After I graduated my bachelor’s degree of Computer Science. I believe my first workplace should be with IT companies. The IT jobs is very hot in these days, more and more people or business interacts relate to IT industry and new technology. According to the US Census data (2019) show that the Minnesota population is 5,639,632 with 2,729,492 working people. 210,000 are LGBT, or 4.1%. Men are 41% and Women are 59%. there are 81% of the population is white, 8% black, 11% other. Then the US population is 328,239,528 with 50.8% are women, 76% white, 13% black, 11% other. Hence, comparing with the number of IT occupations of the US 70.5% men, 23.6% Women, and 9.7% Black, according to Labor force Statistics from the Current Population Survey. We can see that the percent of women in the workplace is less than in the US population. So ideally, the percentages should be around 59% in Minnesota here.

However, Today’s LGBTQ workforce has changed. Of LGBTQ employees under age 35.28% are people of color who identify as women, versus just 2% of those aged 55 or older. Consequently, the diversity, equity and inclusion programs in place at many companies like IT career, while beneficial, are no longer sufficient. Diversity and inclusion leaders must focus on culture change in order to improve employee’s interactions with colleagues, direct managers, and leadership. I think I am lucky to get job in this area in my future. As my experience on looking for the IT jobs. The IT companies are the most supporting for LGBT Equality. Just like in The Economic Case for LGBT Equality, Badgett argues that, “The business case has also led companies to advocate for LGBT equality well beyond the company walls. Hundreds of businesses with global brands, like Apple, Amazon, and Microsoft, told the US Supreme Court that they supported marriage equality because they wanted the law to make it possible for businesses to treat their LGBT employees equally. Many US businesses have put their money where their mouths are when LGBT rights are threatened by new legislation, moving events and investments to more tolerant states.”

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