

**Ashanté:** For me, Indeed was the first workplace that I've actually been out. It's the first workplace where I've felt safe enough to be out, so beforehand, I didn't really feel included. I didn't feel like my voice was heard.

**Didier:** I have a long term partner for 10 years, but I couldn't get him to Japan as a dependent. We actually emailed an LGBT lawyer. The first thing she replied in the email is um because you're gay, it's gonna be very difficult.

**Ashanté:** I remember hiding under my desk eating lunch because I didn't want to be around other people or because I was scared of what my manager might think or what my co-workers might think, so definitely constantly isolating myself.

**Olivia:** For me, iPride is making people aware and able to understand others. I feel pride can be very inclusive of everyone.

**Shannon:** I identify as a gay, black male, so there's a personal interest in joining iPride, but more than anything, my passion for amplifying voices for those around me who don't have the power or the ability to speak up and to be heard, so that people never feel uncomfortable in their work environment.

**Didier:** I'm glad to join a company that actually put a lot of effort and all the leadership team are very supportive. I haven't seen any company in my previous work experience that have something close to that.

**Ashanté:** Being able to walk into the Toronto office and see my Director be openly gay and then having that representation in leadership and being like I can be my full self, and know that it's not going to hinder my career.

**Shannon:** Just having conversations about what it means to be transgender or what it means to be non-conforming or cisgender or non-binary. I've seen that conversation start to happen at Indeed.

**Olivia:** It's not just about sexuality, it's about who we identify with and it's not just LGBT. I mean people who are also straight, they still have a gender, they still have a sexuality whether it's not the same as everyone else, so sharing that passion with other people makes me feel included because we already have a common ground.

**Ashanté:** Being a leader in something that is so important that brings me so much joy is something that I really want to talk about. For me, being part of an IRG is being able to be my whole self and I love it. I love every single aspect of it!