

HIGHLIGHTS AND CAREER ADVICE FOR LESBIAN, GAY,  
BISEXUAL, TRANSGENDER & QUEER COLLEGE STUDENTS  
TRANSITIONING FROM ACADEMIA TO THE WORKPLACE  
*FROM THOSE WHO HAVE RECENTLY BEEN THERE*



# HOT SHOTS<sup>2012</sup><sup>©</sup>

PREVIEW EDITION





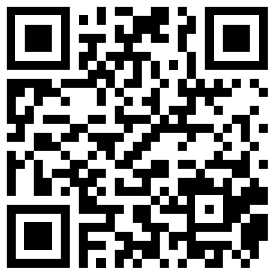
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# OUT FOR WORK

For the past seven years, OUT for Work has brought professionals and students from across the country together for Lesbian, Gay, Bisexual, Transgender, Queer, and Ally (LGBTQA) career specific conferences and career fairs.

Hearing and learning from the successes and challenges of LGBTQA individuals already in the workplace has been the cornerstone of the conference. This year, OUT for Work is proud to bring you the first ever HOT Shots publication. HOT Shots is a career resource that highlights and provides advice for LGBTQ college students transitioning from academia to the workplace from young LGBTQ professionals who have recently been there. HOT Shots supports and compliments the work that OUT for Work has been doing.

Last year a survey was created that asked young LGBTQ professionals to provide commentary on their transition from academia to the workplace; preparation for the workplace, job search, resume, interview, and coming out at work. Participants were also asked to reflect on how they thought being out and open in the workplace has affected their career and what advice they would provide students just beginning the process. Individuals were solicited across job titles and industries. From the numerous respondents, 16 individuals were selected. The responses are as rich and as diverse as the individuals selected. On behalf of the OUT for Work Board of Directors and staff, I want to thank those LGBTQ young professionals that participated in this ground-breaking resource. I hope that you will use the 2012 HOT Shots publication as another resource as you start to think about how your sexual orientation and gender identity intersect with your career desires.

OUT for Work is working hard to create many LGBTQ career specific resources for you:

- **The HOT List:** The only publication that highlights the LGBTQ inclusiveness and the entry level hiring projections or organizations.
- **The Career Center Certification Report:** An annual report that audits, recognizes, and honors the LGBTQ programs and services that career centers are providing.
- **OUTSource:** A bi-annual magazine that provides career information specific to meet the needs of LGBTQ college students
- **The LGBTQ Career Resource Guide:** A college career resource guide specifically designed with the LGBTQ college student in mind

I encourage you to visit [www.outforwork.org](http://www.outforwork.org) for more information and to speak to your career center representatives to ensure they provide resources in the office for you!

I would like to thank Merck, the global healthcare leader, for its continued support of OUT for Work and the larger LGBTQ community. With Merck's initial financial support, this resource was able to move from idea to publication. Also, a thank you to all the organizations that advertised in this premiere edition. Be sure to visit their websites when looking for an internship or career upon graduation.

Good luck in your career endeavors,



Riley Folds  
Founding Executive Director  
OUT for Work

# MEET THE HOTSHOTS

## **Cory Andrews**

U.S. Department of State  
*Foreign Affairs Officer*  
Born February 3, 1988  
Hired January 2010

## **Craig Benjamin**

Boeing  
*Telemetry and Command  
Systems Engineer*  
Born July 22, 1986  
Hired June 2008

## **Anthony Cotton**

United States Agency for  
International Development  
*Investment Officer*  
Born September 25, 1982  
Hired August 2009

## **David Farber**

U.S. Attorney's Office  
Southern District of New York  
*Paralegal Specialist*  
Born June 30, 1986  
Hired February 2010

## **Aaron Green**

Oracle  
*Director, Global Strategy*  
Born June 27, 1980  
Hired January 2004

## **Jacob Benjamin Hanna**

Deloitte Consulting  
*Consultant*  
Born January 21, 1986  
Hired July 2008

## **Chris Liang**

Glaxo Smith Kline  
*Senior Support Analyst*  
Born January 5, 1982  
Hired February 2005

## **Dana Libercci**

Northrop Grumman  
*Financial Analyst*  
Born July 4, 1984  
Hired July 2006

## **Alexis Mundis**

American Sociological  
Association  
*Membership/ Customer Service  
Representative*  
Born July 20, 1986  
Hired May 2011

## **Charles "Dusty" Riddle**

Booz Allen Hamilton  
*Associate/ Business Analytics*  
Born June 18, 1981  
Hired July 2009

## **Andrew Stevens**

The Nielsen Company  
*Emerging Leader Associate*  
Born November 15, 1986  
Hired July 2010

## **Joshua Stewart**

PNC Financial Services  
Group, Inc.  
*Project Manager, AVP*  
Born June 3, 1982  
Hired June 2003

## **Drew Strellis**

BP  
*Branded Sales Analyst*  
Born April 25, 1987  
Hired June 2009

## **Nathan Victoria**

NASPA- Student Affairs  
Administrators in  
Higher Education  
*Assistant Director of Educational  
Programs & Social Media*  
Born May 23, 1983  
Hired August 2007

## **Sydnee Viray**

University of Vermont  
*Federal Work Study Coordinator*  
Born June 20, 1983  
Hired June 2007

## **Cornell Woodson**

Atlanta Public Schools  
*Teacher*  
Born April 1, 1987  
Hired August 2009

## DEMOGRAPHICS

81% Gay, male  
19% Lesbian, female

*\*Each HOT Shot was asked to self identify  
Sexual orientation, Gender identity*

## ETHNICITY

56% White  
13% Pilipino American  
13% European American  
6% African American  
6% Chinese  
6% German/ Native American

## RACE

69% Caucasian  
19% Asian American  
6% African American  
6% European

MEET THE HOT SHOTS

→ **live WEBINAR**  
**JANUARY 2012**

→ Ask questions

→ Hear stories

→ Share your ideas



MORE INFORMATION AT [OUTFORWORK.ORG](http://OUTFORWORK.ORG)

# PREPARATION FOR THE **WORKPLACE**

**“Have you ever received LGBTQ specific career advice that would better prepare you for the transition from academia to the workplace?”**

**63%**

*responded*

**NO**

**37%**

*responded*

**YES**



**In response, OUT for Work created the LGBTQ Career Center Certification Program>>>**



This program audits the LGBTQ specific career services, programs, and resources that career centers are providing their students. **Based on results from a questionnaire, career centers receive either a Gold, Silver, or Bronze level of certification. OUT for Work provides assistance for those career centers that do not receive a Gold certification.**

“Going into business school, I had kept my sexuality a secret in the workplace. I was so concerned about how I would be judged and the impact on my career. In business school, I sought the opinion of successful business leaders through conferences around the globe. They each told me that my professional relationships and, eventually my work ethic, would suffer if I continued to actively hide who I am. I decided that I was going to work for a company that respected me, so that I could take their advice.”

Charles “Dusty” Riddell

“Yes, I attended the OUT for Work conference my senior year in college. This helped me become much more confident about who I am.”

Cornell Woodson

“Advice from LGBTQ friends was very helpful... they explained that because they were open that they were able to make stronger/more meaningful personal connections with co-workers, which improved their professional relationships.”

Anthony Cotton

“Yes, I was told to pay attention to the benefits policies as an indication for a queer friendly work environment by a professor of mine (who is also queer).”

Syndee Viray



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www.OUTforWork.org**

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