETHNICITY

<table>
<thead>
<tr>
<th>Racial Ethnicity</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>African American/Black</td>
<td>8%</td>
</tr>
<tr>
<td>American India /Alaskan Native/First Nation</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>7%</td>
</tr>
<tr>
<td>Caucasian / White</td>
<td>62%</td>
</tr>
<tr>
<td>Latinx, Latino/a, Hispanic</td>
<td>12%</td>
</tr>
<tr>
<td>Multi-Ethnic</td>
<td>4%</td>
</tr>
<tr>
<td>Prefer Not To Say</td>
<td>5%</td>
</tr>
<tr>
<td>Not Listed Here</td>
<td>1%</td>
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#### AGE

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Under 21</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>21 - 34</td>
<td>34%</td>
</tr>
<tr>
<td>35 - 44</td>
<td>29%</td>
</tr>
<tr>
<td>45 - 54</td>
<td>21%</td>
</tr>
<tr>
<td>55 - 64</td>
<td>8%</td>
</tr>
<tr>
<td>65 - 74</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>75 Years Or Older</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Prefer Not To Say</td>
<td>5%</td>
</tr>
</tbody>
</table>

#### 63% FIRST TIME @ SUMMIT

#### 3% VETERANS
12 WORKSHOP SESSIONS

PREMIER SESSION

EnGendering Change: A New Framework for Workplace Equity

This year, we supplanted our traditional Women’s Leadership Premier session with a fuller conversation on how gender operates in the modern workplace – from legacy women’s leadership programs to support for trans and non-binary employees, to allyship and accountability across the gender spectrum, this dynamic panel brought into focus the most current opportunities for culture change in the American workplace.

PRESENTERS

Lanaya Irvin, President, Coqual; Bo Young Lee, Chief Diversity & Inclusion Officer, Uber; Jen Henderson, Senior Vice President, Data Deliver Manager for Commercial and Institutional Banking, PNC; Michael Lopez, Vice President and Chief Diversity Officer, HPE; Chris Crespo, Director, Inclusiveness & LGBT Inclusiveness Strategy Leader, EY; Moderator: Deena Fidas, Managing Director & Chief Program and Partnerships Officer, Out & Equal

WHAT ATTENDEES SAY

I learned so much more specifically around transgender / gender equality and what other companies are doing, such as adding benefits and more resources for employees in transition or going through transition. Very topical and I walked away with ideas to bring to the table and discuss with our ERG’s and HR.

HSBC Bank Attendee

“ One of the ways in which you work with people in the majority who have the power, whether it’s cis straight white women or men, is to unveil how much of what they think is just ‘the way things are’ is actually defined and shaped around their identity. And once they can start seeing their identity as complex, they can then understand the complexity we’re asking them to see about us.

Bo Young Lee
Chief D&I Officer, Uber

98% OF ATTENDEES RATED THIS SESSION GOOD OR BETTER
COVID-19 has cracked open numerous public and private conversations about mental health and well-being. While many workplaces around the world were caught flat-footed as they had to rapidly support the mental health of their employees, there are some leading global businesses and organizations that have prioritized innovation in mental health sustainability in the workplace. In this highly anticipated session, we heard from global thought leaders and practitioners about how mental health can move from one of the most under-discussed elements of workplace belonging to a rallying point for true culture change – especially as we move beyond COVID and address broader issues of mental health as younger LGBTQ professionals enter the workforce.

PREMIER SESSION

“Everyone’s Affected But No One Will Say So”: Mental Health, Belonging and the Future of Workplace Inclusion

COVID-19 has cracked open numerous public and private conversations about mental health and well-being. While many workplaces around the world were caught flat-footed as they had to rapidly support the mental health of their employees, there are some leading global businesses and organizations that have prioritized innovation in mental health sustainability in the workplace. In this highly anticipated session, we heard from global thought leaders and practitioners about how mental health can move from one of the most under-discussed elements of workplace belonging to a rallying point for true culture change – especially as we move beyond COVID and address broader issues of mental health as younger LGBTQ professionals enter the workforce.

PRESENTERS

Simon Blake, CEO of Mental Health First Aid England; Ralph DeChabert, Chief Diversity Inclusion and Global Community Relations Officer for Brown-Forman; Amanda Leacy, Global Managing Director for Inclusion & Diversity, Accenture; Jennifer Fisher, Global Chief of Mental Health and Well-being, Deloitte; Moderator: Amit Paley, CEO of the Trevor Project

WHAT ATTENDEES SAY

I laughed, I cried, and I was vulnerable with people from across the globe - and that’s what Summit truly is to me.

CNA Insurance Attendee

Every night after Summit I got to talk to my housemates about all of the cool things I learned. It was really fabulous and gives me strength to keep pushing.

Guardian Life Insurance Attendee
“A movement, not a moment” has become a mantra for how we collectively sustain Black Lives Matter. In the wake of uprisings around the world, many businesses attempted to support BLM in their messaging, but crucial questions remain as to how the corporate community can implement the values of the movement in deliberate and sustained ways. In this plenary, we had a frank and rich discussion with Black LGBTQ and Ally leaders who are helping Corporate America navigate critical culture change opportunities.

Sandra Evers Manly
VP Global Corporate Responsibility, Northrop Grumman

"We can’t give up who we are. Some individuals are saying, “I have to give up my Blackness in order to achieve.” That’s where we as leaders and Black leaders have to speak up to make sure that’s not happening. Everyone should be able to bring their authentic self [and voice] to work.

AIG Attendee

This was amazing. I hope to see corporations do more than pay lip service to initiatives. It doesn’t just start with providing an opportunity for those that have been disenfranchised. It includes doing more for those Black people that are already in positions at corporations that have not received an opportunity.

AIG Attendee
India has been experiencing historic changes in workforce inclusion— from trans identities, disability, feminism and mental health, seemingly no previously ignored topic is off limits as the new Indian workplace emerges. This session was a real-time view of how these evolving topics in Diversity, Equity and Inclusion (DEI) are gaining traction, market relevance, and meeting the needs of the community.

**EDUCATIONAL PILLAR: BELONGING**

**10 WORKSHOP SESSIONS**

**PREMIER SESSIONS**

Forging a Path for Belonging in the Shifting Indian Workplace

India has been experiencing historic changes in workplace inclusion—from trans identities, disability, feminism and mental health, seemingly no previously ignored topic is off limits as the new Indian workplace emerges. This session was a real-time view of how these evolving topics in Diversity, Equity and Inclusion (DEI) are gaining traction, market relevance, and meeting the needs of the community.

**PRESENTERS**

Zainab Patel, Director, Diversity and Inclusion, KPMG India; Veda Persad, Senior Vice President, Global Services APAC, Northern Trust; Prachi Rastogi, D&I Leader, IBM; Ramki Venkatachalam, Senior Vice President & Global Delivery Leader, Bank of America; Moderator: Srini Ramaswamy, Co-Founder, Pride Circle

**WHAT ATTENDEES SAY**

Belonging is an environment that we create in a workplace where everybody feels respected. They truly feel that they have the freedom to express themselves, irrespective of cultural background, or the gender, the orientation, or whatever differences that exist. And people are able to appreciate each other and coexist in a very conducive environment. Second the openness is something we don’t create only for the majority. It has to be for each and every associate, or employee in the organization. Everyone should feel they belong.

Ramki Venkatachalam, Senior VP & Global Diversity Leader, Bank of America

Perspectives from China: Inclusion and Belonging in the Workplace

LGBTQ+ workforce inclusion is evolving in key Chinese markets, having gone from novelty to an increasingly recognized norm across sectors. Both local leaders and multinational corporate entities have hit their stride in terms of building out a unique business case for inclusion that resonates in the Chinese business climate. In this plenary panel, we focused on successful strategies for LGBTQ+ market inclusion, employee experiences, and how cultures of belonging are created by thinking global and impacting local.

**PRESENTERS**

Alexis Lin, Learning and Development Manager, Nielsen; Jenny Ni, HR Leader; Moderator: Jimmy Chen, Patent Agent/EAGLE (Employees Alliance for LGBT Empowerment and GCG Lead), IBM

**WHAT ATTENDEES SAY**

Even virtually, there was a wonderful energy that we are all coming here together to share our experiences and meet each other and we are all on the same wavelength. I loved getting to see so many people like me, doing the same kinds of work, who are out and proud.

CNA Attendee

The feeling of belonging I got at Summit has changed my life.

Apple Attendee

For me, diversity is the facts: it’s who we are, where you come from, your background, your sexual orientation, or gender identity. But, you know, inclusion is really talking about what kind of action you choose to do.

Jenny Ni, HR Leader
EDUCATIONAL PILLAR: BISEXUAL+ / QUEER

6 WORKSHOP SESSIONS

Bi Bi Baby - Parenting while Bi
Bisexual, Person of Color, and a Womxn – 3 strikes
Bisexuality and Pansexuality: Similarities, Differences, and Togetherness
Free to B: Creating Community that Empowers Bisexual Men
Resting Bi Face: We’re Looking At You
Why Is It Challenging to Organize Around Bi+ Identities?

"Belonging has a totally different understanding and implication for me at the workplace. While I have been very fortunate and very privileged to cut across a lot of barriers that people usually face at the workplace... I am encouraged to not only bring my trans identity and expression to work, but also to create a cultural space within the organization."

Zainab Patel
Director of D&I, KPMG India

WHAT ATTENDEES SAY

I have never before been surrounded by so much love and support from members of the LGBTQ+ community and allies. This is truly special.

Deloitte Attendee

Summit is a must attend in your LGBTQ+ calendar, at least once in your lifetime. It’s a reminder of our own journey, battles, and victories, which the world needs to hear. This platform is a means to let the oxygen flow for change.

Proviti Attendee

We, as queer and trans people, have to actively seek out our history. It’s not taught anywhere and it’s been completely erased.

Steve Canals
Executive Producer, POSE FX
Now more than ever - when many of us are working from home and isolated away from our friends, family and social network - we need to recognize and support the health and wellbeing of LGBTQ professionals. Recent data shows that LGBTQ people - both in the workforce and youth approaching the workforce - are at much greater risk of loneliness, depression, self-harm and suicide. Increasingly organizations are wrestling with how best to support their employees. The Out & Equal Wellness Lab served as an interactive spotlight on mental health and wellness including themed workshops, 12 Step meetings for those in recovery, creative artistic space, #OESummit pets, and a wealth of mental health resources.

Premier Session: “Everyone’s Affected But No One Will Say So”: Mental Health, Belonging and the Future of Workplace Inclusion

100% OF ATTENDEES RATED THE WELLNESS LAB GOOD OR BETTER

OESUMMIT PETS!

My adopted “children”
- Cheyenne (Galgo) - 16 years old
- Bella (Cane Corso Mix) - 10 years old
- Jackson (Cocker spaniel Mix) - 10 years old

#OESummitPets
- Paws, Paws, and my wife Lauren. We adopted Ramon June from the Humane Society. She is the love of our lives.
- Nando and Mya
- My babies
- Phantom, Aspen, and Max

Reply 7 Likes
Some of the fondest memories of Summit are the workshop and hallway discussions with new colleagues, happy hour meet-ups, and company sponsored networking events. We know that Summit is a profoundly life-changing experience for so many attendees and that personal connection is a huge part of this. That’s why Out & Equal CEO Erin Uritus facilitated high-energy networking events to bring us together despite the distance.

It was amazing. I normally hate networking events. I had a great time at the networking events! I could’ve kept going after it ended. It was very well organized and very engaging. It was the first networking event I really enjoyed! It was perfect for introverts in addition to the extroverts.

RSM US LLP Attendee

The entire week was the best online experience I have had in 2020. From content, to platform to networking. Well done Out & Equal! WELL DONE!

OutRight Action International Attendee

I really enjoyed the Networking Meet-Up. I appreciated the opportunity to meet others in the small group setting and the prompts/questions helped stimulate the discussion.

Toyota Attendee

I greatly appreciated this opportunity to connect directly and develop relationships with our stakeholders. And I was blown away by the level of authentic sharing. It reminded me of why I love this work.

Out & Equal Employee

4 Networking Events

400+ Attendees

93% OF ATTENDEES RATED THESE SESSIONS GOOD OR BETTER
When Major General Tammy Smith joined the Army, she did so with the intent of following the Army slogan, “Be all that you can be.” General Smith sat down with Shin Inouye, Director of Communications at The Leadership Conference on Civil and Human Rights for a reflective and candid conversation about life in the military, life at home, and what’s in store for the future.

What does the “global LGBTQ movement” look like in 2020? How do we remain cohesive, supportive of each other, and effective during a time that presents a myriad of different challenges? We heard advice and insight from Masen Davis, CV Viverito, and Chloë Davies, three experienced leaders who each brought their unique perspectives to the conversation.

Lanaya Irvin, President of Coqual (formerly the Center for Talent Innovation) spoke to Wesley Morris, Pulitzer Prize winning journalist at the New York Times about his poignant and powerful observations of the intense moments we are living through – the evolution of the LGBTQ community, Black Lives Matter, individual and organizational impact for change, and of course the important convergence of art, movies (Black Panther!) and music on our lives during these challenging times.

94% OF ATTENDEES RATED THESE SESSIONS GOOD OR BETTER
ENGAGEMENT CENTER & CAREER FAIR

ENGAGEMENT CENTER BOOTH FEATURES
- About Us
- External Website Links
- Tags (such as Partner, Career Fair, and Partner Level)
- Partner Ad
- Embedded Video
- Up to 8 representatives with Live Chat feature
- Summit Showcase Tags
- Summit Deals and Promos
- On-boarding and training were provided

PARTNERS IN THE CAREER FAIR WERE ABLE TO
- Post jobs in their virtual booth
- Recruiters could search attendee talent
- Review attendees ahead of time via LinkedIn profiles
- Schedule private meetings and chat with candidates
- Communicate directly with candidates before and during Summit
- Track booth visitors and leads

ATTENDEES IN THE CAREER FAIR WERE ABLE TO
- Identify interest in new job opportunities
- Request and schedule appointments to meet with recruiters
- Review featured job postings
- Visit virtual booths throughout Summit

69 Booths / Participating Companies
Thank you for making the best out of the challenges created by the pandemic and keeping us safe while still hosting this great event!

CNA Partner
Outie Awards recognize individuals and organizations who are leaders in advancing equality for LGBTQ people in workplaces globally.
THE 2020 OUTIE CATEGORIES

WORKPLACE EXCELLENCE

This is the most prestigious Outie. It recognizes an employer that demonstrates a historic and ongoing commitment to pursuing and implementing workplace equality for LGBTQ employees. This employer not only raises the bar and serves as an example for others, but also supports other organizations’ D&I efforts through active knowledge sharing and peer organization mentoring.

BELONGING DURING COVID

This award recognizes an organization – company, federal agency or non-profit – that stepped up to the challenges of operating in the context of the Covid-19 pandemic by innovating to maintain and increase a sense of belonging for all employees.

EMPLOYEE RESOURCE GROUP OF THE YEAR

This award recognizes a particular Employee Resource Group (ERG) that has a proven track record of success. A top contender will be an ERG that is continuously elevating best practices, implementing intersectional and collaborative programming with other ERGs, and advocating for LGBTQ equality in its workplace.

ALLY CHANGEMAKER

This award recognizes an Ally who has made a significant contribution to advancing LGBTQ workplace equality. This person is an action-oriented change maker. They uplift the voices of marginalized groups, have shown a unique commitment to LGBTQ workplace rights, and have used their talents to further that cause, even if at some risk.

GLOBAL WORKPLACE EXCELLENCE

This award recognizes an employer based in one of Out & Equal’s Global countries and/or regions of focus – Brazil, Latin America, China or India – that demonstrates a commitment to pursuing workplace equality for LGBTQ employees. This employer has a robust ERG, strong ally engagement, and visible executive champions.

NEW ERG CHAPTER OF THE YEAR

This award recognizes an Employee Resource Group (ERG) chapter that has been established within the last two years (the organization ERG can have existed longer than that but the chapter must be new). This award recognizes a new chapter that has made a bold impact at their company, federal agency, or non-profit in their first few years.

LGBTQ CORPORATE ADVOCATE OF THE YEAR

This award recognizes an LGBTQ individual who is actively advocating to improve their organization’s inclusion efforts, pushing significant adoption of best/innovative practice, benefiting LGBTQ employees and advancing their organizations standing as a true leader in this work. Advocates are bold and are making a difference outside their workplace to drive change and equality in their community, their country, and the world.

LGBTQ MARKETING OF THE YEAR

This award recognizes an innovative effort by a company or ERG in their external marketing to speak to or about the LGBTQ community. Top contenders will be bravely authentic, widely distributed, or intersectional in their messaging.
Dow’s LGBTQ inclusion leadership is the essence of, “Think globally, act locally.” From its headquarters and C-suite to plant floors around the world, Dow has made the support of its people—including LGBTQ employees and their families—central to business operations. Dow’s LGBTQ Employee Resource Group, GLAD, has become one of the largest and most established ERGs at the company with over 4,600 members across the globe—representing more than 10% of the total company. GLAD’s network is organized to reach across the world, including regional leads in North America, Latin America, EMEAI, and APAC regions. Even before naming openly gay leader, Jim Fitterling, to the CEO role, Dow had a long history of visible LGBTQ and allied executives and mentors. For over a decade, Dow has stood as one of the strongest and most consistent champions for LGBTQ equality in public policy. The company was one of the first to publicly support the Equality Act and continues to engage in numerous state-base efforts to fight against anti-LGBTQ legislation.
Due to COVID-19, a vast majority of John Deere’s 1,300 Rainbow ERG members, primarily based in the Americas, are working from home. The ERG leaders realized immediately that they needed to re-think their plans, and they identified feelings of isolation as a problem that needed their urgent attention. Widely popular virtual check-ins and other programming followed. Rainbow ERG also continued their educational efforts by partnering with the company’s Policy & Education Committee and Diversity & Inclusion Council to develop and launch the first-ever LGBTQ Awareness Online Course to teach employees how to recognize challenges, display empathy, learn inclusive language, and how to be an active ally. During the current movement towards racial justice, Rainbow ERG partnered with BERG, John Deere’s people of color ERG, to hold conversations and draft a formal statement on racial justice to company leaders.
THE 2020 OUTIE AWARDS

EMPLOYEE RESOURCE GROUP OF THE YEAR
AWARDED TO
Global Pride Business Impact Network, HP

HP’s Global Pride Business Impact Network (BIN) not only enhances HP’s culture of inclusion and belonging, it is also aligned to support the business in ways that benefit the organization and the mission of LGBTQ equality. This came through a re-working of ERGs after HP Inc. was established by separating from Hewlett Packard Enterprise in 2015. And the approach clearly impacts Pride BIN’s impact! Through strategic partnerships with the legal and government relations teams, Pride BIN is able to elevate issues of concern, helping to shape HP’s advocacy on public policy matters – from the Equality Act, to anti-transgender legislation in Idaho, to a referendum on marriage equality in Taiwan (to name a few). In the past five years, Pride BIN has grown from eight to 18 chapters – more than doubling the number of chapters across the globe. Growth includes one overarching global chapter, two in the APAC region, three in Europe, and four in the US. Two notable additions are chapters in India and Singapore, where LGBTQ rights and public support are still growing. However, these two chapters have still been very successful in gaining leadership support, members, and business impact. HP has also effectively demonstrated great care for LGBTQ employees – from hosting a global memorial service for an LGBTQ employee lost to tragedy, to integrating a focus on mindfulness and wellbeing practices during virtual events.

HONOREES

Rainbow ERG, John Deere
Spectrum, Toyota
CONGRATULATIONS

THE 2020 OUTIE AWARDS

LGBTQ CORPORATE ADVOCATE OF THE YEAR

AWARDED TO

Nikki Gibson
North American Lead for Dell Pride ERG at Dell Technologies

Nikki Gibson is the North American Lead for Dell Pride ERG at Dell Technologies. Under Nikki’s leadership, the Pride ERG has grown to be one of the largest, most active ERGs at Dell. In her time as the Pride ERG lead, she has grown the ERG chapters from three to twelve, continues to create and deliver ally training for all employees at the company, authored Dell’s Transgender Toolkit, and pushed for gender pronouns in Dell’s formal email signature. One of Nikki’s recent accomplishments, after years of collaborating with leadership, was Dell’s launch of Self-ID for LGBTQ employees in August. Amidst the current BLM/racial justice protests Nikki mobilized to have Pride co-sponsor programming with Dell’s Black Networking Alliance to demonstrate solidarity and support. Her passion for advocacy has led to a strong relationship with Dell’s Government Affairs team, which now has grown into a formal Lobby Day for LGBTQ equality at various state capitols throughout the country.

HONOREES

Joannie Fu
Chief of Staff for Intel’s Custom Logic Engineering Group

Aritra Kanjilal
Product Manager for Innovation Measurement and PRIDE South Asia ERG Lead at Nielsen
Congratulations

ALLY CHANGEMAKER

Arne Sorenson
President and CEO of Marriott International

Arne Sorenson is president and chief executive officer of Marriott International, Inc. Since 2012, Sorenson has presided over the world’s largest, and one of the most admired, hospitality companies. In 2014, Marriott’s popular #LoveTravels message revolutionized global hospitality not only by expressing a warm welcome to LGBTQ travelers but also by reminding everyone that they belong. Marriott leads the way for LGBTQ diversity and inclusion with years of perfect scores on HRC’s Corporate Equality Index, #1 ranking on the 2020 DiversityInc Top 50 list, and #17 on the 2020 FORTUNE World’s Most Admired Companies list. Standing up for racial justice, Sorenson spoke out to honor the life and grieve the loss of George Floyd and voice Marriott’s commitment to helping dismantle systemic racism in America. Sorenson’s leadership builds LGBTQ inclusion and intersections into Marriott’s longstanding commitment to human rights, dignity and acceptance.

HONOREES

Andy Lybrook
Senior Manager of Technology and National Co-Chair of the Pride Inclusion Network at Raymond James Financial

Lori Schechter
EVP, Chief Legal Officer, and General Counsel at McKesson Corporation
Long before the Indian Supreme Court struck down Section 377 – the law criminalizing consensual sexual conduct between adults of the same sex – Northern Trust India was actively building a culture supportive of the LGBTQ+ community. They held awareness workshops with senior leaders, and then pushed that out to all managers. They also launched the PRIDE ERG and elevated LGBTQ+ presenters on panels. In the nearly two years since that decision, they have continued to develop their culture with programs clearly developed to go beyond mere compliance, but are also done with an eye to impact the business and the wider society in which they operate. And the ERG is an active part of these efforts. For instance, the company conducts workshops, led by PRIDE, for senior leadership and managers – reaching over 900 leaders in the company. Since the Supreme Court decision, Northern Trust has continued to lead with more trainings, revising their benefits policies (including items like gender affirmation, health coverage for same-sex partners, and gender-neutral adoption benefits), and by sharing their experience with other companies.
NEW ERG CHAPTER OF THE YEAR

AWARDED TO

JP Morgan Chase & Co. Poland

In August of 2018, JPMC PRIDE created a new chapter headquartered in Warsaw, Poland. The ERG’s first event was a panel on the importance of being an ally. Since the inauguration, membership has grown to over 200 people and several employees have come out as openly LGBTQ for the first time in their careers. As of April 2020, 24% of the entire Poland office is a member of the PRIDE group. JPMC Poland is seen as an employer of choice in the market for LGBTQ people in great part due to the work of the Poland PRIDE chapter. Additionally, JPMC Poland was the first JPMC location in Europe to make a public statement in support of LGBTQ rights. The significance of this work in Poland undeniable – in a place where the LGBTQ community is frequently demonized by center-right political forces and where “LGBT Free Zones” have been established where the law bans education about, and equality for, LGBTQ individuals.

HONOREES

South Asia PRIDE ERG, Nielsen

Oracle Pride Employee Network (OPEN), Santa Monica
The Outies Awards Celebration

Congratulations

LGBTQ Marketing of the Year

P&G

THE 2020 OUTIE AWARDS

LGBTQ Marketing of the Year

Awarded to

Procter & Gamble

Procter & Gamble stepped up in the midst of COVID-19 and Pride Month to create “Can’t Cancel Pride: COVID-19 Relief Benefit for the LGBTQ+ Community” in an effort to make a difference and show support for marginalized communities suffering during COVID-19. This initiative was created in less than two months and is the largest LGBTQ initiative in the company’s history. The goal of Can’t Cancel Pride was to raise visibility and funds for LGBTQ people most impacted by COVID-19. The campaign concluded with a livestream event on June 25th that attracted over 4 million views with talent from Laverne Cox, to Neil Patrick Harris, to Katy Perry, and more. Overall, the campaign generated over one billion media impressions and nearly 40 million views of the advertising, significantly raising LGBTQ visibility during Pride month.

HONOREES

PepsiCo

Under Armour
The 2020 Summit Buddies Program was created to connect attendees to new friends with whom they can share a bit about themselves, dream about the workplaces we want to create, and process their Summit experience before, during, and after the event. Just as you may still be in touch with people you met long ago in the hallways, during a workshop or at an evening networking event of past Summits, the 2020 Buddies Program helps create lasting friendships, stronger community, and a sense of belonging.

"I thought the Buddy Program was a great idea! We met twice, once prior to the Summit and once during. We are also planning to meet post Summit and continue our discussions into the future. The Program was a great way to expand my network beyond colleagues who work in the same industry. We also had the idea of having each of us invite others from our respective companies, which further expanded the networking opportunities. We all hailed from different parts of the country: I’m from Atlanta, GA, one person was from Dallas, TX, and another was from Portland, OR. We discussed similarities and differences among the three geographic locations. As the only person who had previously attended Summit, I was able to give the others a sneak peak of what to expect, although the virtual experience was quite different than being at a Summit with 6,000 people!

Overall, a great and rewarding experience that certainly enhanced my Summit experience!

Adam Kerns
Zurich North America"
An inclusive, fair, and just society depends on every institution, including our workplaces, stepping up and making changes to be more representative of the communities they serve.

TIM COOK
Apple

Our collective stress and fear has become too apparent to hide at work. We need to be able to talk about mental health in the workplace... Inclusion and belonging is a strategic blueprint for smarter and more nimble workplaces.

ERIN URITUS
Out & Equal

I came to the realization that I personally could not make a career telling the truth about other people’s lives and not tell the truth about mine.

JOSHUA JOHNSON
MSNBC
Our bond is our belief that every single person is worthy of dignity on the job, has the talent and the fullness of life experience to share, and can be given equal opportunity to succeed. This is the hard fought vision that underpins Out & Equal’s work and is one that we know is not a reality for all LGBTQ people across the world.

DEENA FIDAS
Out & Equal

Over time we have accidentally - or purposefully - created communities dependent on fitting in and communities where we can find the ‘and both’... where people can bring their full selves and also expect to be held for who they are. I can’t imagine more important work.

GLENNON DOYLE
Activist, Bestselling Author
WEDNESDAY PLENARY

OCT. 7, 2020

SPEAKERS

STACY FRIEDMAN
JP Morgan Chase

MARY LAMBERT
Singer, Composer, Mental Health Advocate

ELLIE SCHAFER
Former White House Staff

KATIE SOWERS
San Francisco 49ers Offensive Assistant Coach

PAUL OAKLEY STOVALL
Artist & Activist

CHANEL TURNER
Fou-Dre Vodka

ERIN URITUS
Out & Equal

STACY FRIEDMAN
It’s not a difference of opinion. It’s a difference of equality. And it requires action. Your moment to be bold is here.

MARY LAMBERT
I realized the power of vulnerability. Vulnerability is really the key to empathy... Connection is what is going to get us through. Connection is what builds community.

KATIE SOWERS
You are going to hear the word ‘no’ far more in your life than you will ever hear the word ‘yes’. And how you react to those ‘no’s’ and how you build yourself up... do you believe the ‘no’? Do you believe you aren’t good enough? Or are you going to find out why you got the ‘no’ so that eventually they have no choice but to say ‘yes’.

98% OF ATTENDEES RATED THIS SESSION GOOD OR BETTER
Night In was a fun-filled evening of performances from multiple artists including Filipino superstar Jake Zyrus, poet and beat-box musician Be Steadwell, the extraordinary Opera singer Breanna Sinclaire, Fou-Dre Vodka CEO and creator of the “Equalitini” Chanel Turner, and Mary Lambert (of “She Keeps me Warm”), as well as some highlights from the Dell ERG sponsored Lip Sync Contest!
The past several months we have all witnessed numerous tragic events stemming from racial injustice and systemic inequality. It has been a period of pain and anguish for our country and for the world. And yet, I believe, that out of these terrible events we’ve come to a moment of long overdue reflection and passionate engagement that hopefully and finally will lead to lasting change.

CRAIG ROBINSON
NBCUniversal, Inc.

Because of people like you - who believe in equality and who spoke up for me because I was unable to speak for myself - the law that became known as Don’t Ask Don’t Tell was repealed... You lifted the weight of fear and of shame and of hiding off of my shoulders.

MAJOR GENERAL TAMMY SMITH
US Army

This is a very bizarre, challenging, stressful, and scary time in specific ways for Asian Americans, but there is power in experiencing something together and there is power in talking through these things together.

BOWEN YANG
Actor, Writer, Producer

98% OF ATTENDEES RATED THIS SESSION GOOD OR BETTER
We need workplace equality now. Organizations need to devote time and money to overhaul Human Resources departments. Build bridges, not walls. It is in a time like this when we must join our spirits together, dig in our heels, and get to work. We must never rest until justice is achieved for all. And I mean all.

BREANNA SINCLAIRE
Opera Singer

Every issue is connected because it all comes down to the same thing. Do we value human life in all forms and in all ways? In ways that we can see ourselves and in ways that we cannot. I cannot put myself in black skin but I can listen to the experiences that I’m told, and I can very easily get behind the issue. Whether it’s women’s rights, immigration, LGBTQ, racial justice, anything, it all is the same to me.

MEGAN RAPINOE
World Cup & Olympic Champion

I spent the rest of my career looking for environments where I could thrive and feel the sense of belonging.

VALERIE JARRETT
Former Senior Advisor to President Barack Obama
Belonging in the workplace is more than checking D&I boxes. We learned from the experts who have transformed their workplace culture into one where everyone thrives!

SESSION TITLES

- A Catalyst for Change – Evolving from Policy to Practice
- All In: Taking a holistic company approach to LGBTQ visibility
- Allyship? Me?
- Designing for Diversity
- Engaging Senior Leaders - The Belonging Campaign
- Inclusive distancing in the new (ab)normal
- Intervening with Intention
- New Bottom Line: The ROI of Connecting DEI&B to CSR
- Reverse mentoring by VMware and Accenture
- The Cost of Non-Inclusion... How a strong Ally Program can positively impact your business
We explored content specific to bisexual, non-monosexual, and/or queer experiences and learned best practices for bi+/queer inclusion in the workplace.

SESSION TITLES

- Bi Bi Baby - Parenting while Bi
- Bisexual, Person of Color, and a Womxn – 3 strikes
- Bisexuality and Pansexuality: Similarities, Differences, and Togetherness
- Free to B: Creating Community that Empowers Bisexual Men
- Resting Bi Face: We’re Looking At You
- Why Is It Challenging to Organize Around Bi+ Identities?
Workplace culture can be tough to change—we learned from the professionals who are actively influencing positive and inclusive change in their workplaces.

SESSION TITLES

Be the Persuasive Advocate You Were Born To Be, Even During A Crisis
Book Publishing 101: Leverage your expertise and change the world
Lean in for the Win: Corporate Advocacy For Nondiscrimination
LGBTQ+ Inclusion on Screen: A Conversation with Storytellers
Risky Business: Serving as an LGBTQ+ Leader in a Historically Conservative Industry
Time and Talent (Virtual): Blending skills and volunteering to create impact
Top leaders in the Fortune 500 shared their strategies and lessons learned with community partnership building.

SESSION TITLES

#workingpositively to end discrimination for people living with HIV

Beyond Your Four Walls- The Power of Corporate Collaborations

Impacting Communities: Building Your LGBTQ+ Network’s Philanthropic Operation

It’s Personal, Not Business: Authentic Cross-company and Community Collaboration

Up Your Game – Building Power with Cross-Company LGBTQ+ ERG Alliances
WORKSHOPS: ERG / BRG

Employee and Business Resource Groups have a long history of shaping company culture – we learned how LGBTQ+ ERG / BRG leaders are continuing to foster workplaces of belonging.

SESSION TITLES

360 Programming in a Virtual Environment
Amplify Pride, Grow Belonging and Sustain Progress through your network leveraging stories
Ask Me Almost Anything: Reddit-Inspired AMAs for Resource Groups
Creating Connections: Growing Inclusion and an ERG Virtually
Creating impact BEYOND the Home Office
ERG to OMG: Changing the Game at Any Level
Expanding Your ERG/BRG Footprint: Training Local Ambassadors
Here for it: Re-imagining inclusivity, Support #OwnVoices and Learning Allyship
Leading BRGs Through Crisis and Pandemics: Lessons Learned
Planning ARG/ERG Leadership Transitions - Turf War or Gay ol’ time?
Putting your Executives to Work
Tracking Change: Proving ERG/BRG Value Through Data
Volunteers - Unleash the magical power of your ERG
We learned how LGBTQ+ workplace equality varies across countries by leaders from around the world.
We all have many factors that make up our identities – race, sexual orientation, gender identity and expression, age, religion, accessibility, etc. Belonging occurs when all identities are seen, celebrated, and supported. “LGBTQ identity” is not a monolith. Sessions in this track explored the ways in which LGBTQ+ identities intersect with other identities.
Supreme Court cases, corporate advocacy, and the economy—we learned how law and public policy are affecting and being effected by the LGBTQ+ community.

SESSION TITLES

- Banning LGBT Discrimination in the Workplace: Implications of the Supreme Court’s Landmark Ruling in Bostock v. Clayton County
- Taking A Corporate Stand: Endorsing the UN Standards of Conduct for Business
- The Economic Case for LGBTQ Equality
Talking about mental health isn’t always easy. We learned how corporations and resource groups are stepping up to support employee mental health and develop policies and practices to shape cultures of well-being.

SESSION TITLES

Beyond HQ – Mental Health and ERG Engagement Remotely
LGBT+ and Mental Health: An Asian Perspective
Life Is Hard...
Rehab Rebound: Returning to Work after a Mental Health Crisis
The Journey: Mental Health and Your Career
What Doesn’t Bend Breaks: Resilience and Self-Advocacy
We learned to harness our full potential as leaders and cultivate opportunities of growth for our teams.

SESSION TITLES

Agility & Leadership in Challenging Times
Drag as Leaders Beyond the Stage
Harnessing the Conference After Glow
Search Inside Yourself: Mindfulness and Emotional Intelligence
Step Up: How to Live with Courage Lead Authentically
Understanding, Identifying and Correcting Unconscious Bias Across Your Organization
Recruiting isn’t just about checking boxes. We broke away from standardized acquisition practices and learned inclusive strategies for attracting and retaining top talent.

SESSION TITLES

- Eli Lilly and Company LGBTQ Journey
- Future of Work: Building Back Better, Leaving No Worker Behind
- Leading the Way: Achieving LGBTQ+ Diversity & Inclusion Success during Corporate Relocation
- Promising Practices for LGBT Diversity and Inclusion in the Intelligence Community
- Reaching Diversity & Inclusion Moonshot Goals by Leveraging Stars!
We explored content specific to transgender & gender-nonconforming experiences and learned best practices for transgender & gender-nonconforming inclusion in the workplace.

SESSION TITLES

A Model for Empowering Transgender Voices in the Workplace
A Revolutionary BRG! Lockheed Martin’s PRIDE Transgender Council
A roadmap to corporate non-binary inclusion
Building Understanding of the Trans Experience Across the Globe
Need workplace Transitioning or Gender Identity support? Build a Toolkit
Open Trans Roundtable - Tell Your Story
Trans* community disproportionate impact of health, wellbeing and equality
Transforming Your Transition (Stepping in and out of Privilege)
Transgender Health Benefits: Build it and they will come
Transmen and Transmasculine: Let’s hear your voices!
What are gender roles when gender is a spectrum?
When Gender Doesn’t Fit In a Box Panel Discussion
Pride is inside and out

At Bank of America, we believe being a diverse and inclusive company makes us stronger.

We’re proud to have been the first financial institution to offer comprehensive benefits to domestic partners. And the more than 30,000 members of our LGBT+ Pride employee network and their global allies have been a powerful influence and voice that can be heard everywhere.

What would you like the power to do?®

bankofamerica.com/inclusion
The power of human difference.

By building an open, diverse and inclusive culture, we’re doing more than just building a better company—we’re empowering a better society.

Opportunity for all.

When we work to facilitate a diverse, inclusive workforce, we unlock our creative spirit and create the tomorrow we wish to see. For everyone.

DellTechnologies.com/DiversityReport
JPMorgan Chase is passionate about creating a diverse and inclusive culture where all employees can be their authentic selves every day. We drive LGBT+ equality within our firm and in the global communities where we operate – and applaud Out & Equal’s commitment to workplace equality.

As a Titanium Partner, we proudly sponsor Out & Equal and the 2020 Workplace Summit.
THIS IS THE POWER OF PRIDE

It disrupts the status quo. It rallies people together. It unleashes new ways of thinking. At Accenture, we believe that a culture of equality drives innovation. And when we move forward as equals, anything is possible.

accenture.com/LGBT
The Walt Disney Company is a proud supporter of the 2020 Out & Equal Workplace Summit.
FROM A TINY TREE GREW A LEGACY OF INCLUSION.
The NBCUniversal News Group celebrates diversity, equity and inclusion.
At Comcast NBCUniversal, we work to make every employee and customer feel valued and respected for exactly who they are.

We celebrate, support and amplify the many voices of the LGBTQ community and are proud to be a 2020 Out & Equal Partner.

Learn how you can create the future with us at ComcastCareers.com
Careers start by Defining Possible.

Join us on our mission to push past possible and begin discovering solutions to our world’s biggest challenges. Turn your career into an opportunity to do what’s never been done across science, technology, business and engineering. Because when great minds meet, great things happen.

EXPLORE OPPORTUNITIES AT
ngc.com/careers

© 2020 Northrop Grumman is committed to hiring and retaining a diverse workforce. We are proud to be an Equal Opportunity/Affirmative Action Employer, making decisions without regard to race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class. U.S. Citizenship is required for most positions. For our complete EEO/AA and Pay Transparency statement, please visit www.northropgrumman.com/EEO.
ALL-IN ON EQUALITY

At Capital One, we stand with the LGBTQ+ community and support equality in all forms.

We’re a proud partner and sponsor of the 2020 Out & Equal Workplace Summit. Join us.
Be distinctive. Together.

Inclusive cultures can bring unique perspectives together with purpose to encourage the open exchange of ideas and help brilliant new solutions take shape. See what inclusion powers at deloitte.com/us/inclusion.
Work your Pride

Discover® proudly supports workplaces where all people are equal, belong and thrive.

Apply for your Discover it® Pride Card at DISCOVER.COM/PRIDE
#HSBCpride
Together we thrive
Innovation through Inclusion.

The ongoing human rights achievements of the LGBT community are one of the great success stories of our era. They are the result of tremendous courage, persistence, and an unshakeable belief in the power of inclusion. Lockheed Martin is proud to support the LGBT community, and together, we will continue to accomplish great things.

Learn more at lockheedmartin.com/diversity

Lockheed Martin. Your Mission is Ours.®
Your will can break any barrier.

You have the power to redefine what’s possible and your journey has inspired others. We call that being powerful. 50 years ago, Pride began as a movement to push the world forward, and your courage continues to pave a path. As you relentlessly strive for equal access and the opportunity to flourish financially, Wells Fargo walks right beside you helping to make it happen. You’ve come this far. We can help you go further.

Learn how at:
wellsfargo.com/empowerful
WHY JUST BLEND IN WHEN YOU CAN BE CELEBRATED.

You deserve to work for an organization where everything that makes you “you” is recognized, respected and celebrated. Altria is that place. Through the work of Mosaic, our LGBTQ Employee Resource Group, we’re working to foster an even greater sense of diversity, creativity and innovation by promoting a culture of inclusion and opportunity.

Altria is proud to support the 2020 Out & Equal Workplace Summit.

Learn more at www.Altria.com/Careers
Equality is the American way.

Life's a beach when you share it with those you love. American Airlines is proud to be an official sponsor of Out and Equal.
We’re all about people.

Find yourself on our team of leaders, creatives & problem-solvers.

Competitive Salaries  Career Development  Employee Resource Groups  Flexible Benefits
HP is hiring and talent is our only criteria.

Find out more at HP.com/diversity
Progress begins with Pride.

At IBM, we believe that progress is only possible when everyone is empowered to reach their full potential.

For more than a century, IBM has championed diversity and equal rights, for our company and the world.

For over 20 years IBM has been supporting Out & Equal. We are proud to be a Bronze Partner of the 2020 Out & Equal Workplace Summit.

ibm.com/inclusion
Innovation Begins With Inclusion

At Intel, we believe that in order to shape the future of technology, we must be representative of that future. We are committed to Inclusion as both a core value and as a strategy to drive innovation and create a more responsible and sustainable world, enabled through technology and our collective actions.

Learn more at intel.com/diversity
Intuit is committed to supporting diversity and inclusion because we believe everyone deserves the opportunity to prosper. Fueled by this commitment, the Intuit Pride Network drives awareness of LGBTQ+ workplace equality for all our employees.
Our pursuit of excellence begins with a passion for diversity and inclusion.

Liberty Mutual is proud to sponsor the 2020 Out & Equal Workplace Summit. We honor and share your commitment to ensuring equality and support for the LGBTQ+ community.

LMI.co/Diversity
Do more.
Achieve more.

At Microsoft, we want every individual to thrive. That means, as the communities we serve evolve, we evolve.

It’s the business of inclusion. Microsoft continues to be a proud sponsor of the Out & Equal.
Diversity helps us turn good ideas into great ideas.

Unlock endless possibilities just by being you.

oracle.com/diversity

Create the future with us.
We all bring our own backgrounds and our own strength. That’s what makes our work special.

**Be a part of it.**

We are proud to support the mission of Out & Equal.

[pfizercareers.com](https://pfizercareers.com)
Pride is power

When people can be themselves, they can do anything. That’s why we provide an environment where everyone feels safe, included and proud—and why we support the 2020 Out & Equal Workplace Summit.

Raytheon

RTX.com/careers
We invite you to be part of an organization that improves the world around us with the unique ideas and innovation that only you can bring. Please view our career opportunities online.
Across the Toyota family and in communities around the world, we admire and applaud the differences that make us unique and celebrate the love that drives us all. #LoveDrives
Walmart Is Proud To Be A Workplace Where All Pronouns Are Welcome

Check out our “My Pronouns Are” campaign video at vimeo.com/WalmartCDI
AIG is proud to support the Out & Equal 2020 Workplace Summit
WHEN IT REALLY MATTERS

www.alixpartners.com

AlixPartners

2020 OUT & EQUAL PARTNER

HUMAN RIGHTS CAMPAIGN FOUNDATION

BEST PLACES TO WORK

2020 for LGBTQ Equality

100% CORPORATE EQUALITY INDEX
AMD is committed to enhancing its inclusive environment that encourages creativity, authenticity, equality and respect.

AMD is a proud supporter of Out and Equal 2020
Your pride. Our strength.

Anthem’s commitment to inclusion, diversity, and equality helps us make healthcare simpler, more affordable, and more accessible for all.

Help us Transform Healthcare.
careers.antheminc.com
WE DREAM.
WE DO.
Especially when it comes to diversity and inclusion.

At Aramark, our mission is to deliver experiences that enrich and nourish lives. As part of that promise, we promote an inclusive culture that serves our diverse workforce while creating a sustainable, competitive advantage in a dynamic global market - even in the midst of a global pandemic.
Your financial well-being is our purpose

Everyone, including the LGBTQ+ community, has the right to a better financial future. At BlackRock, we’re guided by our purpose of helping more and more people experience financial well-being and we’re looking for future leaders to help us do just that.

We recognize that talent comes in many forms and we value diverse perspectives. Whatever your background, whatever you’re studying, there’s a place for you here on our team at BlackRock.

Please stop by our virtual booth or visit blackrock.com/careers to get to know us better.
Transforming patients’ lives through science™

At Bristol Myers Squibb, we take pride in our diverse and inclusive culture, and encourage all of our colleagues to bring their full authentic selves to work. Only then can we deliver on our mission of discovering, developing and delivering innovative medicines that help patients overcome serious diseases.

Visit bms.com to see how we’re bringing a human touch to everything we do.
Like-minded in our commitment to celebrating uniqueness.

Charter is proud to support Out & Equal’s mission to replace hate with understanding, compassion, and acceptance.
WE AGREE.

Chevron is proud to support the Out & Equal Workplace Summit.

Different perspectives bring different strengths. At Chevron, our diverse workforce and inclusive work environment help us find better options, make better decisions, and reach better solutions in everything we do. Whether it’s our employees or our partners, diversity and inclusion are at the core of who we are and how we do business.

Learn more at chevron.com
At Cisco, we view inclusion and collaboration as the bridge to connect diverse perspectives. Spark new ideas. Imagine new possibilities. Challenge the status quo. Inspire innovation. And unleash the full power and potential of our people.

cisco.com/go/careers
To those fighting for every individual’s right to belong, we proudly stand with you. At Citi, we support the LGBT+ community globally and recognize LGBT+ rights as human rights.
Proud to Support Workplace Equality

We thank Out & Equal for its leadership in promoting LGBTQ workplace equality around the globe. CNA is committed to building a diverse workforce where all employees feel valued, and proud to have earned 100% on the Human Rights Campaign’s Corporate Equality Index for five consecutive years.

cna.com
We Value All

Diversity, Equity and Inclusion is part of our DNA. Our team is treated fairly and with respect. We create safe spaces where everyone can be who they truly are. We invite hard conversations and uncomfortable topics while valuing diverse perspectives; this is what makes us great together.

Learn more at ConsumersEnergy.com/diversity
Proud Sponsor of the 2020 Out & Equal Workplace Summit
CVS Health is proud to sponsor the 2020 Out & Equal Workplace Summit.
Happy 20th anniversary to GLAD, our LGBTQ+ and ally employee resource group!

As we celebrate, we’re reminded of the incredible progress we’ve made and the work we still have yet to do to truly achieve equality for all.

Learn more: dow.inc/GLAD20
Edward Jones associates at our annual Pillar Awards, which celebrate the accomplishments of our 1,600+ member strong Business Resource Groups.

Committed to:

A Place of Belonging for All

For Edward Jones, serving our clients and our communities starts with a commitment to an inclusive and diverse workforce and leadership team. We’ve been fostering a place of belonging for all for years. By adamantly challenging bias and racism in all its forms. By fostering 17 business resource groups and a decade of Inclusion & Diversity Weeks. By hosting Courageous Conversations to encourage honest cross-cultural discussion. And, most recently, by offering financial support programs for associates affected by COVID-19, which disproportionately impacts people of color.

We’re not just trying to create a better workplace. We’re trying to create a better tomorrow.
Our Work is Play

At EA, we believe in the potential of every human being. Building a culture of inclusion allows us to create games and experiences for our global player community that are a reflection of a diverse world.

Ready to get in the game? Learn more at ea.com/careers
LILLY FOR BETTER

At Lilly, we are constantly evolving the way we discover, develop and manufacture medicines to bring new treatments to the people who need them even faster – and expand access to these medicines for even more people around the world.

www.lilly.com
How will embracing diversity create greater unity?

Ernst & Young LLP remains committed to cultivating a culture where allies across differences stand together in solidarity to help eradicate discrimination and racism. This year, Unity – the EY Global LGBT+ network – celebrates 25 years of empowering our people to positively impact culture, clients and communities.

#ProudToBelong  #BetterWorkingWorld

The better the question.
The better the answer.
The better the world works.
Fiserv is Committed to Celebrating Originality and Creating a Culture of Diversity and Inclusion

At Fiserv, we choose to be led by our Values and to create an environment where our associates are empowered to bring their whole selves to work every day. We are a globally connected team of more than 40,000 people that celebrates originality and values diversity of backgrounds, cultures and ethnicities. These are the engines that drive innovation and collaboration. We are unified by our shared experiences, and we know that our differences make us stronger.

We choose to stand together to help move the world forward. Learn more at Fiserv.com
BECAUSE WE ARE CHANGING THE WORLD

Imagine what it would be like if we could find a cure for cancer, an effective vaccination for HIV and AIDS, or a medicine that could protect against heart disease or stroke.

The unique and diverse talent of our workforce has already allowed us to make breakthroughs that have saved millions of lives, and helped improve countless others. Our commitment to diversity has been recognized by the Human Rights Campaign as having achieved a perfect score (100%) fourteen times in the HRC Corporate Equality Index from 2006 through 2020 and a listing as one of the Best Places to Work for LGBT equality.

So, when we say our goal as a company is to help people “do more, feel better, live longer,” it means a lot more than just another advertising slogan or corporate mission statement. It’s a truth that’s been recognized and appreciated time and time again.

If this sounds like something you’d like to be a part of, we have opportunities throughout our diverse and dynamic business. Whether you’re ready to make a career move today, or are contemplating the future, we’d like to hear from you.

Visit www.gsk.com/careers to find out more.
we succeed through inclusion

Diversity and inclusion is not about creating advantages for some—it's about removing barriers for all. We are proud to be an advocate of inclusion for the LGBT+ community, and we value and embrace all of the backgrounds, skills and ideas of our people. At JLL, you can be you, and we want you to bring your whole self to work.
ALL YOU. ALL DAY. EVERY DAY.

L3Harris PRIDE Employee Resource Group is your advocate for workplace diversity and inclusion. When you bring your whole-self to work everyday, we all benefit.

JOIN THE PRIDE EMPLOYEE RESOURCE GROUP TODAY!
EMAIL PRIDE@L3HARRIS.COM
We Air Our Differences

After all, we’re in industrial gases. We separate air into oxygen, nitrogen and other gases, which help our customers be more productive. We do this by harnessing the brilliance and energy of diverse talent in an environment of respect, collaboration, pride and growth. To learn more, visit us at www.linde.com or connect with us on Linde is a proud sponsor of the Out & Equal Workplace Summit.
MASCO IS PROUD TO SUPPORT OUR LGBTQ+ COMMUNITY AND THE OUT & EQUAL WORKPLACE SUMMIT.
BE YOU AT WORK
We live and celebrate PRIDE every day. Transform your career and join an agile, global leader in medical technology.

jobs.medtronic.com
There's a Legacy waiting for You

For more than a century, we've worked in service of humanity.
As inventors. As leaders, As pioneers.

Every day, we see driven people like you help fuel innovation and scientific-excellence in pursuit of our mission to save and improve lives.

Join our team and invent the future with us!

jobs.merck.com
ANOTHER HARD Seltzer?

Yeah, but we’ve got antioxidant Vitamin C.
Bringing out the best by including the best.

At Northwestern Mutual, our ability to succeed as a financial industry leader deeply relies on our culture of inclusion and respect. It takes the collective ideas, opinions, and creativity of our diverse workforce to deliver the innovations and solutions our clients need. We strive to create an inclusive culture everyday for our employees, field force, clients and communities we serve.

Northwestern Mutual has been recognized as the Best Place to Work for LGBT Equality (Perfect Score, Human Rights Campaign Corporate Equality Index, 2015 - 2020). We are a proud partner of Out & Equal 2020.
PepsiCo proudly supports Out & Equal.

#WinningWithPurpose
At Phillips 66, supporting our people, our environment and our communities guides everything we do.

That's why we're proud to support Out & Equal.
Love makes a family. Respect makes a workplace.

Everyone benefits from diversity and inclusion. By promoting a culture of support and collaboration, the best and most innovative ideas fuel our business.

A place to work, grow, and be your true self. We hire people with different identities and backgrounds, and encourage everyone to bring their authentic self to work.

When every voice is heard, we are all better for it. We come from different perspectives, but share the belief that diversity and inclusion make us stronger together.

Prudential is proud to sponsor the 2020 Out & Equal Workplace Summit.

Visit prudential.com
FAMILY MEANS EVERYONE

Through acceptance, respect, and a true sense of belonging, we are making a more inclusive world a reality.
In a time where we’ve been more physically distanced from our communities than ever before - Sodexo recognizes that what TIES our communiTIES together is inclusion and belonging.

Whether it’s bringing your whole self to work in the office or remotely, Sodexo is proud to foster workplaces where our communiTIES feel safe, welcomed, connected and inspired to achieve their full potential.

Sodexo is proud to sponsor the Out & Equal 2020 Workplace Summit.

https://us.sodexo.com
The Power Behind SCE is Our People

Harmony. It can’t happen if everyone is singing the same note. That’s why we celebrate our differences. We’re big believers that diversity, equity and inclusion leads to innovation, creativity and collaboration. Our teams reflect a broad array of cultures, ethnicities, gender identities, gender expressions, sexual orientations, and life experiences. We like it that way.

We are proud to sponsor the Out & Equal Workplace Advocates 2020 Workplace Summit

For information on Supplier Diversity and Development, please visit sce.com/sd or call 1-800-275-4962
Thank you for reminding us all how diversity enriches our world and makes us stronger. State Farm® is proud to support the 2020 Out & Equal Workplace Summit.
At TI, we thrive by being inclusive and encourage a culture where every voice is heard and our differences are valued.
The strongest connection is the one among all of us.
Love, accepted everywhere.
Our differences make us stronger.

By joining our different backgrounds together, we create a better future.

Voya is a proud sponsor of the 2020 Out & Equal Workplace Summit.
PROUD to be Inclusive

At Air Products, our goal is to be the safest, most diverse and most profitable industrial gas company in the world. We are committed to fostering an inclusive culture where every employee feels they belong and matter.

tell me more
airproducts.com

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Everyone deserves to be in good hands.

Allstate is a proud sponsor of the Out & Equal Workplace Summit 2020.

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WE KEEP LIFE FLOWING

AMERICAN WATER

With a history dating back to 1886, American Water is the largest and most geographically diverse U.S. publicly traded water and wastewater utility company. A member of the S&P 500, the company’s market capitalization is valued at $24 billion and employs more than 6,000 dedicated professionals who provide regulated and market-based drinking water, wastewater and other related services to an estimated 15 million people in 46 states.

CUSTOMER SERVICE
American Water works hard in many ways every day to deliver clean water for life that is safe, reliable, and affordable, because our customers deserve nothing less.
- American Water has been recognized and ranked a top performer in the 2019 Water Utility Residential Customer Satisfaction Study and is in the top quintile in overall customer satisfaction within the water utility industry.
- On average, American Water customers pay $0.02 per gallon of water.

INFRASTRUCTURE INVESTMENT
American Water provides, reliable, sufficient supply of clean, safe, affordable water that is essential to the life of communities.
- The 2017 American Society of Civil Engineers infrastructure rating is a D for drinking water and a C+ for wastewater.
- American Water will invest more than $8.6 billion into its systems over the next five years, which will enable us to continue to provide essential services to our regulated water and wastewater customers.

WATER QUALITY
American Water is an expert in water quality testing, compliance and treatment and has established industry-leading water testing facilities.
- Testing laboratory in Belleville, Illinois is certified in 25 states and Puerto Rico.
- Laboratory performs more than 1 million water quality tests per year.
- Dedicated team of scientists and researchers committed to finding solutions for water quality challenges and implementing new technologies.
- Recognized as an industry leader in water quality and works cooperatively with the EPA so that drinking water standards and new regulations will provide benefits for our customers and the public water suppliers in general.
- Water quality record is industry leading and the company has consistently achieved better compliance than federal and state drinking water standards.
- American Water has earned awards from the EPA’s Partnership for Safe Water as well as over 150 awards for superior water quality from trade associations, industry organizations, individual communities, and government and environmental agencies.

COMMUNITY ENGAGEMENT
Giving back to the communities it serves is an American Water core value.
- American Water’s dedicated employees have provided over 320,000 volunteer hours, participating in local projects and events from park clean-ups to tutoring and mentoring.
- The American Water Charitable Foundation was established to make a positive difference in the communities we serve. The Foundation has provided close to $6 million in funding through grants and matching gifts.

ENVIRONMENTAL STEWARDSHIP
American Water has a deep commitment to protecting the environment.
- American Water has reduced greenhouse gas emissions by 22% with a goal of 40% by 2025.
- In 2020, American Water was named one of the most SDC Sustainable Companies by Barron’s Magazine for the third consecutive year.

INCLUSION AND DIVERSITY
American Water is dedicated to creating a culture where every employee feels included and diversity is valued at all levels.
- Out of American Water’s top two executive positions, one is a woman (CEO).
- In 2019, 57% of job transfers and promotions were filled by minorities, females, veterans or disabled individuals.
- Board of Directors has gender diversity with 45% of its members being women.
- American Water was recently recognized in the Bloomberg 2020 Gender-Equity Index.

AMERICAN WATER FOOTPRINT
BY BUSINESS SEGMENT

PROVIDING SOLUTIONS
American Water has built its business on the values of safety, trust, environmental leadership, teamwork, and high performance. We work with communities to provide solutions to water and wastewater challenges.

REGULATED BUSINESS
Our regulated businesses operate in approximately 1,600 communities in 48 U.S. States. Our primary investing assets include approximately:
- 80 surface water treatment plants
- 52 groundwater treatment plants
- 1,500 groundwater wells
- 140 wastewater treatment facilities
- 1,300 treated water storage facilities
- 1,500 pumping stations
- 76 dams and approximately 52,660 miles of mains and collection pipes

DiversityInc
2020 TOP 50 COMPANIES FOR DIVERSITY

DiversityInc
2020 Top 50 Companies for Diversity

Military Spouse Employment Partnership

Military Friendly Employees

CEO [ACTION] FOR DIVERSITY & INCLUSION

Best for Vets 2020

Bloomberg Gender Equality Index

Diversity Inc
2020 Top 50 Companies for Diversity

Military Spouse Employment Partnership

Military Friendly Employees

CEO [ACTION] FOR DIVERSITY & INCLUSION

Best for Vets 2020

Bloomberg Gender Equality Index

American Water
Aon is proud to sponsor the 2020 Out & Equal Workplace Summit.

United in Pride AonPride
As our first year as members of the Out & Equal family, Apollo Global Management is proud to celebrate the global LGBTQ+ community, and we stand in solidarity for equality. At Apollo, we understand the power of diversity and the role it plays in producing better outcomes for all.

www.apollo.com
Turning Innovative Science into Value for Patients

Astellas is committed to turning innovative science into medical solutions that bring value and hope to patients worldwide. Every day, we work together to address unmet medical needs and help people living with cancer, overactive bladder, heart disease and transplants, among other conditions. We remain dedicated to meeting patients’ needs, and our support for them will never waver.

At Astellas, we’re focused on making changing tomorrow a reality.

We are proud to be a 2020 Out & Equal Partner.
Astrazeneca is proud to support Out & Equal

For more information visit astrazeneca-us.com
AT AT&T,
We Stand for Equality.

We stand for equality both internally & externally of AT&T. We are proud to support the LGBTQ+ community and the 2020 Out & Equal Workplace Summit.

www.att.com/diversity
Motivated to make an impact

At Bayer, we believe our unique identities empower us to achieve our inclusive vision of Health for All, Hunger for None.

You belong at Bayer.

Passion to innovate. Power to change.

Visit our website: career.bayer.com
DIVERSE TALENT.
INCLUSIVE CULTURE.
POSITIVE IMPACT.

Investing in a team with diverse backgrounds, ethnicities, and life experiences makes CA a great place to work. It also enables us to deliver better outcomes for our clients so they can help change the world.

cambridgeassociates.com
CCS Fundraising is proud to support Out & Equal and our diverse community of colleagues and allies.

We partner with nonprofits for transformational change.

info@ccsfundraising.com | ccsfundraising.com
Proud to Support
Out & Equal Workplace Advocates

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Providing energy for the world
while staying committed to our values.

ConocoPhillips is proud to be an industry leader in finding and producing the oil and gas the world needs. At the foundation of our work is the commitment we have to our SPIRIT Values—Safety, People, Integrity, Responsibility, Innovation and Teamwork.

We are also a proud sponsor of the Out & Equal 2020 Summit.

To learn more, visit www.conocophillips.com
GROWING PROGRESS FOR GENERATIONS TO COME

Our commitment to an inclusive workplace unlocks collaboration and fosters the innovation required to make progress possible. When we build and work together, we grow the world.

GROW WHAT MATTERS.
We believe the world can work better.

Dropbox

Join our mission.
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At DuPont, we understand that we can truly fulfill our purpose only with the full commitment, participation, creativity, energy, and cooperative spirit of a diverse workforce.

Visit [careers.dupont.com](http://careers.dupont.com) to see how you can create not only a better future, but a better now!
The businesses of Merck KGaA, Darmstadt, Germany operate as EMD Serono, MilliporeSigma and EMD Performance Materials in the U.S. and Canada.

Merck KGaA, Darmstadt, Germany is an equal opportunity employer.

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WE WANT YOU TO BE YOU.

Being #DifferentTogether takes us further.

Fidelity is a proud sponsor of this year’s The Out and Equal Workplace Summit.
WE ARE PROUD TO SUPPORT THE Out & Equal 2020 Workplace Summit in its mission of helping LGBTQ+ people thrive while creating a culture of belonging for all.

At GCM Grosvenor, we celebrate the differences that make us a diverse workplace and support equity and inclusion in the alternative investment industry. Our Pride Alliance employee resource group puts our values into action through education, advocacy, and engagement within our firm and in the community.

Alternative Investing Since 1971
Chicago | New York | Los Angeles | London | Tokyo | Hong Kong | Seoul
gcmgrosvenor.com
SCIENCE DEMANDS DIVERSITY

TO LEARN MORE ABOUT OUR COMMITMENT TO DIVERSITY AND INCLUSION, VISIT GENE.COM

Genentech
A Member of the Roche Group
ACCELERATING EQUALITY

Hewlett Packard Enterprise is a proud sponsor of the 2020 Out & Equal Workplace Summit. We at HPE believe that bringing diverse perspectives, knowledge, and experiences together will enable us all to go further, faster. We applaud Out & Equal for their dedication to LGBTQ workplace equality.
All Together Cereal is a symbol of acceptance. No matter how you look, where you’re from, or whom you love, we believe everyone deserves an environment where they can be their best selves.

This Spirit Day, we’re continuing our three-year partnership with GLAAD to stand against bullying. Stay tuned for our virtual Spirit Day celebration at @KelloggsUS.
Kohl’s is committed to creating an environment where everyone feels a sense of equity, where diversity is valued at all levels, and where inclusion is evident across our business.
Lam Research enables chipmakers to build smaller, faster, and better performing electronic devices – helping shape the future of technology.

At Lam, our vision is for every person to feel valued, included, and empowered to achieve their full potential. By bringing unique individuals and viewpoints together, we achieve extraordinary results. Learn more about how you can make an impact at lamresearch.com/careers.

#uniquelyLam
Our future is bright.

Join us to deliver trailblazing solutions.

careers.leidos.com

Leidos designed the artificial intelligence-based controls and navigation system on the Sea Hunter - the first of a new class of warships that use artificial intelligence in place of a crew. We’re delivering proven autonomy for tomorrow’s Navy.

Leidos is seeking powerhouse talent for positions in the areas of IT, engineering and science. Our diverse workforce is dedicated to solving some of the world’s toughest challenges – join us and help make a difference.
Progress is never done, and never done alone.

We’re proud to support Out & Equal and applaud their efforts on behalf of the LGBTQ community and others who are marginalized in our society.

At MassMutual, we believe the fight for equality is not over, and we won’t rest until every voice is heard.
Improving care.
Improving lives.

At McKesson, we’re driven to improve care in every setting—one product, one partner, one patient at a time.

As an ongoing commitment to the needs of our LGBTQ+ colleagues, McKesson continues to develop an equal workplace for all.

We’re proud to come together in celebration of advocacy, allyship and increased visibility of our community.

In support, McKesson joins OPEN, our LGBTQ+ Employee Resource Group, as we celebrate what makes us unique.

To learn more, please visit https://www.mckesson.com/careers/
Micro Focus is one of the world’s largest enterprise software providers. We believe in the power of a diverse workforce that reflects the customers and communities we serve. Both diversity and inclusion enable the needs of our customers, drive new business, fuel innovation and attract and engage our employees. Learn more at microfocus.com.
100% Committed to 100% You.

LGBTQ+ Allies Network  
Inclusive Parent Support Policy  
Unlimited Financial Support for Gender Transitions

nestleusa.com/pride
Northern Trust Is A Proud Supporter of Happiness.

Northern Trust is proud to support the LGBTQ Community and Out & Equal Workplace Advocates. For 130 years, we’ve been meeting our clients’ financial needs while nurturing a culture of caring and a commitment to invest in the communities we serve. Regardless of which community you call home.

northerntrust.com

WEALTH PLANNING | BANKING | TRUST & ESTATE SERVICES | INVESTING | FAMILY OFFICE
PNC is a proud sponsor of the Out & Equal 2020 Virtual Workplace Summit.

As a company, we proudly support LGBTQ+ employees, communities and customers in the markets we serve. Our commitment to diversity and inclusion is reflected in the way we do business, from our hiring practices and employee programs to the sponsorships we invest in and the suppliers we partner with.

We pride ourselves in building a work environment where talent can thrive and grow. PNC is a place where you’re given the flexibility, trust and respect to do things that matter for yourself and our clients while making an impact on the people and communities around you.

We encourage you to visit www.pnc.jobs to learn more about our commitment to your professional and personal fulfillment.
Be yourself. Do great work.

We are confident in you.

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Our diverse teams inspire world-changing innovations.

Qualcomm
Inventing the tech the world loves
Robert Half is proud to sponsor the 2020 Out & Equal Summit

As the world’s leading staffing experts, we understand how important it is to recognize the different backgrounds, life experiences and cultures among our staff and within the communities we serve. By embracing diversity and inclusion in partnership with groups like Out & Equal, we can better serve the needs of the job seekers and hiring managers we work with each day.

877.724.0329
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YOU
BELONG HERE.
BE PROUDLY
YOU.

TE Connectivity is committed to engaging with its employees around the world – and making TE a great place to work – by emphasizing development and training, creating a safe work environment, embracing diversity and inclusion, and supporting uncompromising values.

Learn more at TE.com/aboutus

EVERY CONNECTION COUNTS

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Our company and our Pride resource group are proud to work together with Out & Equal Workplace Advocates towards greater equality and belonging for all.
Inclusion inspires innovation

At UL, we empower fearless innovation and positive change. Our mission of working for a safer world encompasses creating a safe space for everyone. We know when people feel free to be their authentic selves, we all benefit. Working together, we will build a better future.

Find out more about us at UL.com/about/careers
At Zillow, we believe each of us is responsible for creating an environment where people are heard, valued and reflected in our decisions and products.

We include and empower each day because we know that we’re stronger together when we provide opportunities for everyone to develop and succeed.
The Federal Reserve Bank of Chicago serves the public interest by fostering a strong economy and promoting financial stability with talented and innovative people working within a collaborative and inclusive culture. chicagofed.org/careers

We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, marital status, disability, gender, gender identity or expression, or veteran status.
U.S. Department of Agriculture
Where you can grow your own destiny, no matter who you are or whom you love.

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https://www.usda.gov/our-agency/careers

USDA is an equal opportunity provider, employer and lender.
We’ll see you at the 2021 Workplace Summit!

Stay tuned for more information regarding the 2021 Workplace Summit coming soon.

For information on 2021 Out & Equal Partnerships, please contact partnerships@outandequal.org