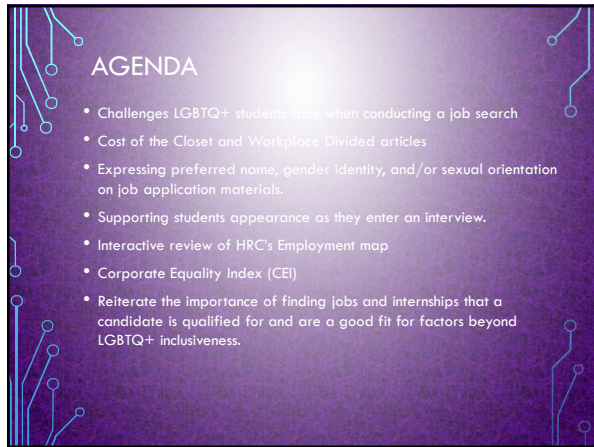
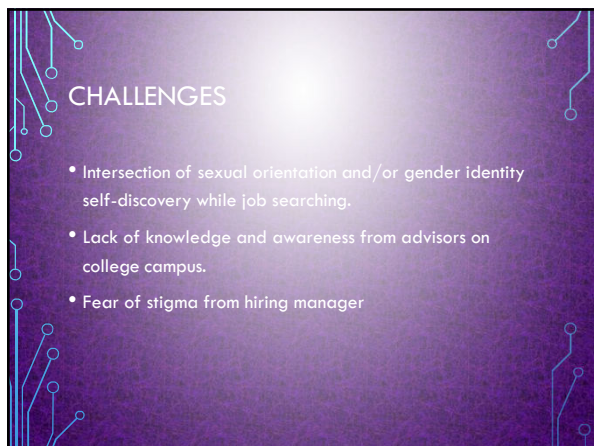




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HUMAN RIGHTS CAMPAIGN (HRC)

- Nation's largest LGBTQ Civil Rights Organization.
- Founded in 1980
- 3 million members
- *The Human Rights Campaign envisions a world where lesbian, gay, bisexual, transgender and queer people are ensured equality and embraced as full members of society at home, at work and in every community.*
- Organization involved in promoting equality within: family, community organizations, religion, military, healthcare, and **employment.**



4

THE COST OF THE CLOSET

Off to a Different Start

Minds Heading Into Work:


- 46%** of LGBTQ workers are closeted at work.
- 50%** of non-LGBTQ workers don't think that there are any LGBTQ people at their workplace.
- Non-LGBTQ workers' feelings toward LGBTQ people have been most shaped by their upbringing, being a friend who is LGBTQ, and their religion.
- 28%** of LGBTQ workers are LGBTQ-closeted and not open to anyone in their lives.



5

LGBTQ employees say that they are not open at work because:

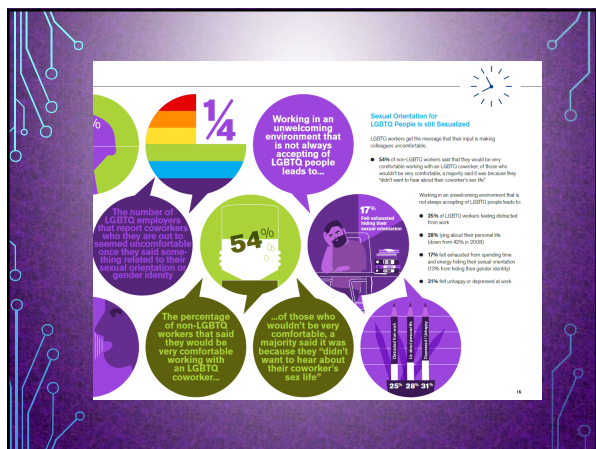
- 38%** The possibility of being stigmatized
- 36%** The possibility making people feel uncomfortable
- 31%** The possibility of losing connections or relationships with coworkers
- 27%** "People might think I'm attracted to them just because I am LGBTQ"



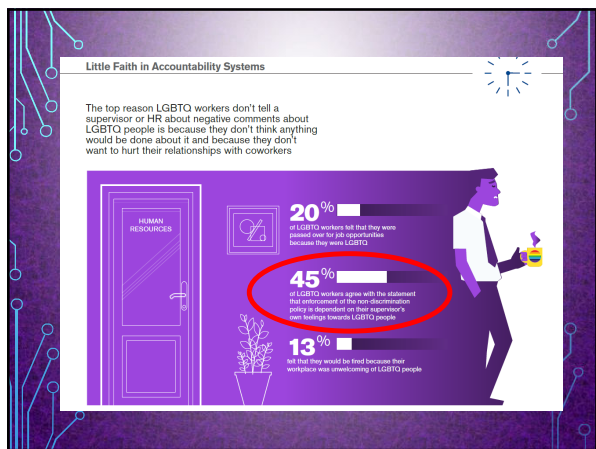
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LEGAL NAME

- On resume, student should use name they identify with.
- On official HR portals, students should use legal name.
- Depending on state protections, student could have gender identity legally changed → utilize National Center for Transgender Equality for state specifics: <https://transequality.org/documents>
- Growing number of states have Gender Designation change forms.
- Sometimes there is a separate but parallel process for Name and Gender change forms.
- Some states require medical authorization with form, but many including MD have recently dropped this requirement.
- States such as VA require a petition or medical authorization
- States such as GA require court order, medical authorization, and date of gender reassignment surgery
- Dropping medical authorization allows for those who do not have trans-inclusive health benefits to more easily change their gender identity.

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Gender pronouns in header (also a best practice in email signatures).

Randi Rollins
They/them/theirs

(555) 854-1234 319 Huntington Ave., Apt. 103 | Boston, MA | 02115 rollins.r@husky.nyu.edu

EDUCATION:
Northeastern University Boston, MA
Bachelor of Science Degree in Physics Expected May 2020
Minor in Women's, Gender, and Sexuality Studies
GPA: 3.6/4.0

Achievements: Honors Program, Dean's List, Greater Boston PFLAG Eljise Frank Scholarship

Relevant Coursework:

- Physics 2 with Lab
- Electricity and Magnetism
- Classical Dynamics
- Modern Physics
- Gender in a Changing Society
- Compassion and Inclusion

College scholarship given to LGBTQ identifying high school seniors

Academic coursework that shows an educated interest in inclusion.

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PROFESSIONAL EXPERIENCE:

US Air Force-Rome Research Laboratory Rome, NY
Physics Co-op January 2019-present

- Identify and analyze state-of-the-art research methods in the context of real-world data, operational constraints and environments, and Air Force problems.
- Implement and evaluate state-of-the-art algorithms and techniques from research literature with respect to real data and operating conditions.
- Collaborate with government scientists and engineers to design, develop and prototype new tools for data collection and analysis tailored to Air Force applications.
- Design and conduct experiments with: lasers, optics, integrated circuits, electronics, control, and laboratory measurement equipment.

MKS Instruments Wilmington, MA
Plasma Science Co-op January 2018-June 2018

- Characterized the performance of plasma sources for a variety of manufacturing and industrial applications under the direction of a senior scientist.
- Utilized vacuum processing equipment and Labview to conduct experiments.
- Presented findings of remote plasma sources and reactive gas measurements in both written report and presentation.
- Represented company at oSTEM networking event during Boston Pride Week.

Northeastern University Physics Department Boston, MA
Office Assistant January-December 2017

- Answered departmental inquiries over the phone, email, and in-person.
- Coordinated laboratory tours for prospective physics majors.

Demonstrates active engagement in employee affinity group activities.

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Shows involvement in an LGBTQ organization on campus. Also demonstrates leadership potential

Shows knowledge of an LGBTQ professional development conference

CAMPUS INVOLVEMENT:
Out in STEM (asSTEM)
Treasurer
 • Manage and delegate funds for the club's \$10,000 annual budget.
 • Collaborate with executive board members to reach out to guest speakers and plan events for club members.
 • Review funding applications from members to conferences such as Out for Undergrad (OUU) Engineering.
Member
 • Attend weekly meetings and help brainstorm event ideas.
 • Volunteer at on-campus events by helping with room set up and break down.

Boston, MA
 Fall 2018-present
 Fall 2016-present

SKILLS:
 Proficient in MS Office, Quickbooks, and LaTeX; working knowledge of Matlab, Java (Eclipse IDE), and Python

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Randi Rollins
 The Huskies
 (508)854-3243 319 Huntington Ave., Oct. 10 | Boston, MA, 02111 rollins@husky.nyu.edu
 Boston, MA
 Expired May 2020

EDUCATION:
 Northeastern University
 Bachelor of Science Degree in Physics
 Minor in Women's, Gender, and Sexuality Studies
 GPA: 3.6-4.0
 Achievement: Honors Program, Dean's List, Greater Boston PFLAG Elise Frank Scholarship

Relevant Coursework:
 • Physics 2 with Lab
 • Electricity and Magnetism
 • Classical Dynamics
 • Modern Physics
 • Gender in a Changing Society
 • Communication and Leadership

PROFESSIONAL EXPERIENCE:
 US Air Force Rome Research Laboratory Rome, NY
 Figure Co-Op January 2019-present
 • Identify and analyze state-of-the-art research methods in the context of real-world data, operational concerns and air movement, and Air Force problems.
 • Implement and evaluate state-of-the-art algorithms and techniques from research literature with respect to real data and operating conditions.
 • Collaborate with government scientists and engineers to design, develop and prototype new tools for data collection and analysis tailored to Air Force applications.
 • Design and conduct experiments with lasers, optics, integrated circuits, electronics, control, and laboratory measurement equipment.

MKS Instruments Wilmington, MA
 Plasma Science Co-op January 2018-June 2018
 • Characterized the performance of plasma sources for a variety of manufacturing and industrial applications under the direction of a senior scientist.
 • Utilized vacuum processing equipment and LabView to conduct experiments.
 • Presented findings of remote plasma sources and reactive gas measurements in both written report and presentation.
 • Represented company at 6 CTIA networking events during Boston Trade Week.

Northeastern University Physics Department Boston, MA
 Office Assistant January-December 2017
 • Answered department inquiries over the phone, email, and in-person.
 • Coordinated laboratory trials for prospective physics majors.
 • Staffed physics department chair's various meetings across the university.

CAMPUS INVOLVEMENT:
Out in STEM (asSTEM)
Treasurer
 • Manage and delegate funds for the club's \$10,000 annual budget.
 • Collaborate with executive board members to reach out to guest speakers and plan events for club members.
 • Review funding applications from members to conferences such as Out for Undergrad (OUU) Engineering.
Member
 • Attend weekly meetings and help brainstorm event ideas.
 • Volunteer at on-campus events by helping with room set up and break down.

Boston, MA
 Fall 2018-present
 Fall 2016-present

SKILLS:
 Proficient in MS Office, Quickbooks, and LaTeX; working knowledge of Matlab, Java (Eclipse IDE), and Python

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EMAIL SIGNATURE

Sincerely,

Dexter Higgins
 Pronouns: he/him/his
 Candidate for Bachelor of Science in Mathematics, May 2022
 President, NU Pride
Higgins.d@husky.neu.edu | (617) 555-5555

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ADDITIONAL RESOURCES

- Gender Neutral Professional dress
https://www.thebalance.com/gender-neutral-interview-and-business-clothing-2061166?utm_source=pinterest&utm_medium=social&utm_campaign=show_buttons_nlp
- Men's and Women's Interview Attire
<https://www.thebalance.com/how-to-dress-for-an-interview-2061163>

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NON-DISCRIMINATION BY STATE

- [HRC Employment map](#) shows which states have protections for: gender and sexuality, sexuality only, or none.
- Federal protections apply to all states. Title VII prohibits sex discrimination, but some states only interpret this as prohibiting discrimination against a woman vs. man in hiring.
- Connecticut: protects sexual orientation and gender identity and also offers transgender inclusive healthcare benefits to state government employees
- Some states (such as Georgia) do not explicitly prohibit discrimination, but does not have written protections offering many employers a loophole.

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EMPLOYMENT

Updated June 01, 2019

The Federal Equal Employment Opportunity Commission is currently accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII prohibition against sex discrimination.

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida.

*North Carolina's executive order enumerates sexual orientation and gender identity. However, this order has a bathroom access for transgender employees pending the executive order's implementation.

- Prohibit discrimination based on sexual orientation and gender identity (7 states: California, Colorado, Connecticut, District of Columbia, Illinois, Iowa, New York, New Jersey, Massachusetts, Michigan, New Hampshire, New Jersey, New Mexico, San Francisco, Washington, Wisconsin)
- Prohibit discrimination based on sexual orientation only (7 states: Wisconsin)
- Prohibit discrimination against public employees based on sexual orientation and gender identity (7 states: Idaho, Kentucky, Michigan, Missouri, Ohio, Pennsylvania, Texas)
- Prohibit discrimination against public employees based on sexual orientation only (5 states: Alaska, Arizona, Missouri, North Carolina)

Harriet High/Canva/Getty Images/Photo Bank, Inc. © 2019 Washington, D.C. 20503 www.eeoc.gov

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NON-DISCRIMINATION STATEMENT

- Key words: "sexual orientation" and "gender identity or expression"
- Saying you are an Equal Opportunity Employer does not go far enough.
- All employee handbooks will at least have federally-mandated non-discrimination language
- Beyond the handbook:
 - Posted on employment page of website
 - Posted on job announcements
 - Posted on job applications/job application system
 - Posted in employment brochure
 - Affinity groups within organizations

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Turner Get Involved

Turner's Business Resource Groups (BRGs) allow our employees opportunities to connect with colleagues who share similar interests and backgrounds. These groups help foster professional development, promote diverse thinking, and connect our brands with our fans in creative authentic ways. More than 10 percent of U.S. employees are involved with one or more of our nine BRGs.

| | | |
|--|---|--|
| Turner Asia Turner Asia raises the distinctive voice of Asian-Pacific American employees by celebrating, building and leveraging the talents of our members, leading us to support Turner's "ten first" strategy and commitment to be a great place to work. | Turner Black Professionals Turner Black Professionals leverages and builds the talents of black professionals, while contributing to the people, programming, and perspective of the company with the ultimate goal of building a pipeline of talent to fuel Turner's growth. | Turner Disability Resource Group Turner Disability Resource Group promotes, empowers, and fosters inclusion of people with disabilities and supports the positive portrayal of individuals with disabilities. |
| Turner NextGen NextGen is comprised of emerging leaders at Turner who are passionate about the future and success of our company. Our mission is to seek opportunities to inspire fresh perspectives that will grow Turner's brand and global outreach. | Turner TurnOut TurnOut is dedicated to fostering the interests of gay, lesbian, bisexual, transgender and ally employees by creating awareness, developing a positive collective identity, and building a supporting community. | Turner Parents Turner Parents' mission is to leverage our parents who are parents as an organizational asset in effecting positive impact and promoting work-life balance by connecting them with information, resources, and tools. |
| Turner Line | Turner Veterans | Turner Women |

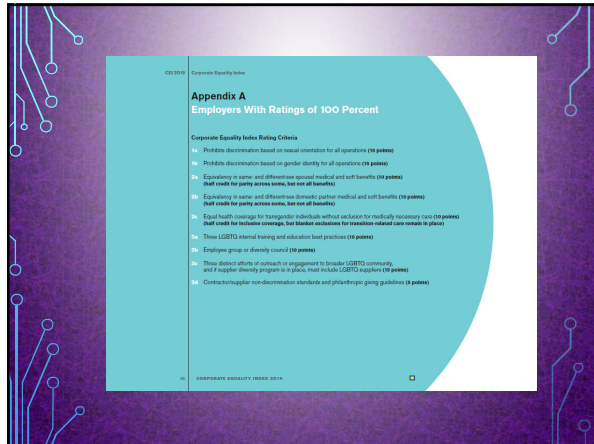
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CORPORATE EQUALITY INDEX (CEI)

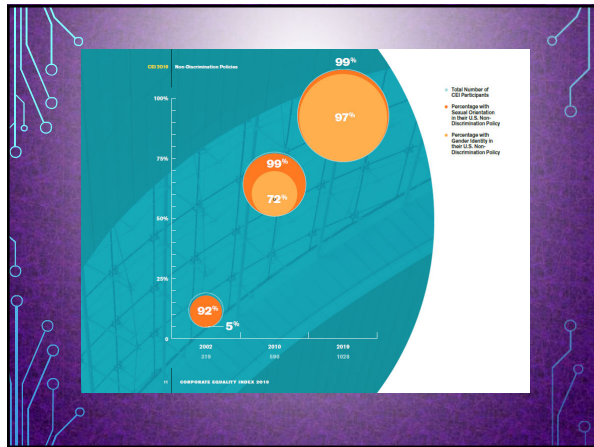
- 130 page report that breaks down by industry
- Information found through survey and research.
- Not just employees, these ratings also take into account how LGBTQ customers and external vendors are treated.
- 571 businesses received a 100 percent rating, including 193 Fortune 500 companies.



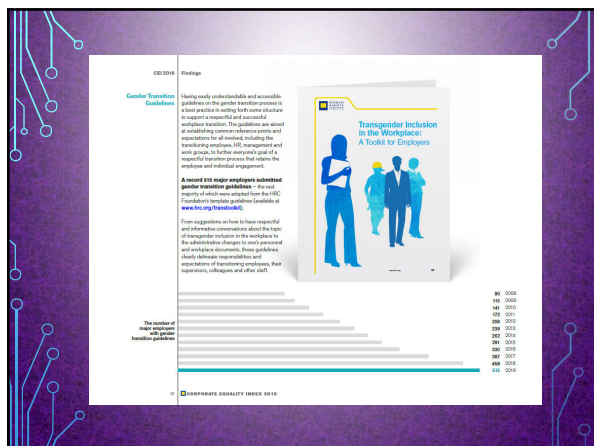
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