



OUT FOR UNDERGRAD

Breaking Down Barriers.
Increasing Performance.

Tech | Engineering | Marketing | Business

WHY O4U?

High-achieving and diverse LGBTQ+ college undergraduates often navigate complex social, economic and political barriers in reaching full potential in their lives and careers. They may find it difficult to be their authentic selves, which ultimately means they cannot bring everything that they have to offer to work.

Corporations that excel in leveraging talent and creating inclusive cultures consistently out perform the S & P 500. Out for Undergrad (O4U) is the most highly respected organization in the USA bringing these corporations and students together in an immersion weekend that both employers and students credit with changing their lives.

Extensive research (*Catalyst, The Committee for Economic Development, Deloitte, McKinsey & Company, Credit Suisse, Ernst & Young, Columbia University, and Pepperdine University*) reveals a correlation between gender diversity on corporate boards and company financial strength. **According to the 2013 GMI Ratings Women on Board Survey, 16.9% of S&P500 board members are women. Only 2% are LGBTQ+ today, but we believe O4U graduates will fill more and more of these positions in the future.**

“At the heart of an economy’s competitiveness is its capacity to leverage talent”

| The Global Competitiveness Report 2015-2016 World Economic Forum



“Cargill was proud to host the 2018-2019 Out for Undergrad Engineering Conference. As the largest privately-held company in the United States with over 155,000 employees in 70 countries we understand the importance of the diverse tapestry that is our workforce and enthusiastically welcome these highly accomplished young LGBTQ+ professionals to Cargill.”

| LeighAnne Baker
Sr. Corporate Vice President and
Chief Human Resource Officer, Cargill

ORIGIN & HISTORY OF O4U

In 2004, several MBA students at Cornell University recognized this opportunity to directly connect leading companies with the best and brightest LGBTQ+ students, talk about diversity and inclusion, careers and how employees can live authentically at work. The first O4U Business Conference was born, initially conducted as a community service event. The Business Conference has more than quadrupled in size and given birth to the other three Conferences in Engineering, Marketing and Tech. More than 130 of America’s leading corporations host and fund these experiences for potential recruits to their firms, including such well recognized brands as Goldman Sachs, Cisco, Cargill, PepsiCo, and Ogilvy-Mather. More than 800 students are accepted each year to O4U conferences after a rigorous application process. Employees of sponsoring corporations, O4U alumni and well-respected industry experts meet, greet, mentor and inspire students through O4U’s proprietary Authenticity, Careers, and Inclusion curriculum.



WHAT HAPPENS AT O4U CONFERENCES?

O4U Conferences take place at a corporate host sponsor location over a weekend, Friday evening through Sunday afternoon. A Career Fair caps off the experience, directly connecting students with corporate recruiting teams. Resume books for all students are provided to recruiters six weeks in advance of each conference. Corporate mentors, all LGBTQ+ identified, are assigned small groups of students for four in- depth mentoring sessions guided by O4U's Authenticity and Careers core question "What Matters Most?"

Keynote speakers address the biggest challenges and opportunities for new employees in their companies as well as future trends, purpose-centered lives and work. Corporate officials lead breakout sessions on high-interest topics specific to jobs in their firms. Meals are all shared with mentors and corporate officials to leverage every moment of connection.

- > Network with inspiring LGBTQ+ professionals and recruiters
- > Explore thrilling, important roles in Engineering, Tech, Business, and Marketing
- > Learn about making the transition from school to professional life
- > Build friendships with LGBTQ+ peers nationwide
- > Full travel and lodging scholarships for all admitted students

"This is hands-down the best conference of its kind that I have ever been to... I loved seeing people truly be themselves."

| O4U Attendee



"I was able to create a multitude of connections, and learn from the most inspiring of people. I feel more confident and motivated to make the best future I can for myself, and not letting anything, including others thoughts on my sexuality, hold me back."

| O4U Attendee



SPONSORSHIP

Out for Undergrad partners with corporations that are committed to inclusion.

Our host sponsors typically score 100 percent on the Human Rights Campaign Corporate Equality Index (CEI).

HOST SPONSOR STORIES

O4U BUSINESS

The Goldman Sachs Group, host of the **O4U Business Conference** for five consecutive years, is headquartered in New York, maintains offices in all major financial centers around the world and has received a rating of 100% on the annual Human Rights Campaign's Corporate Equality Index (CEI) since 2004.

O4U ENGINEERING

Boston Scientific in Maple Grove, Minnesota, 2019 **O4U Engineering Conference** Host Sponsor, is a manufacturer of medical devices with 2018 revenues of \$9.823 Billion and 32,000 employees in 130 countries. Boston Scientific has earned the 100 percent ranking in HRC's Corporate Equality Index (CEI) and is one of the businesses that joined HRC's Business Coalition for the Equality Act.

O4U MARKETING

Ogilvy is one of the largest marketing communications companies in the world, with 500 offices in 126 countries. Host sponsor of the **O4U Marketing Conference**, Ogilvy, for five consecutive years has received a perfect score of 100 percent on the Human Rights Campaign Foundation Corporate Equality Index (CEI), a national benchmarking survey and report on

O4U TECH

corporate policies and practices related to LGBTQ+ workplace equality. PayPal hosted the 2019 **O4U Tech Conference** in San Jose, California. PayPal operates a worldwide online payments system, posted revenues of \$15,451 billion in 2018, with 21,800 employees. PayPal ranks 100 percent on the HRC Corporate Equality Index.

SUMMARY

O4U is all about students and this means we work with corporations leading positive change. There is still so much to do together to truly realize human dignity at work rather than merely assert it. We believe that each succeeding generation of O4U alums will not only benefit from the work we do today, but will inspire and lead change for the better.

We hope you will join us.

CONNECT WITH O4U

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Corporate Charter & Policy on Non-Discrimination

The Out for Undergraduate Business Conference, Inc. (EIN 271409325) is a not-for-profit corporation 501(c)3 and does not promote or discriminate against any person, population group, or organization with regard to categories protected by applicable United States law, as well as other categories identified by O4U in alignment with our own Human Resources policies. These include, but are not limited to race, color, religion, sex, gender expression, sexual orientation, physical appearance, language, education background, national origin, age, disability, and veteran status