

OUT & EQUAL

**UNSTOPPABLE**

2022 WORKPLACE SUMMIT

Partner Advertising

**UNSTOPPABLE**

**Titanium Partners**

# THE POWER TO be myself



At Bank of America, we value all of our differences. We're stronger when we connect our diverse backgrounds and perspectives to better meet the needs of our teammates, clients and communities. We're proud of our roots in the LGBTQ+ community and have worked to strengthen them by enhancing benefits to support our LGBTQ+ teammates both professionally and personally.

What would you like the power to do?®

To learn more about our commitment, please visit us at [bankofamerica.com/inclusion](https://bankofamerica.com/inclusion)



At Bank of America, we often ask ourselves, "What would you like the power to do?" We, along with the incredible community of change agents brought together by Out & Equal, have enormous power to create the workplaces and societies we want and deserve—not just for today, but for tomorrow's leaders.

From being the first financial institution to offer comprehensive domestic partner benefits, to publicly supporting the Equality Act, to deep philanthropic investments, our roots supporting the LGBTQ+ community began in the 1980's. Today, our LGBTQ+ Pride Ally Program has grown to more than 40,000 allies and out-at-work teammates. We strive to be a great place to work for our employees, support our clients and be proactive in our neighborhoods where we live and work.

Our work does not stop there. We recognize the urgent need to address the relationship between racial inequality and lack of economic opportunity in the United States. In 2020, the bank committed \$1.25B over 5 years to this important work. We look to Out & Equal as a quality community partner that can help lift barriers to economic mobility for the LGBTQ+ community, and especially for LGBTQ+ people of color.

We are proud to have funded and co-developed the Diverse Leadership Initiative with Out & Equal, which supports our shared mission to increase the pipeline of out LGBTQ+ talent in Fortune 500 companies by providing, toolkits, trainings, and mentorship opportunities for employers, under-represented mid-career LGBTQ+ talent, and LGBTQ+ Gen Z employees.

While the number of out LGBTQ+ high-potential talent and senior leaders has increased over the years, these cohorts often lack the true racial/ethnic and gender diversity of the broader LGBTQ+ population.

The solution is not simply more aggressive recruitment: workplaces must provide professional development opportunities to retain and promote their existing LGBTQ+ workforce. These professional development programs need intersectional frameworks in order to be successful—LGBTQ+ talent is too often relegated to identity silos in which they must prioritize, for example, their gender or race over their LGBTQ+ identity or vice versa. We are steadfast in creating an environment where this is never a choice our teammates need to make.

Strategic efforts to increase the pipeline of diverse leadership also depend on engaging Gen Z jobseekers. As the most racially, sexually, and gender-diverse generation yet, Gen Z workers face a unique set of challenges. As they enter the workforce, it is incumbent on us to authentically connect and show them our workplaces are welcoming places where uniqueness is valued and all employees can contribute to their fullest potential and thrive.

Whether we are providing personalized support during major life events, embedding inclusive messaging throughout all levels of the organization, enhancing benefits and resources to support diverse needs of families, or supporting legislation to protect human rights - our focus on creating a culture of inclusion where people know and feel all aspects of their identity are valued is unwavering.

We are stronger when we connect our diverse backgrounds and perspectives to better meet the needs of our teammates, clients, and communities. Together, we are unstoppable.





# 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.



The Pride ERG at Dell Technologies has been on the forefront of LGBTQIA+ equality for the past two decades. Our Pride ERG just celebrated 20 years and has been awarded 100% on the Human Rights Campaign Corporate Equality Index for the last 18 years. This past year, we have focused our attention on a strong connection between our Pride ERG, Government Relations and Corporate Affairs teams to be a model leader to other companies in showing support to the LGBTQIA+ community with responsible and effective participation in the legislative process. From comprehensive training on lobbying, to a robust social media strategy, we empower employees/executives to advocate and remind legislators that companies thrive when employees can be their true, authentic selves at work.

To support Dell’s advocacy and our team members’ personal advocacy on LGBTQIA+ related bills, the community and the families of trans youth, Dell Technologies alongside our Transgender Task Force ramped up support to our advocacy partners such as GenderCool, held lobby days at State Houses, and developed important training and information we shared with participants at the O&E Executive Forum.

The Pride ERG has been named the center of joy in our company’s hybrid work setting. This dedicated global Pride Leadership team volunteers their time to create global events like Pride’s Got Talent, lip sync battles, Global Pride Month and dance parties that bring contests, speakers and fun from around the world. This work shows how innovative our ERG has been in putting a smile on team members’ faces across the world even in a virtual world.

We have grown our membership over 15% to over 7,000 members and we are not stopping there, adding locations in South America, Canada and looking to add Poland and Philippines in the next year. We couldn’t have done this without our advocacy partners, including Out & Equal, with whom we have been partnering since 2004. Dell Technologies is thrilled to not only be a Titanium Partner, but the official partner helping with the organization’s digital transformation – showcasing the true impact technology can have in driving human progress. We are incredibly optimistic about the future and are proud that at Dell Technologies every employee in every country around the world is welcome to **Be Yourself!**







# Together we are unstoppable



To learn more, visit [experian.com/unstoppable](https://experian.com/unstoppable).



## Inclusion is a key to our success

### Why is it important for Experian to be active in LGBTQ+ inclusion efforts?

An inclusive workplace culture can only thrive when our colleagues feel they can bring their whole selves to work and don't have to hide who they are.

We learned through our first Out & Equal conference four years ago that, for some employees, the time they spend at work may be the safest parts of their day. Think about that. What an honor, and a responsibility, we have to our teammates.

We provide a safe, inclusive, and respectful work environment for all of our employees, and we seek to extend that to the communities we serve. We know the LGBTQ+ community still faces many challenges and discrimination.

Whether it's through credit education, partnering with organizations and advocates for the community, or sharing with the Out & Equal membership how we're leading the way, we can provide solutions. Our goal is to provide resources and support to help them achieve personal and professional success.

### How does Experian empower emerging LGBTQ+ professionals?

Internally, we've created an employee resource group of teammates from senior leaders through our more junior associates called the Experian Pride Network that has been key to providing support, learnings, and development for our LGBTQ+ community and its allies. Combined with our broad-based talent management and professional development programs, we nurture a system that empowers our employees.

### Why is it important for Experian to focus on intersectionality when talking about inclusion?

None of us is one-dimensional. I'm a mother, wife, daughter, friend, leader and more — and that's the reality of not only our LGBTQ+ community but for all our teammates. We have different genders, ethnicities, nationalities, faiths, abilities, and other parts of us that define the power of us as individuals. We celebrate that individuality and the commonalities we have with each other.

### What does your partnership with Out & Equal mean to you?

Our Out & Equal partnership has been instrumental in helping us establish and grow how we support and show up for our LGBTQ+ teammates. Our colleagues and leaders have made connections with individuals and organizations that have influenced how our Pride Network has evolved and helped us form best practices and policies for our work.

Our Out & Equal partnership has reinforced our belief in what we can accomplish together and continues to inspire us to make our mission of financial inclusion a reality for all.



**Jennifer Schulz**  
CEO Experian North America







# Where you belong

At JPMorgan Chase, we're dedicated to advancing equity and inclusion for LGBTQ+ employees, clients, partners and communities worldwide.

Learn more at [jpmorganchase.com/lgbt](https://jpmorganchase.com/lgbt)



## JPMORGAN CHASE & Co.

### Get to know Brad Baumel, JPMorgan Chase's Global Head of LGBTQ+ Affairs



#### How do you empower LGBTQ+ employees to be their authentic selves, especially at work?

We work tirelessly to be best-in-class in everything we do. We start with the most inclusive and extensive protections, policies and benefits.

But, we recognized quickly that workplace policies and practices were not enough.

We continue to evolve our talent management processes for the LGBTQ+ community, from targeted recruiting to leadership development, to mentorship and sponsorship, all geared towards increasing LGBTQ+ hiring, promotions and retention. Visibility matters and we've greatly advanced LGBTQ+ representation. In 2021 after launching the Office of LGBTQ+ Affairs, LGBTQ+ self-identification increased by 50% year-over-year – something that we are not aware any company has done before. This points to the concrete impact of enterprise-wide investments like my office. We are partnering with Out & Equal to develop this into a case study for others to replicate.

We know that our global LGBTQ+ community has not historically seen ourselves in the highest echelons of business. We are laser-focused on elevating members of our Executive Forum – a group of nearly 500 LGBTQ+ senior leaders – providing them a platform and resources to be role models and mentors and make it even safer for others to come out. We are also proud to have won numerous Outies, not just for the recognition, but because it demonstrates to our employees that LGBTQ+ inclusion is a top priority.

#### What are some of the biggest challenges facing the LGBTQ+ community?

While the LGBTQ+ global community continues to face threats to equal rights and protections, the attacks have been especially acute for the transgender and gender non-conforming (TGNC) community. This requires a multipronged strategy. We bring together multiple teams internally, along with our Gender Expansive Council, and partner with non-profits to provide support and tangible resources to our employees and the communities in which we operate.

We are proud to have launched the Transgender & Nonbinary Leadership Initiative with Out & Equal. Together, we're investing in the professional development of TGNC employees at all career stages to significantly shift the landscape of workplace inclusion. Diversifying the talent pipeline is not enough. We are engaging together in a sustained agenda of building resources and educational offerings to support workplaces of true belonging and where careers thrive.



#### What motivates you to be unstoppable?

When I came out twenty-five years ago, the words "professional" and "gay" were never in the same sentence. I am motivated to pave a path in which every identity under the rich and diverse LGBTQ+ umbrella is valued for who they are and what they bring to their professions and the workplace.



# However you move through life, move with Pride.

Uber



On the Uber platform, a staggering number of different people interact with one another across our 20 million trips a day. We need to build our products and run our business in a way that reflects the diverse communities we serve. That means it's essential for our workforce to internally reflect the diversity that exists on our platform. If we want to achieve this success, it is necessary for us to cultivate an environment where diversity thrives, where people feel they belong, and contributions lend to the greater purpose.

By making gradual and sustainable changes over time, Uber has rebuilt the foundation from the bottom up and completely reshaped our culture. Five years later, we are already seeing how diversity is making us stronger and enabling us to create more of an equitable and inclusive environment to move the world for the better.

Whether as an employee or a client, at Uber our purpose includes providing a safe environment for everyone to dress, speak and show-up as their authentic selves. This includes pulling your loved ones into the frame and being able to ride hand in hand in our cars. To move with Pride, Uber believes in shedding and evolving beyond gender and sexual oriented cultural stereotypes. To give everyone the ability to define their own identity as an earner or as a customer. Most importantly, to move with Pride at Uber means owning our journey and driving forward with purpose to always do better.





is proud to sponsor the 2022 Out & Equal Workplace Summit. Our partnership with Out & Equal spans many years, and we are committed to this longstanding relationship.

At Disney, making a positive difference in the world has always been part of our DNA. That's why we are committed to building an inclusive culture, actively supporting the contributions and stories of our LGBTQIA+ employees, and honoring LGBTQIA+ communities around the globe.

**SAVE THE DATE**

**SUMMIT 2023  
ORLANDO, FL  
SEPTEMBER 11-14**

OUT & EQUAL  
[outandequal.org](https://outandequal.org)



**UNSTOPPABLE**

**Platinum, Gold, and Silver  
Partners**



# Diversity Matters to Us

We are building the most diverse, equitable and inclusive workforce for all to come, stay, and thrive.

Everybody In at HP.  
[HP.com/diversity](http://HP.com/diversity)



An advertisement for Capital One. It features two women smiling. The woman on the left has long brown hair, and the woman on the right has short blonde hair. The background is a dark blue triangle with colorful, multi-lined arrows pointing towards the center. The text reads: "ALL IN ON EQUALITY. At Capital One, we stand with the LGBTQIA+ community and support equality in all forms. Join us in working together to create a more equitable future for all." Below the text are the Capital One logo, the Best Places to Work logo, and the Diversity Matters logo. At the bottom, it says "capitalone.com" and "capitalonecareers.com".

# Together in Pride

We are standing together with the LGBTQIA+ community and allies by fostering an inclusive and welcoming workplace.

Learn more at [boeing.com/inclusion](http://boeing.com/inclusion)



**Deloitte.**

## Let's be bold together

Inclusion can give us the courage to try new things, speak openly, and embrace bold thinking. It can bring people together in ways that help organizations stand out. See what inclusion powers at [deloitte.com/us](http://deloitte.com/us).







## Pride is power



COLLINS AEROSPACE | BRATT & WHITREY | RAYTHEON INTELLIGENCE & SPACE | RAYTHEON MISSILES & DEFENSE

To solve the world's toughest challenges in aerospace and defense, we're building an inclusive workplace where all of us can be our authentic selves. We're proud to support Out & Equal in its efforts to advance equality. Learn more at [rtx.com/diversity](https://rtx.com/diversity)

## Talk is not enough. It's time for action.

Talking about diversity is a good start. But now it's time for action. Working together, we can make the difference.

Paul Hastings is a leading global law firm committed to raising awareness about LGBT issues in the workplace and in our industry. We believe that diversity is much more than a policy or statement — it is who we are and how we do business.

## PAUL HASTINGS

Paul Hastings is a leading global law firm with a strong presence throughout Asia, Europe, Latin America, and the United States.

Paul Hastings LLP | [www.paulhastings.com](https://www.paulhastings.com)



Beaming with pride doesn't look like it used to.

Be Unstoppable.





#indeedpride

**Indeed is proud to support Pride 2022**




OUT EQUAL OFFICIAL PARTNER

intel.

# Innovation Begins with Inclusion

Intel is proud to reflect the diverse voices it takes to push possible forward. Together, we are shaping the future of tech.

To learn more, visit [intel.com/diversity](https://intel.com/diversity)



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NBC NEWS MSNBC CNBC

&

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**CELEBRATE DIVERSITY AND INCLUSION**

OUT EQUAL OFFICIAL PARTNER



**NOVARTIS** | Reimagining Medicine



**Unleash the Power of Our People**





# Coming out is an act of courage.

## We're in your corner.

Pride@SAP celebrates 21 years.

Join SAP's more than 100,000 employees who we celebrate every day.



At UnitedHealth Group, we proudly celebrate the unique perspectives each person brings to our workplace. That's why we foster an environment that enables our team members to bring their authentic selves, ensuring LGBTQ+ members live their truth at work, at home and in our communities worldwide.



UNITEDHEALTH GROUP



SPLUNK IS A PROUD SPONSOR OF

# Out & Equal

We are committed to cultivating a culture of belonging at Splunk worldwide — a place where all Splunkers can be themselves, bring their best, and thrive.

Learn more at [www.splunk.com/diversity](http://www.splunk.com/diversity)



## We look through the eyes of many

Recognizing and promoting diversity means having an appreciation for difference. At Wells Fargo, we welcome and value the insights and perspectives drawn from unique life experiences. It is those distinctive viewpoints that provide us with the fresh thinking we need to help our customers reach their financial goals.

We are proud to be part of Out & Equal.

[wellsfargo.com](http://wellsfargo.com)

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**UNSTOPPABLE**

**Bronze and Copper  
Partners**





### 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/Pride](https://accenture.com/Pride)



### Invested in celebrating differences.



Our differences are what unify us. At BNY Mellon, we celebrate the strength that comes from diversity. As a company committed to powering success for all, we are honored to support Out & Equal's Workplace Summit.

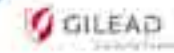


Consider Everything  
BNY MELLON



[bnymellon.com](https://bnymellon.com)  
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### Gilead is proud to support Out & Equal



Powering prosperity begins with empowering our people.



Building innovative products like TurboTax, Credit Karma, QuickBooks and Mailchimp requires a talented and diverse workforce that's inclusive at every level.

Find out why Intuit might be the perfect place for you to grow your career.

[intuit.com/careers](https://intuit.com/careers)



A place to grow your career as your authentic self.



DEVELOPMENT DELIVERY SUPPLY  
Catalent. Personal Initiative. Dynamic Pace. Meaningful Work. Visit [careers.catalent.com](https://careers.catalent.com) for more information

Fiserv is proud to support the 2022 Out & Equal Workplace Summit and its mission to achieve LGBTQ+ workplace equality.

For career opportunities please visit [careers.fiserv.com](https://careers.fiserv.com)



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Confidently pursuing tomorrow begins with a dedication to diversity, equity, and inclusion today.

Liberty Mutual is proud to support the 2022 Out & Equal Summit.



[lmi.co/graduate](https://lmi.co/graduate) /WorkAtLiberty /Liberty Mutual Insurance



### Innovation through Inclusion.

The ongoing human rights achievements of the LGBTQIA+ 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 LGBTQIA+ community, and together, we will continue to accomplish great things. Learn more at [lockheedmartin.com/diversity](https://lockheedmartin.com/diversity)

Lockheed Martin. Your Mission is Ours.®



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**MarshMcLennan**

# UNITED IN PRIDE

Marsh GuyCarpenter Mercer OliverWyman

**Medtronic** **PRIDE Network**

Recognizing the personal worth of all employees.

#CelebrateBelonging

Jobs.Medtronic.com

**ORACLE**

Show your true colors at Oracle.

We're hiring.

[oracle.com/diversity](https://oracle.com/diversity)

**PRIDE is unstoppable**

At Sodexo, our purpose is to create a better everyday for everyone to build a better life for all. The impact of our LGBTQ+ and ally team members is powerful and our ability to be our authentic selves at work is a point of pride.

sodexo BEST

**Microsoft**

Real progress on diversity and inclusion doesn't happen without real work.

Our determination to drive sustainable change, grounds us in the ways we can make the systemic shifts necessary to create a more inclusive industry for all.

Microsoft continues to be a proud sponsor of Out & Equal

**We must do the work.**

NortonLifeLock has long shown a commitment to our LGBTQ+ employees and we continue to push ourselves to be a more inclusive company.

We provide full spousal and partner health care coverage parity, offer transgender-inclusive health insurance coverage, and have an active LGBTQ+ employee resource group, N-PRIDE.

We look forward to listening and learning at the upcoming Summit.

Kyle Altmann  
Head of Diversity, Inclusion and Community Affairs

NortonLifeLock BEST

**Trimble**

# STRONGER TOGETHER.

Learn how we're transforming the way we work, together.

At Trimble, we are committed to fostering a culture of belonging where our LGBTQ+ colleagues are respected, valued and have opportunities to thrive.

**UKG**

Uniquely you. Uniquely valued.

[ukg.com/careers](https://ukg.com/careers)





# We're in Your Corner

People today can spend nearly half their lives over the age of 50. That's a lot of living. So, it helps to have a *wise friend* and *fierce defender* like AARP in the community.

Learn more about how we support our LGBTQ+ employees at the Engagement Center.

[aarp.org/wisefriend](http://aarp.org/wisefriend) /aarp @aarp

## Making a remarkable difference starts with you

abbvie.com



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People. Passion. Possibilities.®

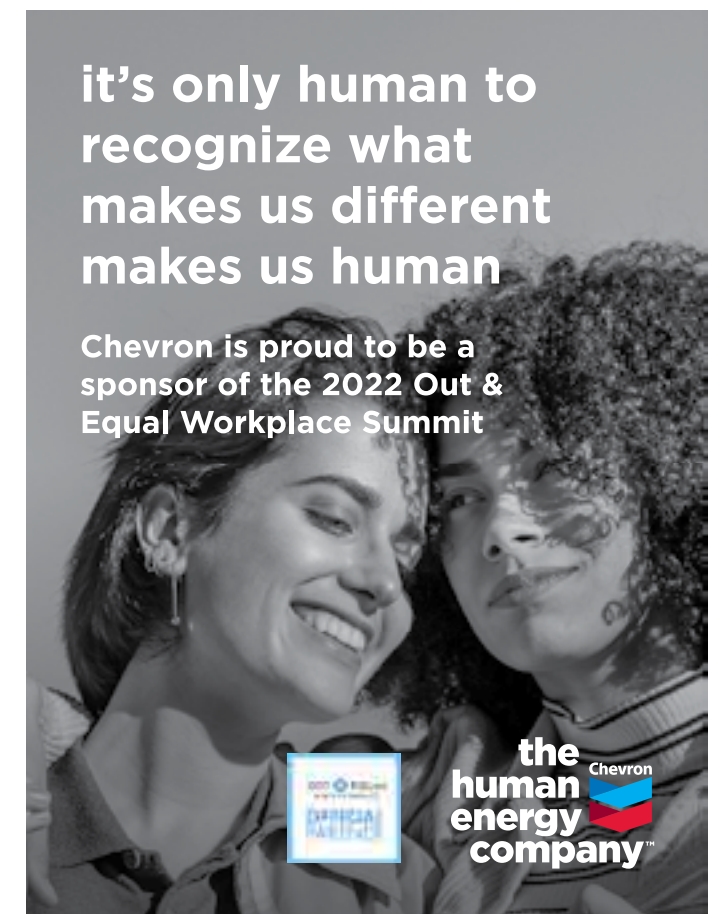


# Belonging.

We embrace the full spectrum of humanity. And everyone is better for it.

Supporting workplace equality isn't just the right thing to do for money—it's the right thing to do. That's why we're a proud partner of Out & Equal.

Diversity, Equity, Inclusion. We mean business.





**FOR THE LOVE OF  
looking out  
for each other.**  
for the love of progress

At Citi, we believe an inclusive world unlocks the true potential in what we can achieve together. We're dedicated to supporting the LGBTQ+ community around the world, and to keep pushing forward to create a better tomorrow.

**citi**

The Clorox Company  
**THRIVE AT CLOROX**

**CLOROX PRIDE**  
SINCE 1978

**BEST PLACES TO WORK**  
2022 for LGBTQ+ Equality  
100% CORPORATE EQUALITY INDEX

We believe diverse backgrounds and perspectives create stronger teams, unlock innovation, generate value for our stakeholders and – ultimately – make this world a better place. Join our community of smart, collaborative teammates and our inclusive workplace where we support each other in work and in life.

**Make an impact with Clorox.**

Learn more at [TheCloroxCompany.com/careers](https://TheCloroxCompany.com/careers)



**CVS Health® is proud  
to sponsor the  
2022 Out and Equal  
Workplace Summit.**



**Can inclusion  
make us  
stronger?**

In recognition of its inclusive workplace, Dow has been named by the Human Rights Campaign (HRC) Foundation as a 2022 "Best Place to Work" for LGBTQ+ equality. This marks the Company's 17th consecutive year receiving a perfect score on HRC's Corporate Equality Index.

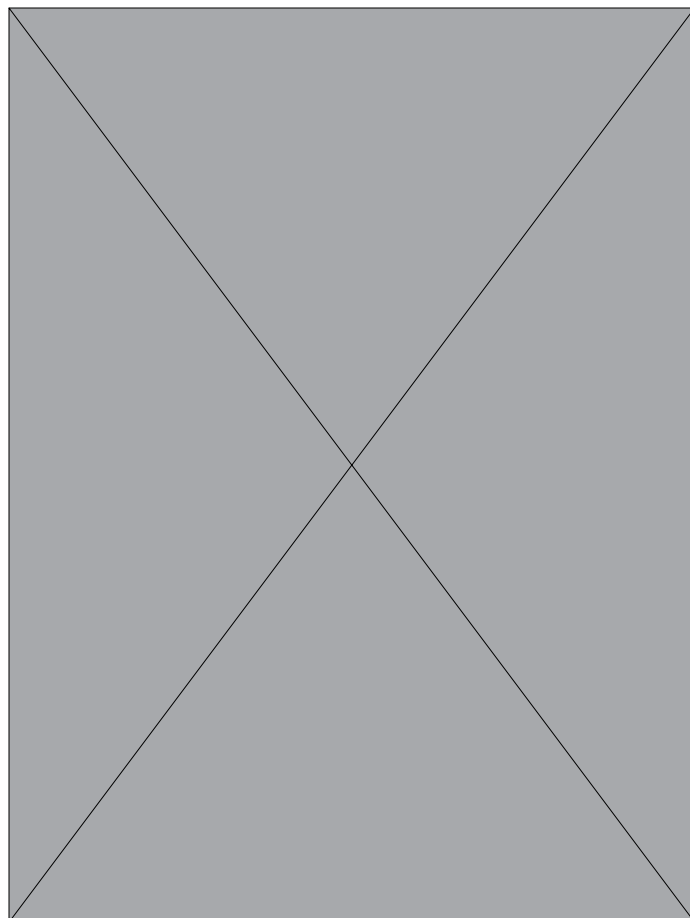
Dow is proud of our track record on LGBTQ+ rights and inclusion and will continue working to achieve the highest standards for policies and practices, championing equality for all of our employees.

**At Dow, we're championing diversity and inclusion. Join us!**

**25**  
**IMAGINE BETTER**

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[dow.com](https://dow.com)



**Crowe**

**We're proud to be  
a great place to  
work for all**

Everyone at Crowe can be their authentic self — discover how at [crowe.com](https://crowe.com).

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**Imagine  
Possible**

For Ericsson, empowering an intelligent, sustainable, and connected world takes more than cutting edge technology; it's also about people. We're committed to creating a workplace where everyone feels safe to bring their whole selves to work.

**BEST PLACES TO WORK**  
2022 for LGBTQ+ Equality  
100% CORPORATE EQUALITY INDEX

**ERICSSON**

**exelon™**

**The Future is Equal**

Exelon is proud to support the Out & Equal Workplace Summit, whose mission is dedicated to achieving LGBTQ workplace equality through executive leadership development, comprehensive training and consultation, and professional networking opportunities.

[exeloncorp.com](https://exeloncorp.com)





Take your career further.  
Think Forward.  
Think Big.

Are you ready to explore how much you can achieve?

Join us at:  
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**GEICO**  
A Place Where Pride Thrives.

We're proud to support our LGBTQIA+ associates and their families.

We believe in a culture of



Inclusion      Respect      Support

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There's a world where everyone belongs.  
It just has to be built.

Google is proud to support Out & Equal in our shared pursuit to build a world where everyone belongs.



**WHEN WE BRING THE FULL SPECTRUM TO THE CHALLENGE INNOVATION HAPPENS**

Join us in celebrating the contribution of Honeywell's LGBTQ+ community. Our diversity helps keep us looking forward.

#futureshaper

**Honeywell**



**Diversity Drives Innovation**

Our competitive advantage lies within our workforce. Diversity of experience, perspectives and capabilities helps strengthen solutions our customers depend on. Apply your talents to a career at General Dynamics.

[www.gd.com/careers](http://www.gd.com/careers)

**GENERAL DYNAMICS**

**Everybody in. Proud to be out.**

General Motors is proud to support Out & Equal and the LGBTQ+ community. As the first automaker to support the Equality Act, we celebrate and embrace the vibrant diversity painting the culture of GM.

everybody in.

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**Over here, Pride lasts all year.**

You shouldn't have to face barriers in pursuit of healthcare. At Included Health, our dedicated queer and trans-led care team is on call and by your side every step of the way. We uniquely support members through one of the first care concierge and healthcare navigation platforms designed for care, connection, advocacy, and guidance for the LGBTQ+ community.

Learn more at [includedhealth.com/lgbtq-health](http://includedhealth.com/lgbtq-health)



Great things happen when we stand together.

Live Mutual.

**MassMutual**



**MCKESSON**

# Better care is everyone's business

At McKesson, we're committed to creating a more diverse and inclusive workplace to make Team McKesson more aware, more creative, and stronger.

McKesson is honored to join Pride, our LGBTQ+ Employee Resource Group, in our support of Out & Equal as we celebrate all that makes us **UNSTOPPABLE**.






# Powered by pride



We want to power-of leading-edge science to save and improve lives around the world. Diversity is part of our DNA.




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PepsiCo is committed to creating a more diverse, equitable and inclusive space for our people, in our business partnerships and in our communities. Together with our partners and leading organizations, we are dedicated to making positive change and contributing solutions to shared challenges.

Love makes a family. Respect makes a workplace.

When every voice is heard, we are all better for it. We need fresh, different perspectives. But when the talent that diversity will include won't challenge together.




Visit [prudential.com](http://prudential.com)

Prudential is a proud sponsor of the 2022 Out & Equal Workplace Summit.



# EMBRACING EQUALITY IS HOW WE THRIVE TOGETHER.

MGM Resorts is proud to support Out & Equal Workplace Advocates.


**NISSAN**

**Nissan Diversity** | EMBRACING DIVERSITY, EQUITY & INCLUSION

Always wear your seat belt, and please don't drink and drive.  
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representative workforces matter.


Randstad remains deeply committed to equity, diversity, inclusion, accessibility and LGBTQ+ rights — and to the rights of workers everywhere. We know that when workforces accurately represent their communities, they're not only more productive and innovative, they're also better, happier places to work.

To learn how we're helping our customers build those workplaces, visit [RandstadUSA.com/about/diversity-inclusion](http://RandstadUSA.com/about/diversity-inclusion).

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human forward.




**WE SURROUND OURSELVES WITH AMAZING PEOPLE**

As a global, purpose-led company, SC Johnson is committed to making the world a better place today and for future generations. Our high-quality products and iconic brands are in homes, schools and businesses in virtually every country worldwide.

We believe cultivating inclusion and diversity is fundamental to how we hire, retain and inspire the best people. Our consumers are as diverse as the entire world, and so are SC Johnson people — which is why we recognize and support the unique backgrounds, talents and abilities of everyone around the world.

To learn more about opportunities here, please visit [jobs.scjohnson.com](http://jobs.scjohnson.com) or drop us an email at [scjhr@scj.com](mailto:scjhr@scj.com)







**Pride** – Proudly innovating together.



**SIEMENS**

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At State Street we are committed to a work environment where you can be your authentic self.



**GIDE**  
GENDER INCLUSION, DIVERSITY & EQUITY

 [statestreet.com/careers](https://statestreet.com/careers) **STATE STREET**

**Our Culture Recipe**  
Supporting employees of all backgrounds, passions, and grains.



[careers.toasttab.com](https://careers.toasttab.com)

**YOUR UNIQUENESS IS OUR GREATNESS**

Whatever brings you joy, whatever ignites your soul, we say yes. At Travelers, we respect that. We understand that diversity – and true inclusion – is essential to growth, innovation and achievement for all. So we'll never stop striving to make everyone who comes through our doors feel welcome and valued. Because your uniqueness truly is our greatness.

Learn more at [travelers.com/diversity](https://travelers.com/diversity)

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At TI, our diverse backgrounds and inclusive culture are what makes our company stronger.

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We are powered by the talents of 24,000 employees across more than 70 countries. Everyone has a chance to advance and grow professionally in a flexible, hybrid work environment.





[tr.com/careers](https://tr.com/careers) **THOMSON REUTERS**

**Pride at Unilever**



**Unilever**

Equality is not equal.  
**#EquityIs**


We are fostering inclusion within and beyond the Unilever ecosystem to create a more equitable world.

**Many values. One mission.**

At USAA, we believe that when employees are empowered to be their true selves, they feel valued and more fully engaged in contributing to our mission – serving the financial needs of the military community.

It's a key part of our commitment to attract, develop and retain a diverse and inclusive workforce.

Join our mission at [usaajobs.com](https://usaajobs.com)



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At Viatrix™, diversity, equity and inclusion are essential to our mission to empower people worldwide to live healthier at every stage of life. We are proud to support our LGBTQ+ employees, allies and communities.

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[outandequal.org](https://outandequal.org)

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**CISCO** The bridge to possible

# Powering an Inclusive Future for All

Innovation thrives in environments where people – from different backgrounds, cultures, beliefs, orientations, affiliations, and perspectives – are valued, respected, and heard. Together we innovate. Together we succeed.

To find out more, visit [www.cisco.com/go/diversity](https://www.cisco.com/go/diversity)

# Achieve your full potential

WHILE HELPING OTHERS ACHIEVE THEIRS

Abbott is dedicated to helping people live more fully, through everything we do, while providing our employees the opportunity to be their true selves and live their best lives.

And that's why we continue to build and support the diverse, innovative workforce of the future, because we know that when we bring different ideas and perspectives together, we can reshape medical science and health. Join us, and shape your career as you help Abbott shape the future of healthcare.

Learn more at: [abbott.com/careers](https://abbott.com/careers)

Join our Talent Community: [bit.ly/join-abbott-tc](https://bit.ly/join-abbott-tc)

Connect with us:

Abbott is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion or creed, gender, ancestry or ethnicity, age, sexual orientation, marital status, or any other protected characteristics.

# Proud to be present. Proud to be an LGBTQIA+ champion.

**RIOT GAMES**

**OFFICIAL PARTNER**

**BEST PLACES TO WORK 2022 for LGBTQ+ Equality**  
100+ CORPORATE EQUALITY INDEX

# What science can do

## AstraZeneca is proud to support Out & Equal

**AZ&me**  
Pledge of Support, Progress

For more information, call 1-800-AZandMe or visit [astrazeneca-us.com](https://astrazeneca-us.com)

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# Committed to equity & fairness




Bechtel is a proud partner to **Out & Equal** and shares its commitment to creating an inclusive workplace culture where **LGBT+ people can thrive.**

[bechtel.com/diversity](https://bechtel.com/diversity)




Will you wait for the future or commit to shaping it?

A culture of inclusion fuels innovation and fosters collaboration. The time is now to shape a future that works for all of us.

#ProudToBelong #BetterWorkingWorld

The better the question. The better the answer. The better the world works.




**Bristol Myers Squibb**

## 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](https://bms.com) to see how we're bringing a human touch to everything we do.

## Hill+Knowlton is proud to support the Out & Equal Workplace Summit.

When we listen, learn and embrace our diversity we grow together, become stronger together, and fulfill our purpose together.

At H+K we're committed to creating a diverse and inclusive culture that's responsive to opportunities for all.

A workplace where everyone belongs.






**Hilton**

Mission: proud to support Out & Equal Workplace Advocates and the 2022 Out & Equal Workplace Summit

# Diversity is at the core of who we are.



Our Team Members are the best part of who we are. They reflect the diversity of the global communities we serve and connect our guests to unique experiences around the world at our 7,000 hotels in 122 countries.

[jobshilton.com](https://www.jobshilton.com) | [HiltonCareers](https://www.hilton.com/careers)  
[Hilton](https://www.linkedin.com/company/hilton) | [@HiltonOfficial](https://www.tiktok.com/@HiltonOfficial)



**MASCO**

BETTER LIVING POSSIBILITIES FOR ALL

Masco proudly supports our LGBTQ+ community and the Out & Equal Workplace Summit.



Making our world more productive.



## 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](https://www.linde.com) or connect with us on LinkedIn. Linde is a proud sponsor of the Out & Equal Workplace Summit.

[f](https://www.facebook.com/linde) | [in](https://www.linkedin.com/company/linde) | [yt](https://www.youtube.com/channel/UC8v31111111111111111111) | [ig](https://www.instagram.com/linde)



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# LIVE YOUR BEST LIFE. DO YOUR BEST WORK.

We believe the collective ideas, opinions, and creativity of a diverse workforce is necessary to deliver the innovative financial solutions our clients need. Building a diverse team and an inspiring, inclusive workplace where everyone can be, and do, their best every day is best for everyone to represent the diversity of our communities, including all abilities and anything else that makes us unique as individuals. Our ongoing drive to create an inclusive culture has led to being the Best Place to Work for LGBTQ Equality\* by the Human Rights Campaign Foundation.

Careers at Northwestern Mutual are about choices, not chances. We offer employees diverse experiences so they can plan and create their future. Because if they win, we win. Apply at [careers.northwesternmutual.com](https://careers.northwesternmutual.com)

\*Best Place to Work, Corporate Equality Index, 2019-2021



**PROVIDING ENERGY. IMPROVING LIVES.**



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

That's why we're proud to sponsor the **2022 Out & Equal Workplace Summit.**



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## OUR DIVERSITY IS OUR STRENGTH



It takes a skilled, innovative, diverse team to keep the water flowing. That's why American Water is committed to having a diverse workforce and supplier base that reflect the unique communities we serve. It makes us stronger and is vital to our culture and the way we do business.

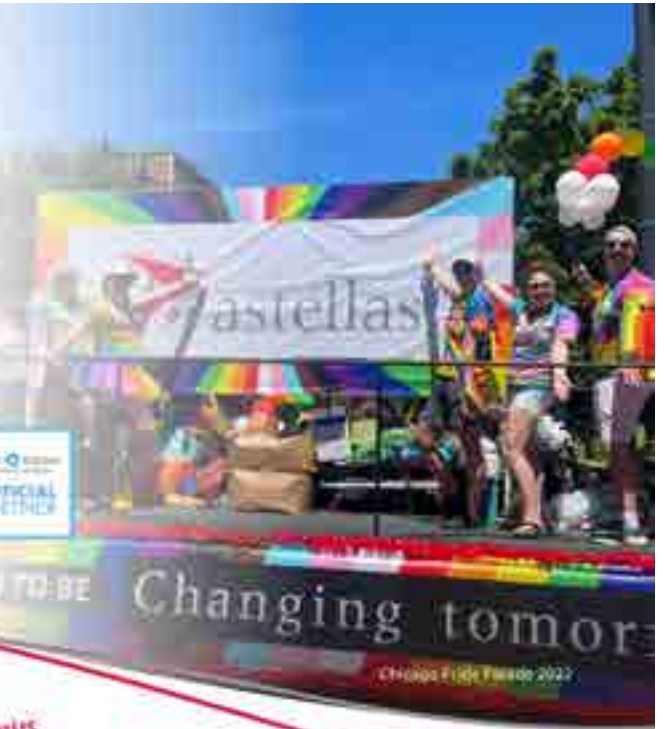
DiversityatAW.com



## We are proud to be a 2022 Out & Equal Partner

We are committed to building a diverse and inclusive workplace that enables success for all employees. We believe that our commitment extends to the communities in which we live and work, drives a more equitable healthcare landscape, and helps us turn innovative science into value for patients. Your unique perspective can make a difference for patients.

Join us: [astellascareers.jobs](https://astellascareers.jobs)



## ASML

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ASML is hiring

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Be part of progress

We are honored to be a long-standing supporter of the LGBTQ+ community.

[att.com/diversity](https://att.com/diversity)

Standing for Equality since 1975.



**Basis**  
Technologies

# Uniqueness is Powerful

At Basis Technologies, we are dedicated to building and supporting an inclusive workplace that celebrates diversity in thought, perspective, and culture. We know we have a responsibility to our people, our organization, our industry, and our communities to create lasting change—not just fleeting engagement.

Join us and be a part of the change:  
[basis.net/company/careers](https://basis.net/company/careers)

**DIVERSE TALENT.  
INCLUSIVE CULTURE.  
POSITIVE IMPACT.**

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

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INVESTING FOR GLOBAL CHANGE

[cambridgeassociates.com](https://cambridgeassociates.com)

OUT & EQUAL OFFICIAL PARTNER

**BEST**  
PLACES TO WORK  
2022 for LGBTQ+ Equality  
100% CORPORATE EQUALITY INDEX

# Be You.

BCLP is proud to partner with Out & Equal

[bclplaw.com](https://bclplaw.com)

BRYAN GAVE  
LEIGHTON PAISNER **BCLP**

The more perspectives we have, the more dimensions we see.

CBRE enables our people and our business partners to thrive by treating a workplace where everyone belongs. Diversity, equity and inclusion are more than just values—they're a competitive advantage.

We are proud to be named a "Best Place to Work for LGBTQ+ Equality" by the Human Rights Campaign for nine consecutive years, welcoming all people for being their whole, authentic, vibrant and multidimensional selves.

[www.cbre.com/diversity](https://www.cbre.com/diversity) to learn more.

**CBRE**



# WHAT WE SERVE...



At Darden,  
everyone is welcome  
to a seat at our table.

DARDEN.COM

## IS AS DIVERSE AS WHO WE ARE.

When Bill Darden opened his first restaurant in 1938, he employed anyone willing to work hard, work smart and grow with the company – without regard to race, gender or background.

Ensuring an inclusive and diverse workplace is at the very heart of Darden and our brands. We are strengthened by a diversity of cultures, perspectives, attitudes and ideas. We honor each other's heritage and uniqueness.

We continue to prioritize our inclusion and diversity efforts across our 1800+ restaurants not just because it is the right thing to do – but because it makes us better. It leads to innovation of thought, fuels our growth as a company and creates great places to work for our team members.



Doing more for our LGBTQ+ customers, business partners and employees is personal for us – not just a matter of policy. We are proud to support Out & Equal Workplace Advocates.

Chubb Insured<sup>®</sup>

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**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

**We All Belong**

A focus on a diverse and inclusive team allows us to understand and support our co-workers and customers.




Join the Movement!

#OESummit2022

#Unstoppable

[outandequal.org](http://outandequal.org)



**YOUR SMILE BELONGS HERE**

DentaQuest is committed to creating healthy smiles for millions of Americans, and it all starts with yours!

Diversity, equity and inclusion are embedded in everything we do. Not only do we honor different backgrounds and perspectives and value inclusion, but we've created a welcoming, safe environment where all employees can feel comfortable being who they are.

Join us at [dentaquest.com/about-us/careers](http://dentaquest.com/about-us/careers)!



**DentaQuest**



We make diverse perspectives work.\*



\* We believe the power of diverse perspectives is what drives our global management solutions. Different business models and regions with 110 countries to almost 50 languages help us connect, understand and innovate. We make all employees feel that they have a voice and are heard. That's why we're proud to be a Best Places to Work company.

To learn more go to [Eaton.com/Inclusion](http://Eaton.com/Inclusion)

We make diverse perspectives work.



Why wait for a better future?

Invent a better n:ow.

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.

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DuPont is proud to be an Out & Equal corporate partner.



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**Science needs all of us.**

We're committed to keeping an open, honest and inclusive workplace for our LGBTQ+ colleagues and their families. After all, the formula for an innovative workplace is diversity.

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**BEST PLACES TO WORK** 2022 For LGBTQ+ People

**WE WANT YOU TO BE YOU.**

At Fidelity, we believe in the power of diverse perspectives. And we're committed to promoting a workplace where our associates feel a sense of belonging.

We're proud to support the 2022 Out & Equal Workplace Summit.

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**BEST PLACES TO WORK 2022** for LGBTQ+ Equality

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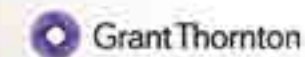
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## Encouraging Our Differences

At Infoblox, we want to ensure equity and fairness in the workplace for LGBTQ+ people. We are a company where everyone can proudly bring their whole selves to work to achieve and surpass their career potential.

**Infoblox**

**PRIDE + friends**  
LGBTQ+ Employee Resource Group

[diversity.infoblox.com/ergs-pride](https://diversity.infoblox.com/ergs-pride)



**MICRO FOCUS**

# High Tech. Low Drama.

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](https://microfocus.com).



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## EMPOWERED TO BE YOUR FULL SELF

**CULTIVATING AN ENVIRONMENT WHERE EVERYONE BELONGS**

Our teams discover solutions to the world's toughest challenges in cybersecurity, artificial intelligence, 5G, biometrics, and more. As a proud supporter of O&E, we know that **innovation happens at the intersection of inclusion and diversity**. MITRE fosters a community of innovators, learners, knowledge-sharers, and risk-takers and offers a workplace culture where our employees can grow, thrive, and prosper.

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**Peraton**

DIVERSITY + EQUITY + INCLUSION

**IT'S SIMPLE MATH.**

We firmly believe that Peraton's business outcomes, customer solutions, and community partnerships are better as a result of the unique backgrounds, perspectives, and experiences that our employees bring to Peraton each and every day.

peraton.com

**DO THE CAN'T BE DONE.**

**nationalgrid**

**Be bold and act with passion and purpose.**

We are building the diverse clean energy system of tomorrow, today.

Learn more about opportunities to join our team at [careers.nationalgridus.com](https://careers.nationalgridus.com)

**Join the Movement!**

**#OESummit2022**

**#Unstoppable**

**[outandequal.org](https://outandequal.org)**

**Start your Quest with PRIDE**

Quest Software provides safe space for employees to share experiences, give and receive support, ask questions, and advance awareness on issues that affect the LGBTQ+ community.

[www.quest.com](https://www.quest.com)

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**Be who YOU want to be at Solvay.**

Our unique differences, visible and invisible, are the catalyst of our innovation. Let's reinvent progress together.

[solvay.com/en/career](https://solvay.com/en/career)

**The Container Store®**

**"Diversity is the engine of invention. It generates creativity that enriches the world." - JUSTIN TRUDEAU**

Every great idea comes from thinking about a problem in a new way. And that happens when people from diverse backgrounds and experiences work together. At The Container Store, our business is built on the strength of our partnerships. That's why we're proud to be a partner of Out & Equal.





**uscellular**

**EMBRACE POSSIBILITY WITH UScellular.™**

We believe that all employees deserve the opportunity to live authentically and thrive at work.

Our Dynamic Organization and PRIDE resource group are driven by the commitment to creating an inclusive environment that appreciates and values the diversity that LGBTQ+ associates bring to our company.

Learn more at [uscellular.jobs](https://uscellular.jobs)




**We Live Diversity**

Volkswagen Group of America is a proud sponsor of the 2022 Out & Equal Workplace Summit.

**VOLKSWAGEN**  
Discover the possibilities




**USDA** United States Department of Agriculture  
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**OUT & EQUAL OFFICIAL PARTNER**

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**Start your career with NRCS and you can:**

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- Save wildlife habitat
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We are currently hiring soil conservationists, soil conservation technicians, soil scientists, rangeland management specialists, natural resources specialists, agricultural and civil engineers, biologists, and many other scientific and technical specialists.

**For more information about our careers, visit [www.nrcs.usda.gov/careers](https://www.nrcs.usda.gov/careers).**

USDA is an equal opportunity provider, employer, and lender.



**Together with Pride.**

We are a proud partner of Out & Equal



**Walgreens**



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# WE HAVE YOUR BACK.

We champion the differences that make our shared world more vibrant, innovative and connected. We're proud to support the Out & Equal Workplace Summit and the LGBTQ community. Let's all thrive together.

 [xerox.com/en-us/jobs/diversity](http://xerox.com/en-us/jobs/diversity)

**xerox**

WTW IS A PROUD PARTNER OF THIS YEAR'S

# Out & Equal Workplace Summit

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TO  
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