

# SHINE THE LIGHT

**LGBTQIA+ Career Experiences Survey Report, 2025**

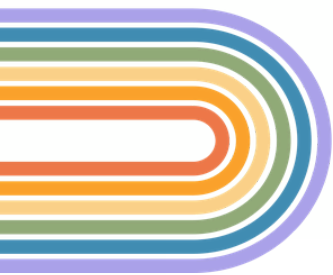


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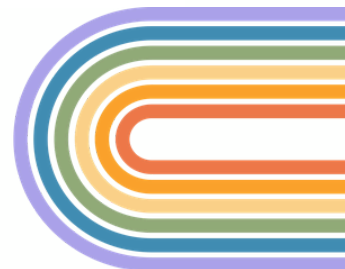
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# CONTENTS

Introduction	03
Executive Summary	04
Research Context & Methodology	06
Demographic Insights	08
Results by Interest Area	11
GENDER IDENTITY AND DRESS COMFORT	11
COMFORT APPROACHING LEADERSHIP	12
EXPERIENCES WITH DISCRIMINATION	13
WORKPLACE SUPPORT	14
RESTROOM ACCESS	15
INTERVIEW AUTHENTICITY	16
BEING 'OUT' AT WORK	17
LGBTQIA+ WORKPLACE TRAINING	18
JOB SEARCH RESOURCES	19
GENDER-AFFIRMING HEALTH CARE	20
FOCUS GROUP INSIGHTS	21
EMPLOYEE RESOURCE GROUPS	22
NETWORKING GROUPS	23
Conclusion	24





# INTRODUCTION

The Shine the Light Report is an annual study examining LGBTQIA+ workplace experiences, sponsored by Be The Transformational Change Fund. Now in its third year, the study tracks both progress and ongoing challenges in workplace inclusion, offering insights to help employers build more supportive and equitable environments.

From October to December 2025, the Shine the Light Survey reached 1,386 LGBTQIA+ respondents across the United States—52 percent more than in 2024 and more than double the 2023 sample. To improve representativeness, the survey included a panel of 500 participants recruited in partnership with Centiment Research.

This year's findings show both progress and persistent barriers. Nearly three in four respondents (74%) reported feeling supported at work, and 34% strongly agreed they feel comfortable raising concerns with leadership. At the same time, discrimination experiences remained common; fewer than half of transgender respondents (43%) strongly agreed they can use restrooms aligned with their gender identity. Salary negotiation training again ranked as the most valued job-search resource, followed by interview preparation, highlighting continued need for practical career support.

Guided by a non-experimental, trend-based design, Shine the Light tracks changes in LGBTQIA+ workplace experiences over time. The 2025 study was shaped by 15 volunteers, including Advisory Group members and focus group participants, whose lived experiences ensure the findings reflect real workplace needs and priorities.

# 2025 SHINE THE LIGHT STUDY

## EXECUTIVE SUMMARY

The **2025 Shine the Light Study** examines the career and employment experiences of 1,386 LGBTQIA+ individuals across the United States, representing a 52 percent increase from 2024 and more than double the 2023 sample. Respondents represent the nonprofit, for-profit, and government sectors, with additional input from a 500-person panel recruited in partnership with Centiment to strengthen representativeness.

Now in its third year, the study shows cautious progress alongside persistent challenges in workplace inclusion. More employees report feeling supported and comfortable raising concerns with leadership, yet discrimination remains common and gaps in access persist for transgender and nonbinary employees.

## KEY FINDINGS

### Bright Spots

- **Workplace Support:** Nearly three in four respondents (74%) agree their workplace supports LGBTQIA+ employees, continuing an upward trend since 2023. Overall, 62% of respondents report being openly LGBTQIA+ at work.
- **Trust in Leadership:** Comfort approaching leadership with LGBTQIA+-related concerns rose for the third year; 34% strongly agree they feel comfortable doing so.
- **Networks Matter:** Respondents in professional networking groups are more likely to work at organizations with LGBTQIA+ employee resource groups, pointing to the role of community and external support.

### Where Gaps Remain

- **Discrimination Experiences:** Nearly one in five respondents (18%) strongly agree they have experienced discrimination at work. While lower than in 2024, discrimination issues remain persistent.
- **Everyday Inclusion:** Comfort expressing gender identity remain stable, but only 50% strongly agree they can use restrooms aligned with their gender identity, with lowest agreement among nonbinary respondents.
- **Career Support:** For the third year, salary negotiation training ranks as the most valued job-search resource, signaling demand for practical career tools.

## IMPORTANCE OF THIS STUDY

In the workplace, LGBTQIA+ employees often navigate environments where norms do not fully reflect their identities. As workplace policies and public discourse continue to shift, tracking LGBTQIA+ experiences over time remains important. With nearly one in five respondents (18%) reporting discrimination and salary negotiation training ranking as the top job-search resource for the third year, the study employs survey data and focus groups insights to show how inclusion is experienced and inform inclusive workplace practices.

## POTENTIAL NEXT STEPS

**For Employers:** Support must be visible and actionable. More than half of respondents say their workplace would benefit from LGBTQIA+-focused anti-discrimination training. Clear policies, inclusive facilities, and consistent leadership engagement remain critical.

**For Employees:** Career-building resources, mentorship, and professional networks continue to play a key role, especially where internal supports are limited.

**For Advocates:** With persistent discrimination issues and demand for career support, advocating for inclusive health care policies, mentorship pathways, and leadership accountability is essential to support LGBTQIA+ employees.



# 2025 HIGHLIGHTS



**1,368** **Total LGBTQIA+ Respondents**

+52% growth from 2024 (914); more than double 2023 (580)

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**74%** **Feel Supported As LGBTQIA+ At Work**

Agree or strongly agree their workplace supports LGBTQIA+ employees; up from 68% in 2024 and 56% in 2023

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**34%** **Strongly Comfortable Raising Concerns with Leadership**

Up from 30% in 2024 and 23% in 2023, signaling gradual improvements in workplace trust in leadership

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# METHODOLOGY

## DATA COLLECTION

The survey was distributed from September 16 to November 21, 2025, via an anonymous Qualtrics link. The introduction stated that responses would be reported in aggregate and that personally identifiable information would be removed. Participants could skip any question or exit the survey at any time. The final sample includes **1,386 LGBTQIA+ respondents**. For the first time, the study incorporated a **500-person panel** from Centiment Research to strengthen representation and better reflect the diversity of the LGBTQIA+ community.



## DEMOGRAPHIC SAMPLE

All participants (n=1,386) identified as LGBTQIA+. Participants who did not affirm LGBTQIA+ identity were directed to the end of the survey. **Demographic variables were analyzed to contextualize findings**, including Industry Type, Workplace Size, Generation, Race/Ethnicity, Educational Attainment, State/Region, Work Format, and Urbanicity.



## STUDY DESIGN

The **survey** used a **purposive sampling design** to capture the experiences and perspectives of LGBTQIA+ individuals reflective of the Be The Transformational Change network. In addition, seven participants took part in **qualitative focus groups** to provide deeper context on key survey topics. The report offers trended insights but does not imply causal relationships.



## DATA ANALYSIS

Descriptive **survey responses were aggregated** using Microsoft Excel and Stata Software. Qualitative analysis of open-ended responses was conducted using NVivo. Trended data were analyzed at the aggregate level across surveys. Data points for groups with fewer than ten respondents are suppressed.



# DEMOGRAPHIC INSIGHTS

A demographic breakdown of survey respondents since 2023.

**TOTAL 2025 PARTICIPANTS: 1,386 LGBTQIA+ RESPONDENTS**

CATEGORY	2023	2024	2025
Total Count	580 respondents	914 respondents	1386 respondents
Transgender	20%	42%	25%
Cisgender	80%	58%	75%

## GENDER IDENTITY

Man	51%	44%	42%
Woman	39%	34%	41%
Nonbinary / Genderfluid	10%	22%	17%

## SEXUAL ORIENTATION

Asexual	2%	6%	2%
Bisexual / Pansexual	72%	30%	33%
Heterosexual / Straight	5%	10%	5%
Homosexual / Gay / Lesbian	13%	27%	39%
Queer / Another Orientation	8%	28%	10%

*Note: An additional 38 respondents marked "no" to the LGBTQIA+ identity question and were directed to proceed to the end of the survey.*

# Demographic Insights *continued*

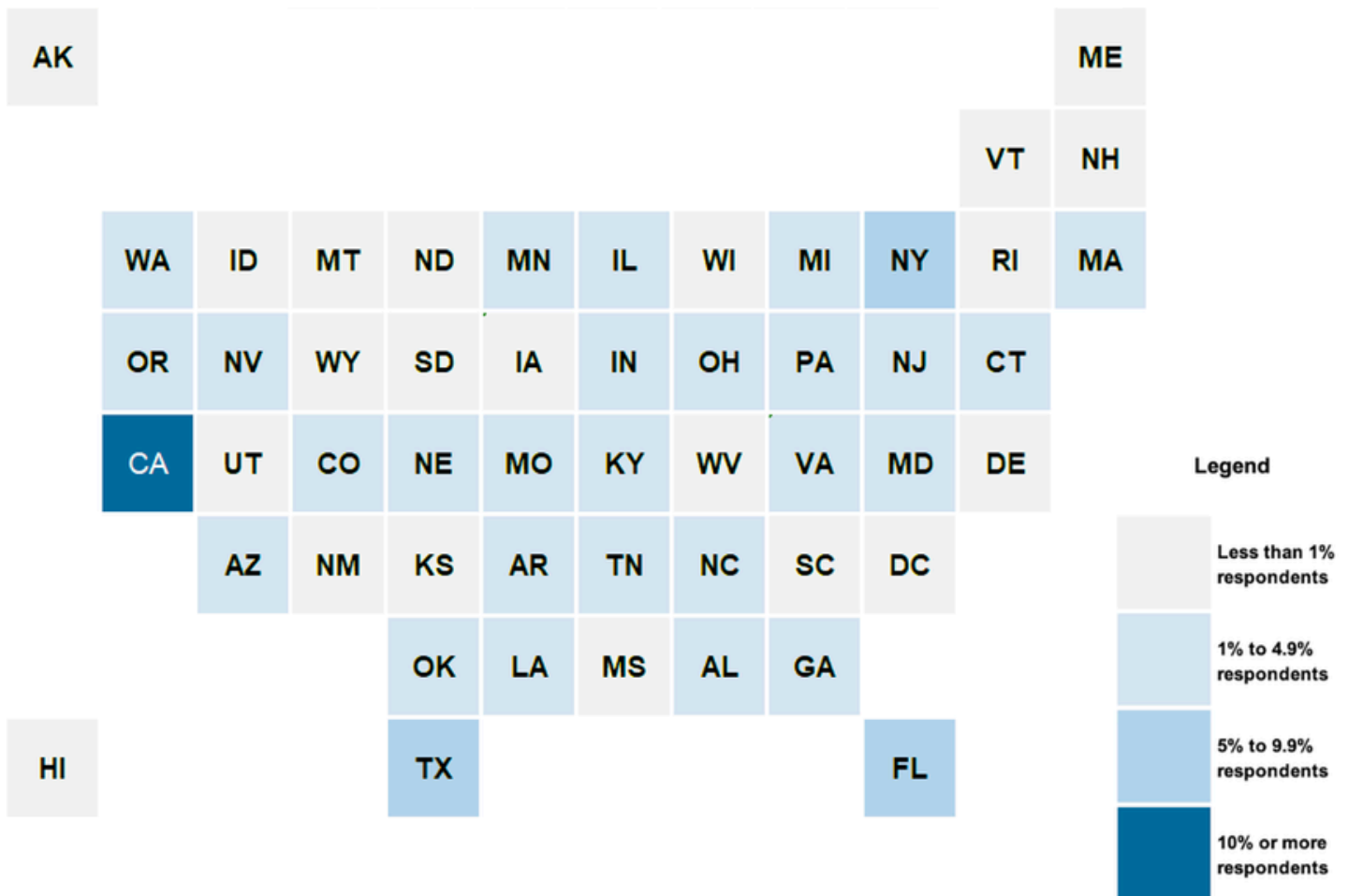
**1386**  
TOTAL RESPONSES

**25%**  
Self-Identified  
as Transgender

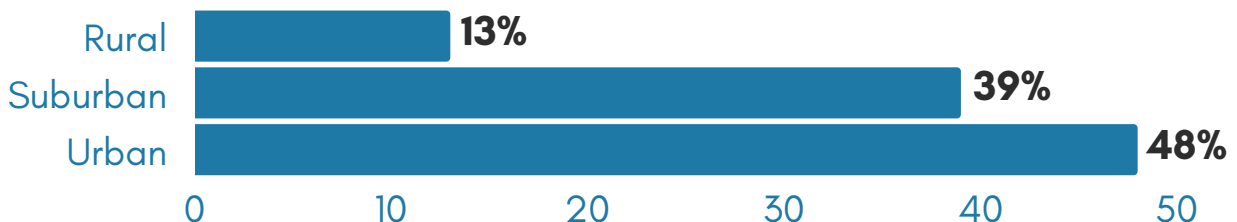
**40**  
Self-Identified  
Sexual Orientations

**31**  
Self-Identified  
Gender Identities

## PERCENTAGE OF RESPONDENTS BY U.S. STATE



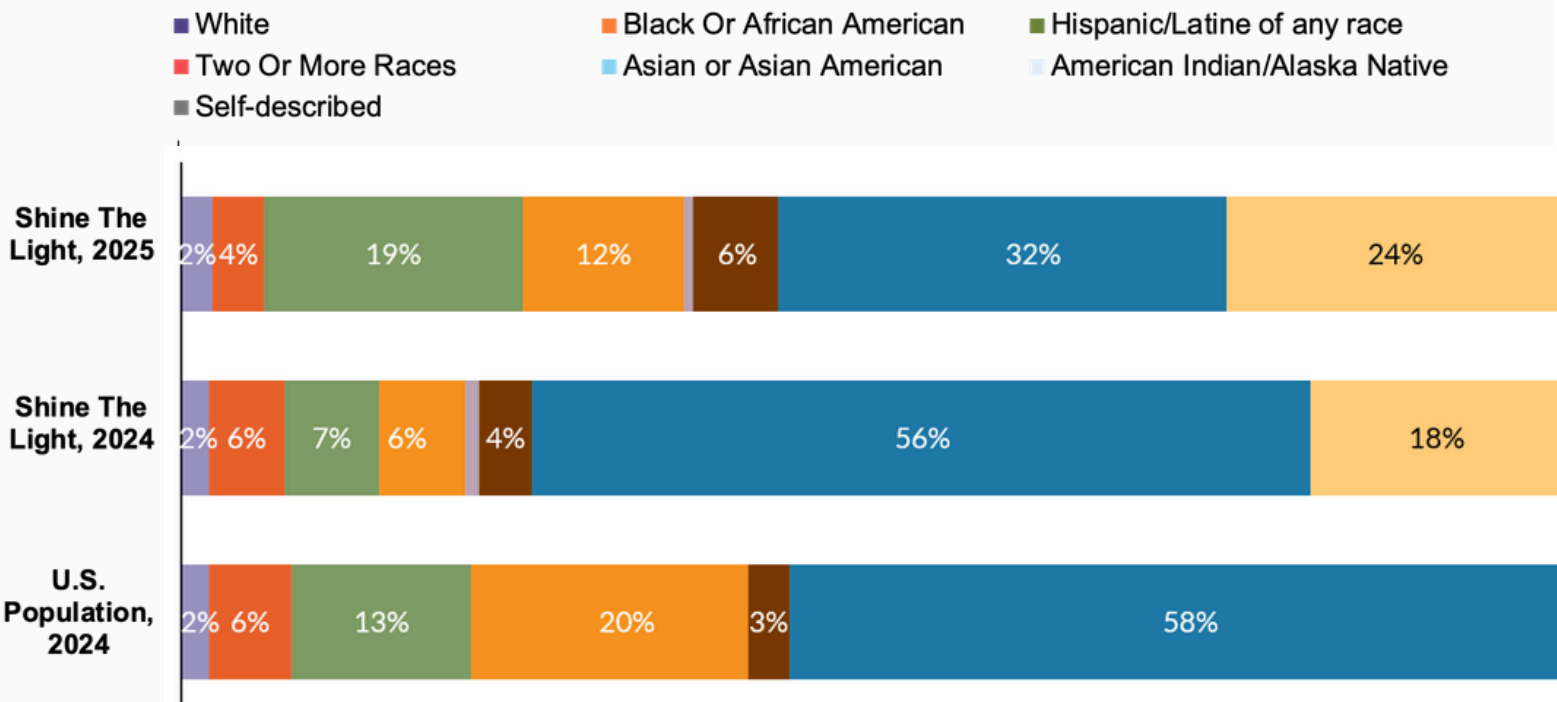
## PARTICIPANTS BY URBANICITY



# Racial/Ethnic and Urbanicity Trends

## Black and Hispanic/Latine Representation Meaningfully Increased in 2025

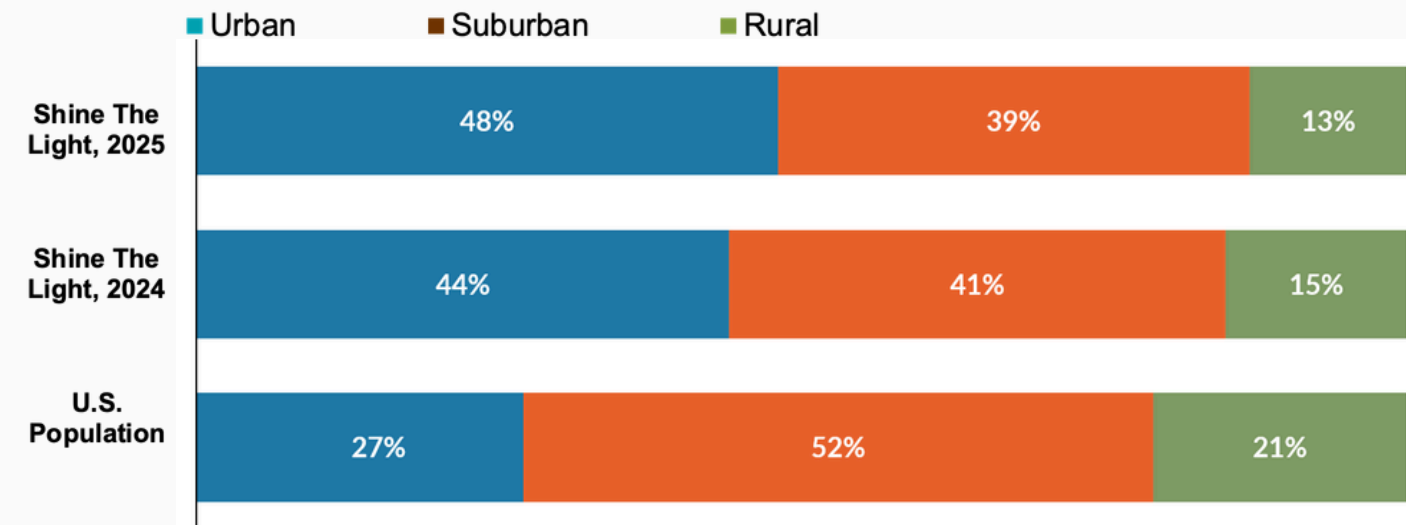
Racial/Ethnic Composition of Respondents



Source: U.S. population race/ethnicity percentages are based on U.S. Census Bureau population estimates and American Community Survey classifications from 2024 QuickFacts and national demographic estimates.

## Larger Urban Share Among Respondents Compared to the U.S. Population

Urbanicity of Respondents



Source: U.S. Population estimates are based on responses to the 2017 American Housing Survey (AHS) neighborhood description question asking respondents to describe their area as urban, suburban, or rural.

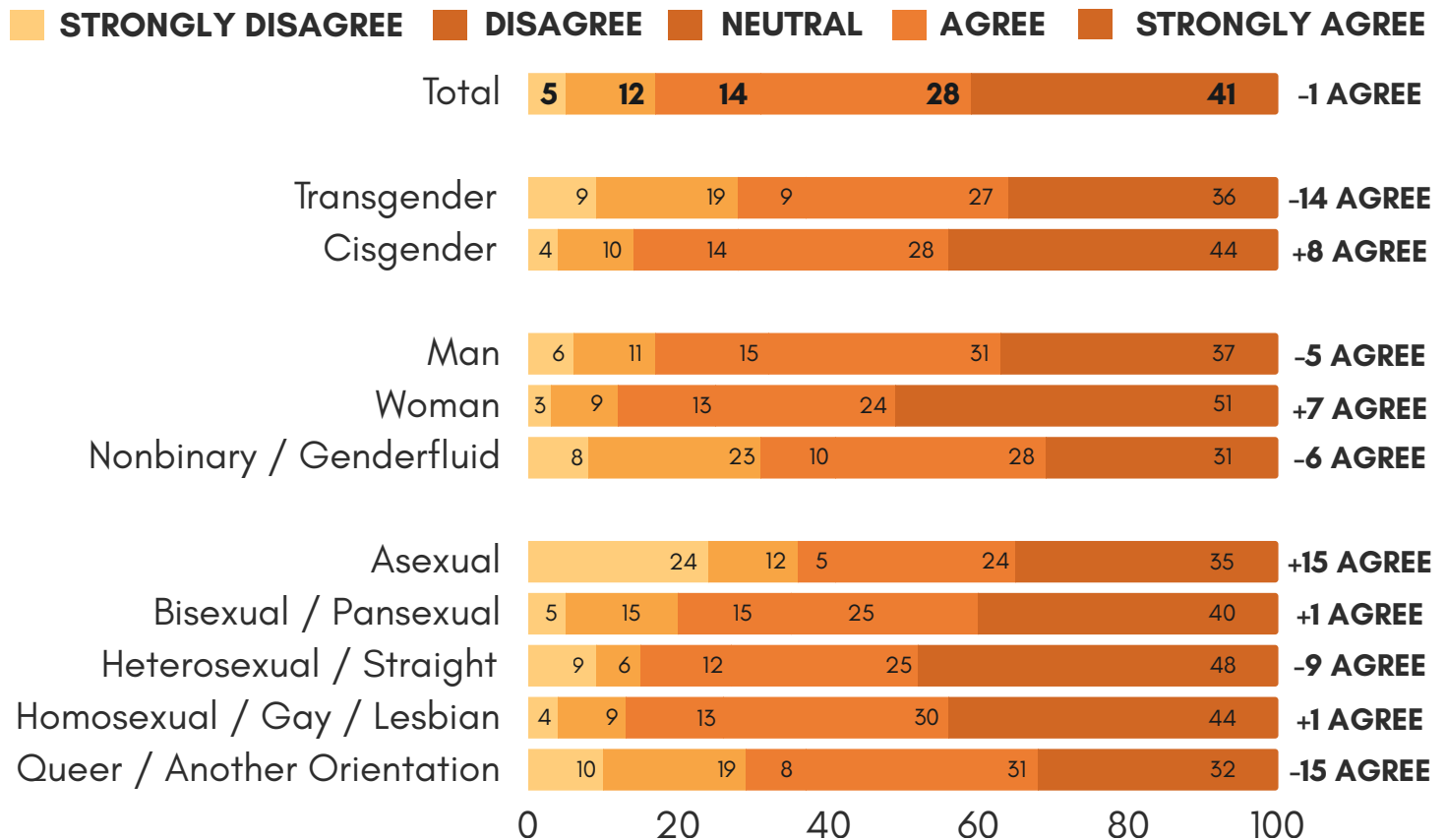
# GENDER IDENTITY & DRESS COMFORT

69%

of LGBTQIA+ respondents (n=1386) agree or strongly agree they feel comfortable dressing and expressing their gender identity at work

## SURVEY QUESTION:

I FEEL COMFORTABLE DRESSING AND EXPRESSING MY GENDER IDENTITY AT WORK.



## INTERSECTIONALITY INSIGHTS

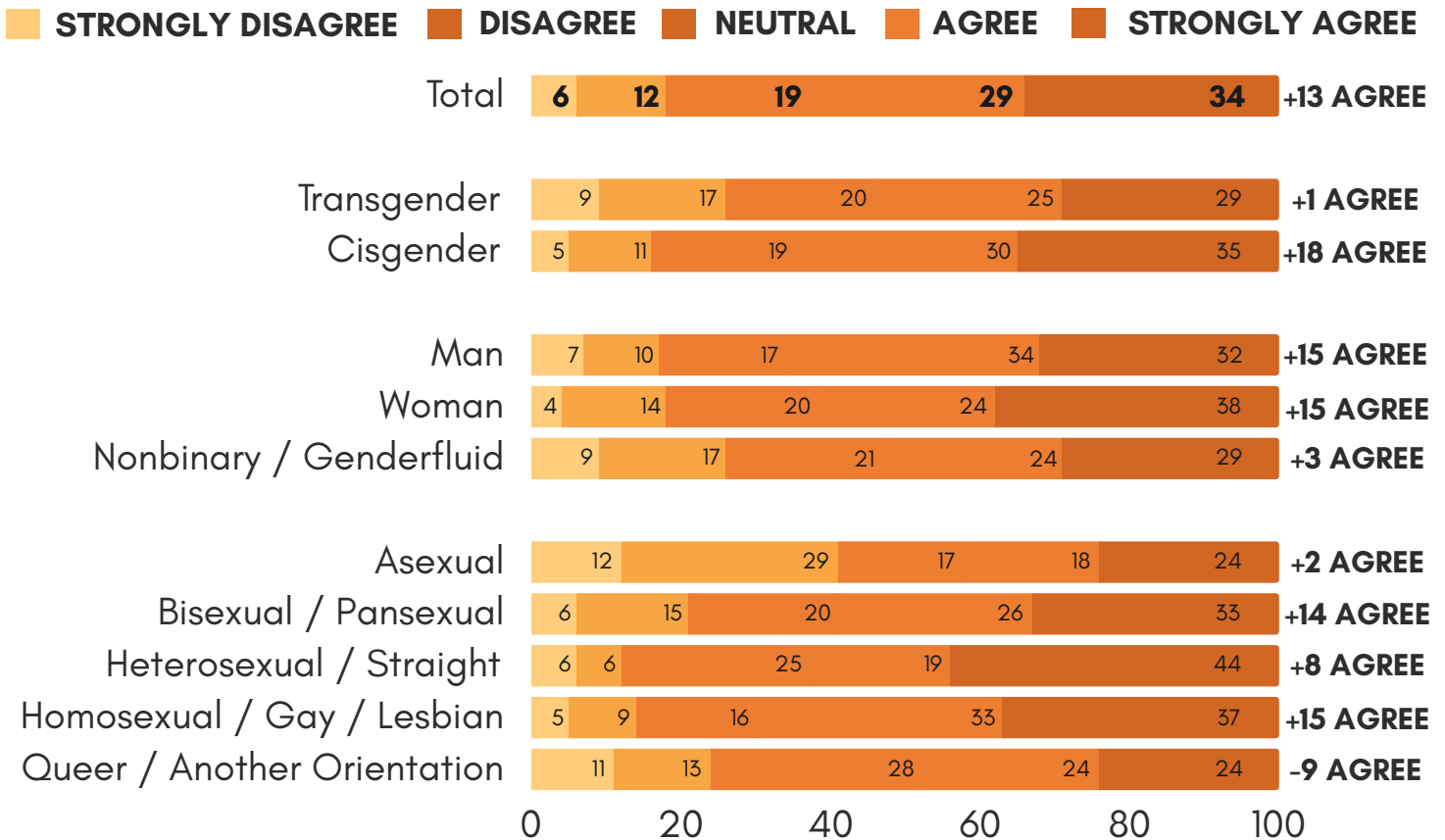
- **By industry**, for-profit workers are most comfortable expressing gender identity at work (71% agree/strongly agree); government workers are least comfortable (60%).
- **By generation**, Gen X workers are most comfortable (74% agree/strongly agree); Millennial workers are least comfortable (62%).
- **By race/ethnicity**, Black or African American workers are most comfortable (82% agree/strongly agree); White workers are least comfortable (63%).
- **By disability status**, workers with and without a disability reported equivalent feelings of comfortability with expressing gender identity at work (68% agree/strongly agree).

# COMFORT APPROACHING LEADERSHIP

63%

of LGBTQIA+ respondents (n=1386) agree or strongly agree they feel comfortable approaching leadership about a discriminatory experience

**SURVEY QUESTION:** IN MY WORKPLACE, I FEEL COMFORTABLE APPROACHING LEADERSHIP ABOUT NEGATIVE OR DISCRIMINATORY EXPERIENCES RELATED TO MY LGBTQIA+ IDENTITY.



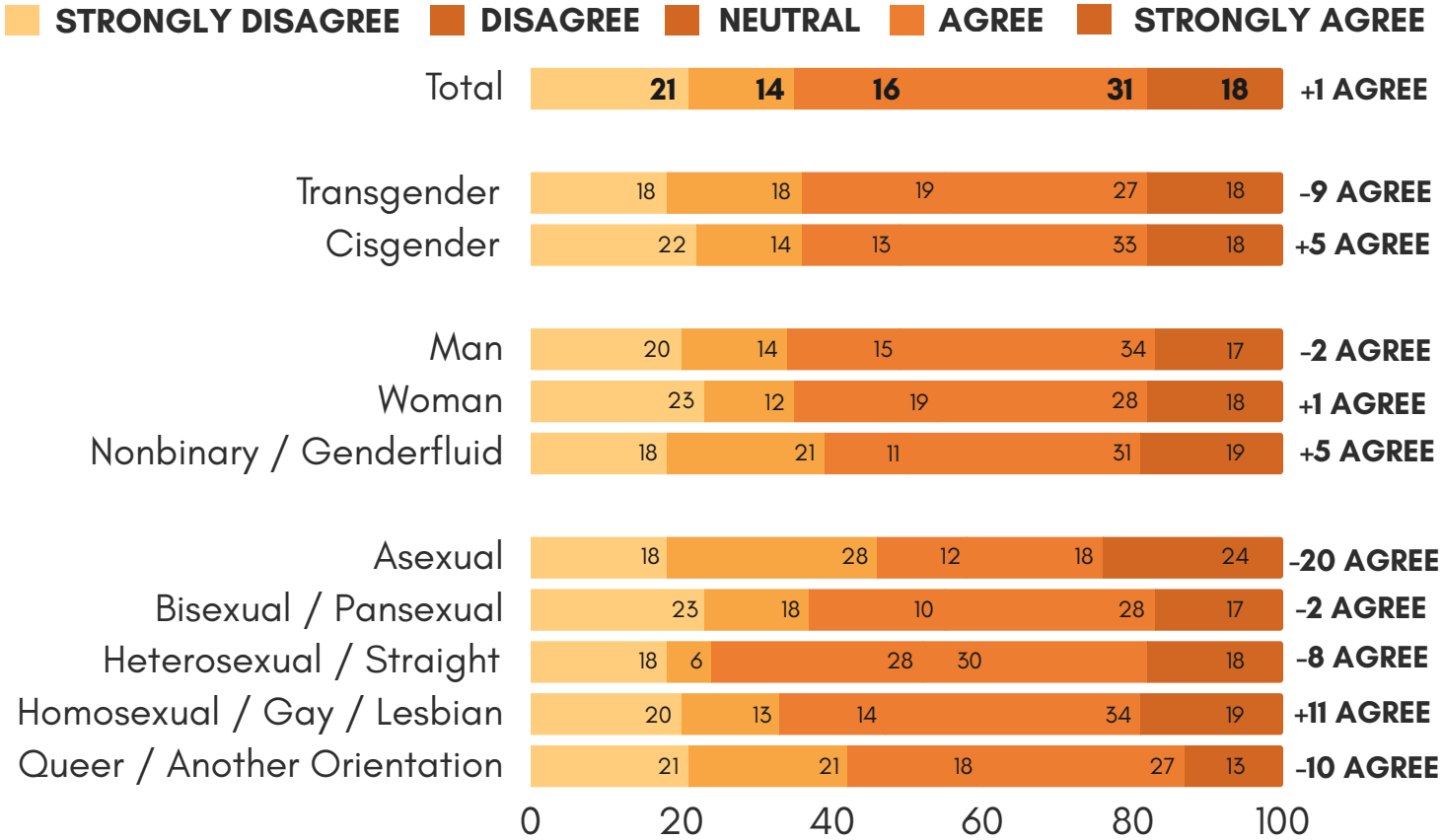
## INTERSECTIONALITY INSIGHTS

- **By industry**, for-profit workers are most comfortable approaching leadership (65% agree/strongly agree); non-profit workers are least comfortable (56%).
- **By generation**, Gen Z workers are most comfortable (66% agree/strongly agree); as in 2023, Gen X workers are least comfortable (54%).
- **By race/ethnicity**, Black or African American workers are most comfortable (73%); White workers are least comfortable (57%).
- **By disability status**, workers without a disability are most comfortable (65% agree/strongly agree); workers with a disability are least comfortable (60%).

# EXPERIENCES WITH DISCRIMINATION

**49%** of LGBTQIA+ respondents (n=1386) agree or strongly agree they have experienced or witnessed discrimination at work

**SURVEY QUESTION:** IN MY WORKPLACE, I HAVE FACED OR WITNESSED NEGATIVE COMMENTS, SLURS, OR JOKES ABOUT LGBTQIA+ PEOPLE.



## INTERSECTIONALITY INSIGHTS

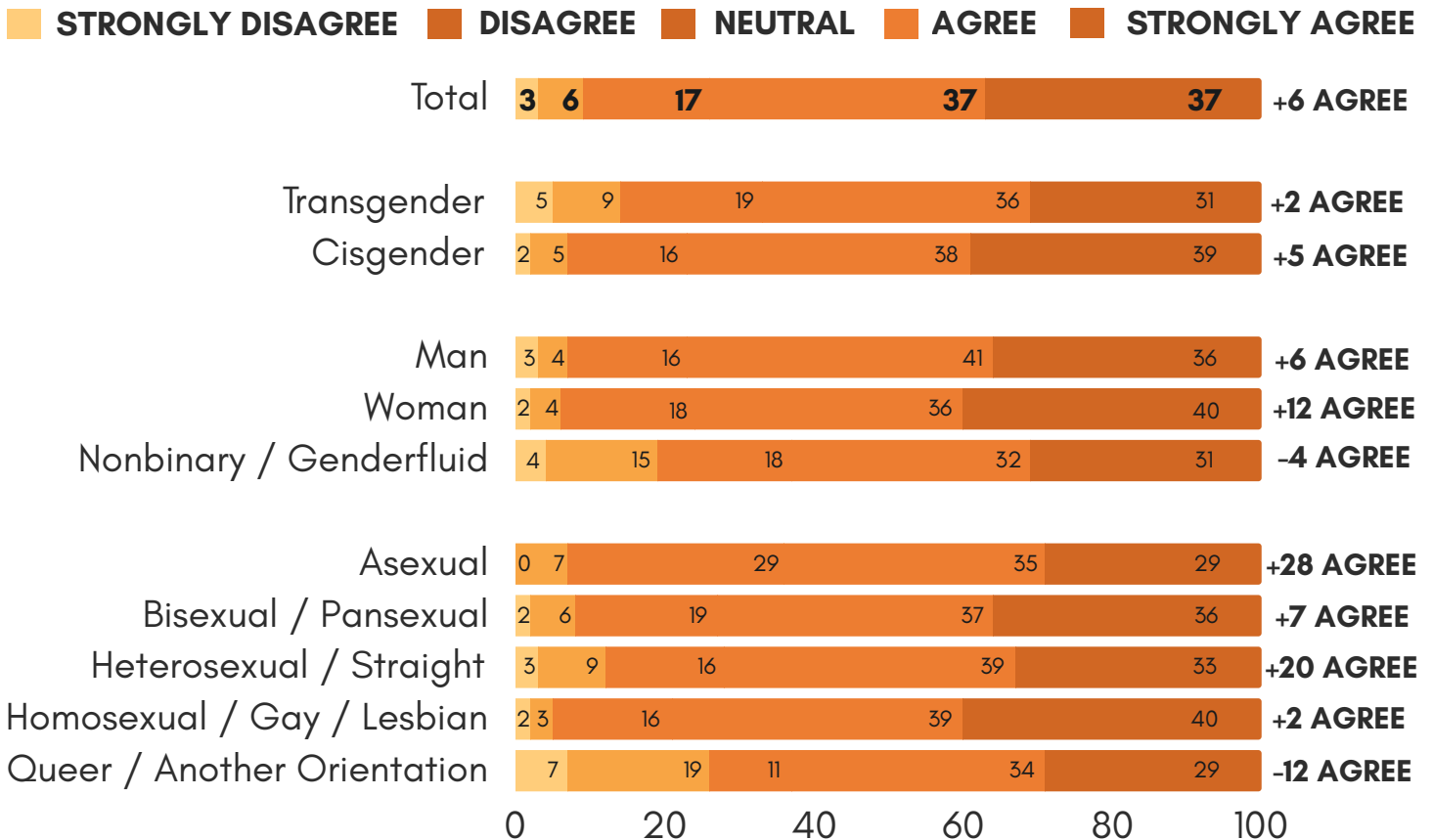
- **By industry**, for-profit workers report the most discriminatory experiences (52% agree/strongly agree); as in 2024, non-profit workers report the fewest (44%).
- **By generation**, Gen Z workers report the most discriminatory experiences (65% agree/strongly agree); Gen X workers report the fewest (49%).
- **By race/ethnicity**, American Indian or Alaska Native workers report most discriminatory experiences (64%); Hispanic or Latino(e) workers report fewest (37%).
- **By disability status**, workers without a disability report most discriminatory experiences (58% agree/strongly agree); workers with a disability report fewest (48%).

# WORKPLACE SUPPORT

74%

of LGBTQIA+ respondents (n=1386) agree or strongly agree they have experienced positive support for LGBTQIA+ employees at work

**SURVEY QUESTION:** OVERALL, I HAVE EXPERIENCED POSITIVE SUPPORT FOR LGBTQIA+ EMPLOYEES IN MY WORKPLACE.



## INTERSECTIONALITY INSIGHTS

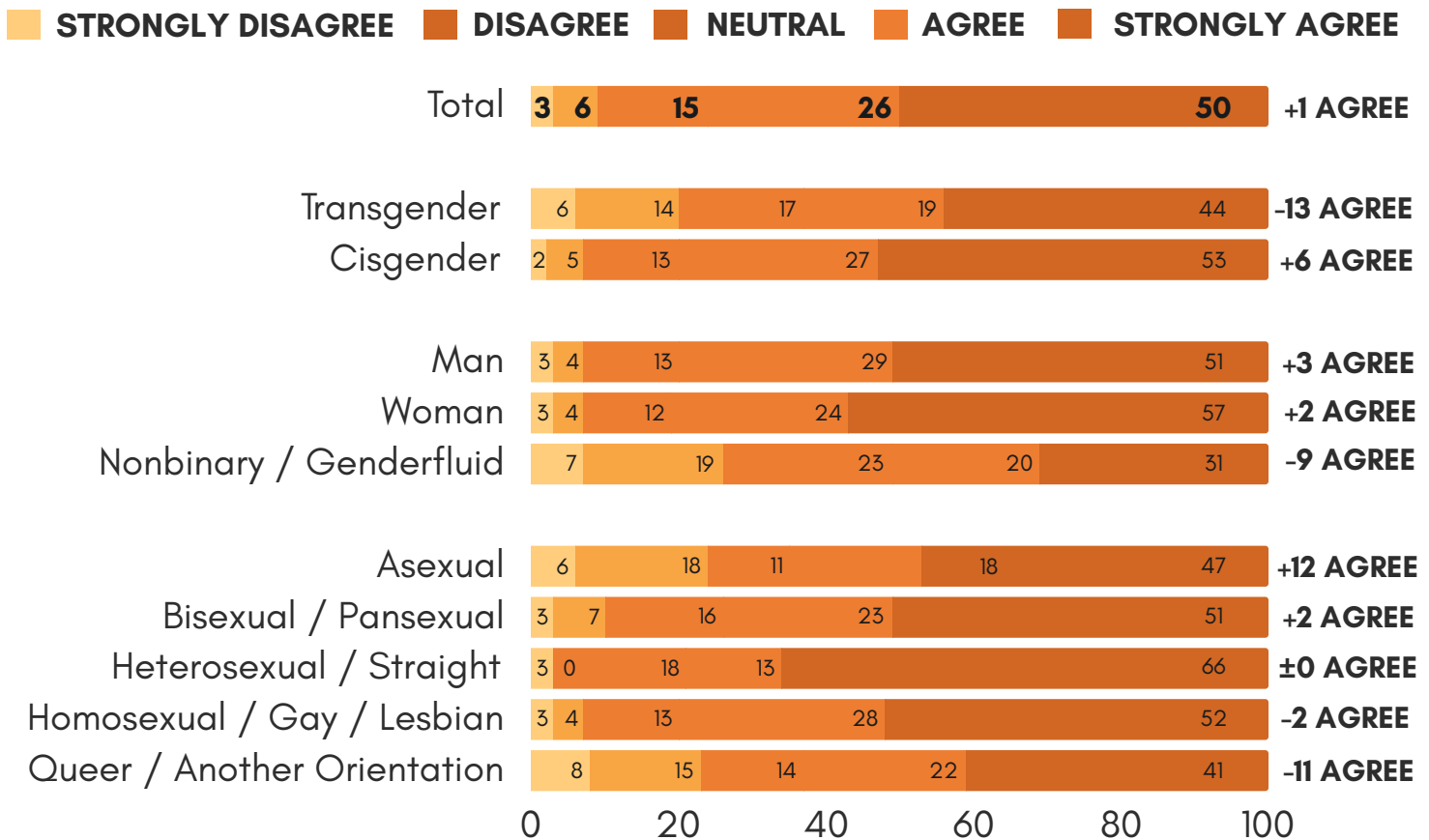
- **By industry**, as in 2024, non-profit workers report the most overall positive support (78% agree/strongly agree); government workers report the least (71%).
- **By generation**, Gen Z workers report the most overall positive support (79% agree/strongly agree); Gen X workers report the least (68%).
- **By race/ethnicity**, White workers report the most overall positive support (80%); as in 2024, Multiracial workers report the least (62%).
- **By disability status**, workers without a disability report most overall positive support (76% agree/strongly agree); workers with a disability report least (75%).

# RESTROOM ACCESS

76%

of LGBTQIA+ respondents (n=1386) agree or strongly agree they can use the restroom aligned with their gender identity at work

**SURVEY QUESTION:** IN MY WORKPLACE, I CAN USE THE RESTROOM THAT ALIGNS WITH MY GENDER IDENTITY.



## INTERSECTIONALITY INSIGHTS

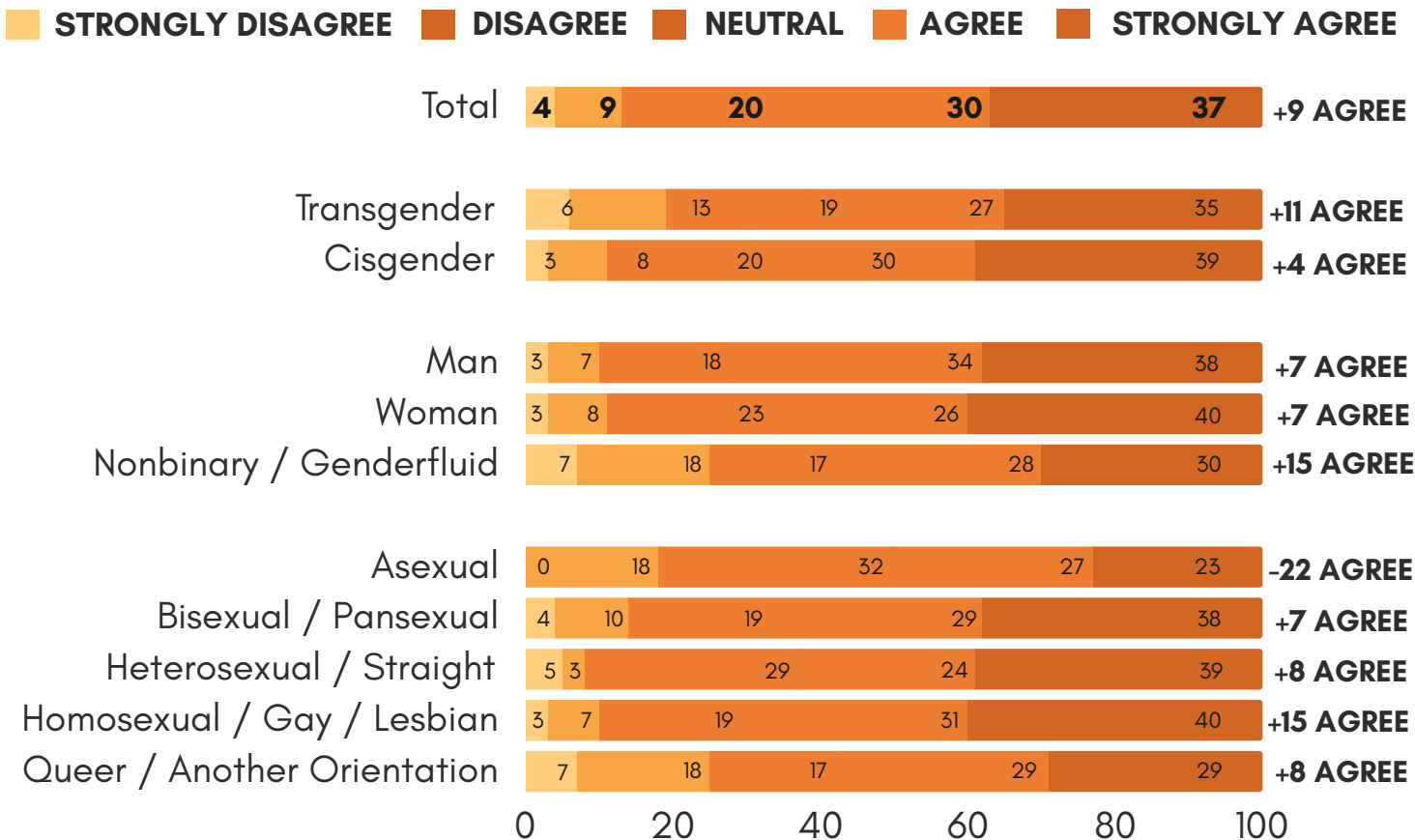
- **By industry**, non-profit workers report the most access to gender-aligned restrooms (77% agree/strongly agree); government workers report least access (72%).
- **By generation**, Gen Z workers report most access (75% agree/strongly agree); Gen X workers report least access (68%).
- **By race/ethnicity**, Asian or Asian American workers report most access (81%); Multiracial workers report least access (66%).
- **By disability status**, workers with and without a disability report equivalent access to gender-aligned restrooms (72% agree/strongly agree).

# INTERVIEW AUTHENTICITY

67%

of LGBTQIA+ respondents (n=1386) agree or strongly agree they felt comfortable being their authentic self in recent job interviews

**SURVEY QUESTION:** ON AVERAGE, DURING JOB INTERVIEWS IN THE PAST FIVE YEARS, I HAVE FELT COMFORTABLE BEING MY AUTHENTIC SELF.



## INTERSECTIONALITY INSIGHTS

- **By industry,** non-profit workers felt most authentically themselves in interviews (71% agree/strongly agree); government workers felt least authentic (68%).
- **By generation,** Gen Z workers felt most authentic in job interviews (69% agree/strongly agree); as in 2024, Gen X workers felt least authentic (64%).
- **By race/ethnicity,** Black or African American workers felt most authentic (72% agree/strongly agree); as in 2024, Multiracial workers felt least authentic (59%).
- **By disability status,** workers without a disability felt most authentic (69% agree/strongly agree); workers with a disability felt least authentic (65%).

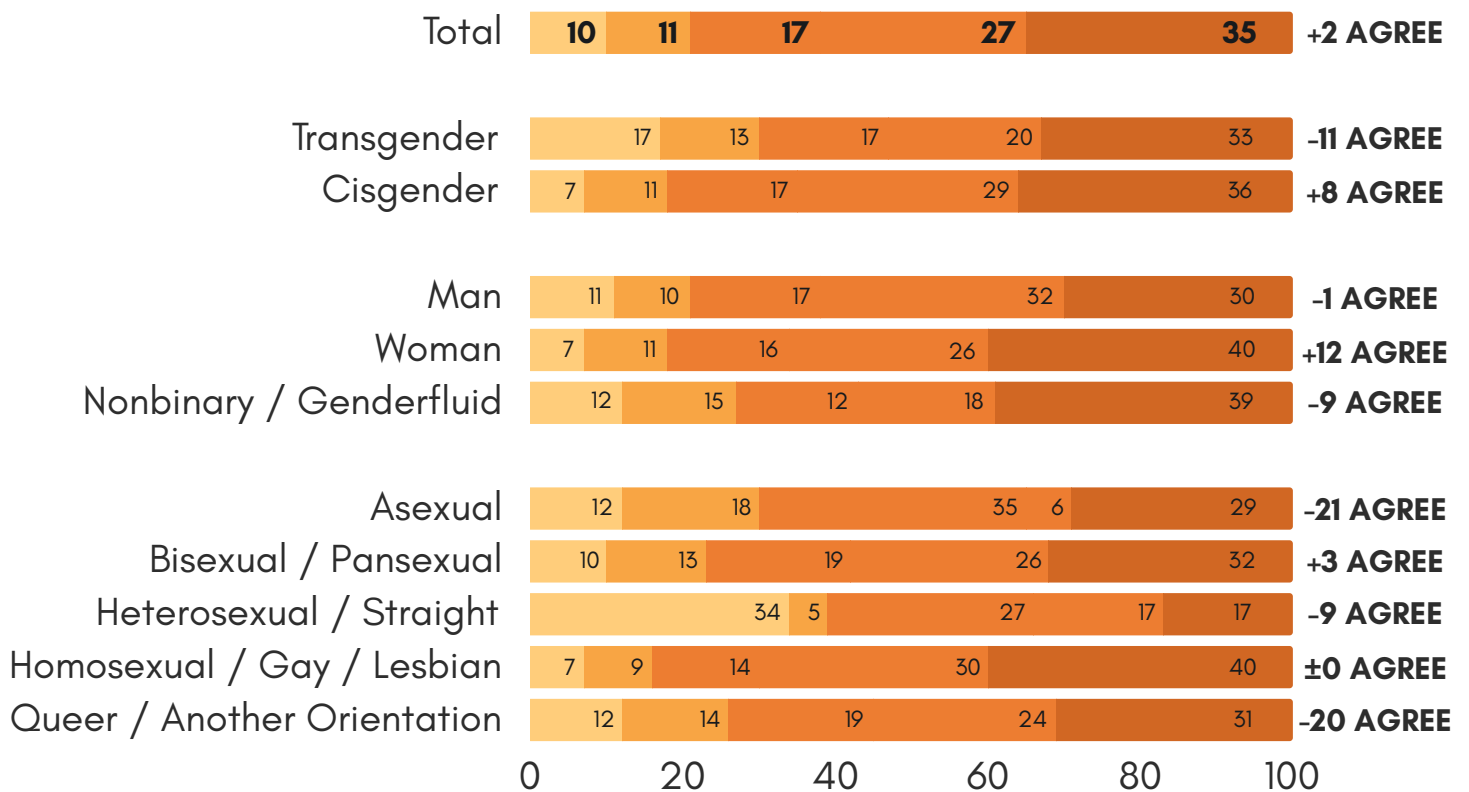
# BEING 'OUT' AT WORK

**62%**

of LGBTQIA+ respondents (n=1386) say they are "out" at work to all or most coworkers

**SURVEY QUESTION: I AM OPENLY LGBTQIA+ AT WORK.**

■ STRONGLY DISAGREE 
 ■ DISAGREE 
 ■ NEUTRAL 
 ■ AGREE 
 ■ STRONGLY AGREE



## 'No' Respondents (n=358): "I am not out at work because..."

**47%**  
**+10 PP** I worry about discrimination or harmful workplace behavior.

**26%**  
**-1 PP** It would hurt my opportunities for career advancement.

**45%**  
**+14 PP** It has not come up or needed to be mentioned.

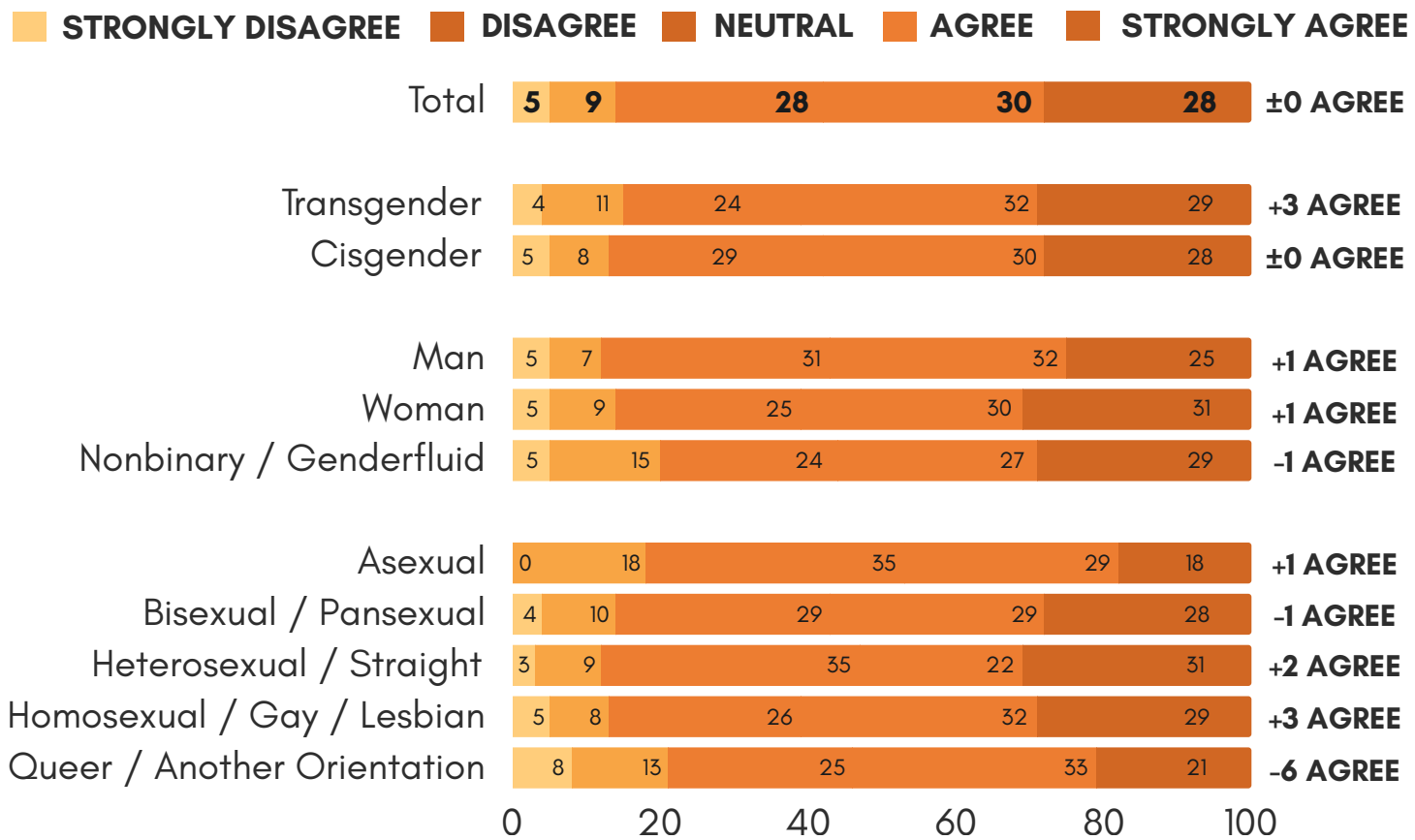
**22%**  
**N/A** I am self-employed and/or work independently.

**54% OF TRANSGENDER RESPONDENTS WHO ARE NOT OUT AT WORK WORRY ABOUT DISCRIMINATION OR HARMFUL WORKPLACE BEHAVIOR**

# LGBTQIA+ WORKPLACE TRAINING

**58%** of LGBTQIA+ respondents (n=1386) agree their workplace would benefit from LGBTQIA+-focused anti-discrimination and harassment training

**SURVEY QUESTION:** IN MY WORKPLACE, THERE IS APPROPRIATE TRAINING AROUND ANTI-DISCRIMINATION AND HARASSMENT RELEVANT TO LGBTQIA+ COMMUNITIES.



**INTERSECTIONALITY INSIGHTS**

- **By industry**, as in 2024, government workers report the highest demand for LGBTQIA+ training (62% agree/strongly agree); for-profit workers report the least demand (58%).
- **By generation**, as in 2024, Gen Z workers report the highest demand for LGBTQIA+ training (66% agree/strongly agree); Gen X workers report the least demand (55%).
- **By race/ethnicity**, as in 2024, Black/African American workers report highest demand for training (68% agree/strongly agree); Hispanic/Latino workers report least (59%).
- **By disability status**, workers with a disability report highest demand for training (64% agree/strongly agree); workers without a disability report least demand (62%).

# JOB SEARCH RESOURCES

**96%**

of LGBTQIA+ respondents (n=1386) say they would benefit from two or more of the provided inclusive job-seeking resources.

**SURVEY QUESTION:** WHICH OF THE FOLLOWING RESOURCES OR TYPES OF TRAINING WOULD BE MOST VALUABLE TO YOU DURING A JOB SEARCH?

Resource	2023	2024	2025
<b>Salary Negotiation Training</b>	#1	#1	#1
<b>Interview Practice Sessions</b>	#2	#3	#4
<b>Resume Writing Workshops</b>	#3	#7	#7
<b>LGBTQIA+ Career Fairs</b>	#4	#2	#2
<b>LGBTQIA+ Job Search Support Group</b>	#5	#6	#3
Mentorship for LGBTQIA+ Job Seekers	#6	#4	#6
LGBTQIA+-Focused Career Counseling	#7	#5	#5
Transitioning / Coming Out Resources	#8	#8	#8

***Bold** items appear in the top three resources for at least one year. Shaded items highlight the top three valuable resources mentioned in 2025.*

## SUMMARY

For the third year, Salary Negotiation Training is the most valued job-search resource among LGBTQIA+ respondents, with 22% ranking it as their top choice. This reflects an ongoing need for support in navigating pay discussions and advocating for fair compensation.

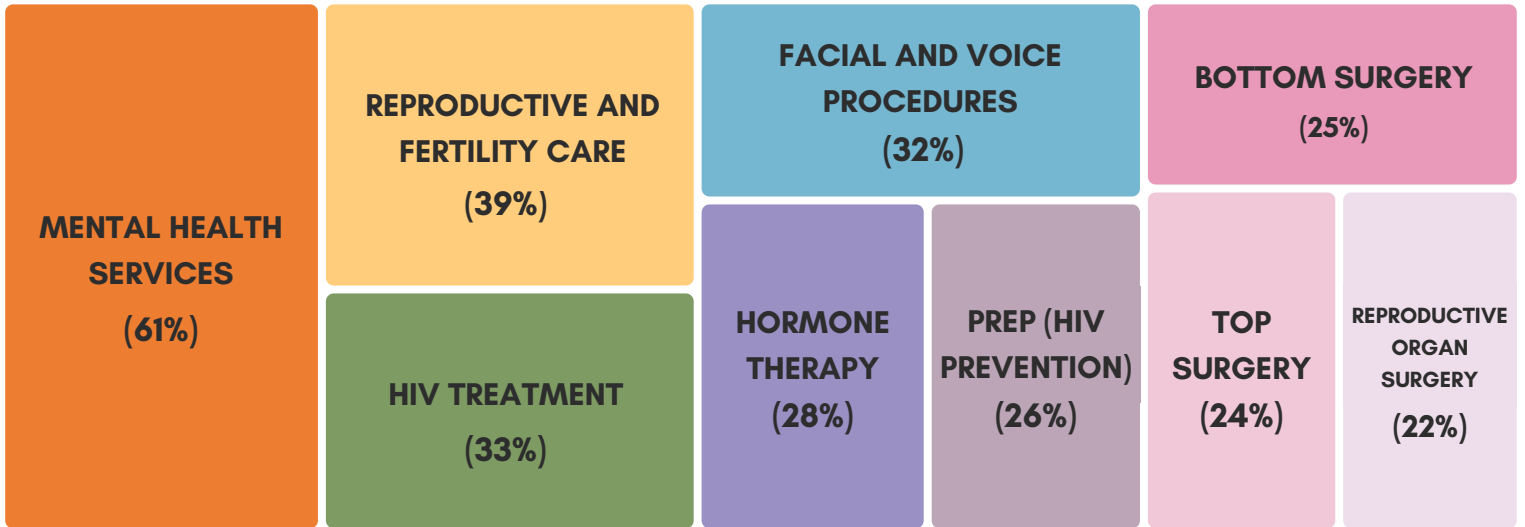
In 2025, practical job-search supports, especially Interview Practice Sessions (14%) and Resume Writing Workshops (13%), also ranked highly. As hiring processes rely more on automated screening tools, respondents may be seeking clearer guidance and hands-on preparation to stand out.

# GENDER-AFFIRMING HEALTH CARE

66%

of respondents seeking gender-affirming care (n=362) identified two or more of the following health benefits offered by their workplace

**SURVEY QUESTION:** MY EMPLOYER OFFERS THE FOLLOWING GENDER-AFFIRMING HEALTH CARE BENEFITS:



**IN A FOCUS GROUP SERIES, RESPONDENTS EMPHASIZED THAT WHILE HEALTH BENEFITS MAY EXIST ON PAPER, MANY LGBTQIA+ EMPLOYEES LACK GUIDANCE TO USE THEM.**

“*Health benefits have been fine overall, but I’ve had to find support outside of my workplace. My workplace can point me to resources, but not necessarily help me navigate or fully understand them.*”

Nonbinary Latinx participant; Public University Employee in California

# SUPPORTIVE NETWORKS, INCLUSIVE WORKPLACES

In December 2025, a voluntary selection of survey respondents joined one of three focus groups, providing a space for LGBTQIA+ individuals to confidentially share workplace experiences.

“ A lot of companies acknowledge Pride Month, but it can feel surface-level. What really matters is having a space where LGBTQ employees feel seen, valued, and celebrated year-round.

Transgender Southeast Asian Hospitality Employee; Michigan

Even though I'm the only trans person at my clinic, being part of a queer support group made me feel I wasn't alone. Seeing others like me in different locations showed me there's a real community and support network.

Queer Latinx Healthcare Employee; Idaho

**YOUNGER WORKERS REPORT HIGHER OVERALL WORKPLACE SUPPORT FOR LGBTQIA+ INDIVIDUALS (79% OF GEN Z AGREE/STRONGLY AGREE VS. 68% OF GEN X).**

# EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs), or Affinity Groups, are voluntary, employee-led collectives that provide support, connection, and advocacy.

In 2025, **65% indicated their workplace offers an employee resource group** (ERG) or designated space for LGBTQIA+ employees and allies. This suggests respondents connected to external networking groups are more likely to work in environments with formal LGBTQIA+ inclusion structures.



**65%**

of respondents report employer offers an LGBTQIA+ Resource Group

+10 points from 2024

**74%**

of respondents agree they feel supported as an LGBTQIA+ employee

+6 points from 2024

**97%**

of employers on the 2026 Corporate Equality Index offer an LGBTQ+ Resource Group\*

+5 points from CEI 2025

\*Human Rights Campaign. (2026). Corporate Equality Index 2025-2026. Human Rights Campaign. Percent of Respondents Whose Employer Offers An LGBTQ+ Resource Group

# LGBTQIA+ NETWORKING GROUPS

External business and employment networking groups serve as vital community resources for LGBTQIA+ job-seekers and employees, offering connection, mentorship, and professional support.

In 2025, **36% of respondents** reported belonging to a business or employment networking group. Among these respondents, 65% indicated their workplace offers an employee resource group (ERG), compared with 43% overall. This suggests LGBTQIA+ individuals connected to external networks are more likely to work in environments with inclusion structures and support spaces.

LGBTQIA+ Network Group	Respondents
National LGBTQ Chamber of Commerce (NGLCC)	14%
StartOut (Entrepreneurs)	10%
Pride At Work (AFL-CIO Labor)	10%
myGwork (Business Community)	7%
Out in Tech	7%
Out & Equal Workplace Advocates	7%
Lesbians Who Tech + Allies	6%
Reaching Out MBA (ROMBA)	6%
TransTech Social Enterprises	5%
Out Professionals	
Open for Business Coalition	

# SUMMARY OF TRENDS

## LGBTQIA+ Workplace Support



Workplace support continued to rise, with 74% agreeing their workplace supports LGBTQIA+ employees (68% in 2024; 56% in 2023).

## Comfort Approaching Leadership



Strong comfort raising concerns increased to 34% in 2025, up from 30% in 2024 and 23% in 2023, reflecting gains in workplace trust.

## Discrimination Experiences



While discrimination remains persistent, 18% strongly agreed they have experienced workplace discrimination, down from 22% in 2024.

## Political Climate Impact



Only 21% reported negative workplace impacts in 2025, a 14-point drop from 35% in 2024, signaling a potential shift in workplace experience.

## Gender Identity & Restroom Access



Overall comfort expressing gender identity remained steady at 69%, yet only half strongly agreed they can use restrooms aligned with their gender identity (43% transgender; 31% nonbinary).

## Career Advancement Resources



Salary negotiation training and interview preparation remained the most valued job-search supports. Networking-connected respondents were 1.5× more likely to work at organizations with LGBTQIA+ ERGs.

# NEXT STEPS

Many workplaces are exploring DEI priorities in practice, even when formal policies lag behind. **2025 data show promising trends**, but support for LGBTQIA+ employees continues to vary widely by industry, generation, and location. Here's how employers, employees, and advocates can act:

## FOR EMPLOYERS



LGBTQIA+ employees benefit most from **active communities, not just policies**. Expanding ERGs and business networking groups strengthens peer support and mentorship. In 2025, **61% of workplaces report having an LGBTQIA+ ERG**, up from 52% in 2024, yet only two-thirds of members actively participate. Encourage leadership to sponsor these spaces and track engagement, so ERGs drive tangible change across hiring, promotion, and day-to-day culture.

## FOR EMPLOYEES



Getting involved in ERGs, networking groups, and mentorship directly improves career growth and workplace comfort. Younger workers are seeing the biggest gains: **79% of Gen Z respondents report high workplace support**, compared with 68% of Gen X, reflecting a positive trend for emerging professionals. Advocate for inclusive policies, ask for bias or microaggression training, and seek out supportive mentors—formal or informal.

## FOR ADVOCATES



Persistent inequities remain: **48% of respondents experienced or witnessed discrimination**. Advocate for structured LGBTQIA+ spaces, expand job fairs, and help create visible pathways to leadership. Support ERGs and mentoring programs, and push for local and state non-discrimination protections to make inclusive workplaces the norm, not the exception.

# ACKNOWLEDGEMENTS

This report would not have been possible without the dedication of many individuals and organizations committed to workplace equity for LGBTQIA+ people. Special thanks to the **Shine the Light Research Advisory Group** — Todd Bavol, Tricia Psota, Ashley Brundage, Veronica Comings, Taylor Masamitsu, Felicity Tannerm and Jamie Ashby — for their invaluable guidance. We are especially grateful to **Tricia Psota** for her contributions to conducting the research as well as the report's design and editing.

We are also deeply grateful to *Be The Transformational Change*, led by **Todd Bavol**, as the primary sponsor supporting this research.

Finally, we extend appreciation to the 1,386 survey respondents and focus group participants who shared their time and experiences. Your voices are essential in turning this research into action.

**We thank you for your continued support in our efforts to contribute to LGBTQIA+ Research.**

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