

HOW TO USE THIS BUYER'S GUIDE

EACH BUSINESS/BRAND IS ASSIGNED ONE OF THREE COLORS BASED ON ITS SCORE IN OUR REPORT: **GREEN**, **YELLOW** OR **RED**.

FILLING UP THE TANK

SCORE: 80+

BP 	100
Arco	
Castrol	
Chevron 	100
Caltex	
Texaco	
Shell Oil 	100

GREEN (80-100): Businesses/brands with one of our higher scores. Consumers should make every effort to support these companies.

Human Rights Campaign National Corporate Partners. The support of these businesses is directly tied to the Human Rights Campaign's success in ensuring equality for lesbian, gay, bisexual and transgender Americans. All HRC National Corporate Partners are required to maintain a CEI score of 85 or above.

SCORE: 46-79

ConocoPhillips	76
Conoco	
Phillips 66	

YELLOW (46-79): Businesses/brands that have taken steps toward a fair-minded workplace, but where there is still progress to be made.

SCORE: 0-45, ?

Exxon Mobil	0
Esso	
Exxon	
Mobil	
Hess	?
Sunoco	?
Valero Energy	?
Diamond Shamrock	
Stop N Go	
Ultramar	

RED (0-45): Businesses/brands that have more work to do in furthering equality. If possible, consumers should make the choice to support a more fair-minded company.

RED (?): Businesses/brands that have not responded to the survey despite repeated attempts and whose policies are unclear.

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Judd E. Hollander



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The SAGE Encyclopedia of LGBTQ Studies Abbie E. Goldberg, 2016-05-10 This far reaching and contemporary new Encyclopedia examines and explores the lives and experiences of Lesbian Gay Bisexual Transgender and Queer LGBTQ individuals focusing on the contexts and forces that shape their lives The work focuses on LGBTQ issues and identity primarily through the lenses of psychology human development and sociology emphasizing queer feminist and ecological perspectives on the topic and addresses questions such as What are the key theories used to understand variations in sexual orientation and gender identity How do Gay Straight Alliances GSA affect LGBTQ youth How do LGBTQ people experience the transition to parenthood How does sexual orientation intersect with other key social locations such as race to shape experience and identity What are the effects of marriage equality on sexual minority individuals and couples Top researchers and clinicians contribute to the 400 signed entries from fields such as Psychology Human Development Gender Queer Studies Sexuality Studies Social Work Sociology The SAGE Encyclopedia of LGBTQ Studies is an essential resource for researchers interested in an interdisciplinary perspective on LGBTQ lives and issues **Sexual Identities and the Media**

Wendy Hilton-Morrow, Kathleen Battles, 2015-03-05 Sexual Identities and the Media encourages students to examine media as a site of negotiation for how people make sense of their own and others sexual identities Taking a critical cultural approach Wendy Hilton Morrow and Kathleen Battles weave together theory synthesis of existing research and original analysis of contemporary media examples in order to explore key areas of debate including an historical context for contemporary GLBTQ representations the advantages and limitations of media visibility including a discussion of the strengths and limitations of stereotype research and the quest for positive representations the role of consumer culture in constructing GLBTQ identities strategies of mainstream media resistance by GLBTQ community members including oppositional queer reading strategies and the production of media products by and for the GLBTQ community the complexities of comedy as a popular narrative device in GLBTQ portrayals the closet as a structuring metaphor in both GLBTQ identities and engagement with media media representations of GLBTQ bodies as sites of non normative desires and gender identities Featuring an enormous range of discussion questions and case studies from celebrity coming out narratives transgender models and slash fiction writers to Glee and Modern Family this textbook offers a timely informative and demystifying introduction to this vital intersection in contemporary culture **Handbook on Diversity and Inclusion**

Indices Ng, Eddy S., Stamper, Christina L., Klarsfeld, Alain, Han, Yu J., 2021-07-31 This Handbook on Diversity and Inclusion Indices critically examines many of the popular and frequently cited indices related to DEI benchmarking and progress tracking The goal is to provide a better understanding of the indices construction strengths and weaknesses intended applications contribution to research and progress towards diversity and equity goals *Q & A Revision Guide EU Law 2013*

and 2014 Nigel Foster, 2013-01-10 Q A EU Law offers a lifeline to students revising for exams It provides clear guidance from

experienced examiners on how best to tackle exam questions and gives students the opportunity to practise their exam technique and assess their progress

Shapeholders Mark R. Kennedy, 2017-05-09 Today all it takes is one organizational misstep to sink a company's reputation. Social media can be a strict ethical enforcer with the power to convince thousands to boycott products and services. Executives are stuck on appeasing stakeholders: shareholders, employees, and consumers, but they ignore shapeholders: regulators, the media, and social and political activists who have no stake in a company but will work hard to curb what they see as bad business practices. And they do so at their own peril. In *Shapeholders: Business Success in the Age of Activism*, former congressman, Fortune 500 executive, and university president Mark Kennedy argues that shapeholders, as much as stakeholders, have significant power to determine a company's risks and opportunities if not its survival. Many international, multi-billion-dollar corporations fail to anticipate activism and they flounder on first contact. Kennedy zeroes in on the different languages that shapeholders and companies speak and their contrasting metrics for what constitutes acceptable business practice. Executives, he argues, must be visionaries who find profitable and probable collaborations to diffuse political tensions. Kennedy's decision matrix helps corporations align their business practices with shapeholder interests, anticipate their demands, and assess changing moral standards so that together they can plan a profitable route forward.

Same-Sex Marriage and Social Media Rhonda Gibson, 2018-01-12 According to polls from the early noughties to now, public support for same-sex marriage has increased dramatically. *Same-Sex Marriage and Social Media* asks how such a rate of attitude change came about and more specifically what role social media played. Digital platforms like Facebook, Twitter, and YouTube have proved to be useful outlets for political expression, and Rhonda Gibson explores how this came to benefit the marriage equality movement. Drawing on a wealth of movement-related discourse, the book looks at how marriage equality was framed by news companies online and in print, the digital strategies deployed by LGBT rights organizations and their opponents to gain support, the corporate response to the same-sex marriage debate, the effect of perceived public opinion, and the concept of social identity on how the debate evolved online. This book seeks to demonstrate how the unique ability of social networks to share personal stories on a mass scale, connect like-minded individuals regardless of geography, and leverage the bandwagon effect of viral content contributed to a seismic shift in visibility and public opinion around the issue of marriage equality. Students and researchers will find this a timely and accessible introduction to the impact of online networks on LGBTQ rights.

LGBT Youth Issues Today David E. Newton, 2014-04-21 The increasing numbers of LGBT teenagers who choose to live their lives as out youth face unique issues within their schools, families, and communities. This book provides information that will help LGBT youth overcome their challenges and give non-LGBT youth a better understanding of sexual identities different from their own. While all youth are likely to face traumatic or stressful situations in their transition to adulthood, lesbian, gay, bisexual, or transgendered LGBT youth face significant and specific challenges in their lives as a result of living in a society that has yet to accept or be

comfortable with the idea of same sex or other non heterosexual attraction especially among young people LGBT Youth Issues Today A Reference Handbook presents historical background on the topic provides an up to date examination of the issues of concern to LGBT youth and offers in depth information and resources for further research In addition to providing frank accessible information about the problems controversies and solutions facing today s LGBT teenagers the work contains a chapter of essays from informed individuals regarding same sex relationships among youth voicing the experiences and opinions of activists social workers psychologists educators parents of LGBT youth and LGBT youth themselves Also included is a chapter profiling about 20 individuals and organizations that have been involved in discussions about gay and lesbian youth such as Tony Perkins Kevin Jennings Robert Parlin the GLBT National Help Center It Gets Better Gay Lesbian Straight Educational Network GLSEN Family Pride Coalition Out Scouts Family Research Council and the National Organization for Marriage NOM

Do Good Well Nina Vasan, Jennifer Przybylo, 2013-03-14 Written with a fresh voice and a dash of humor Do Good Well is an exciting and readily adaptable guide to social innovation that not only captures the entrepreneurial and creative spirit of our time but also harnesses the insights wisdom and down to earth experience of today s most accomplished young leaders Do Good Well offers a winning combination of theory anecdote and application giving you the framework you need to make an impact next door or across the world The authors present a 12 step process that empowers readers to act on their passions and concerns This process is organized into three parts Do What Works Work Together and Make It Last They offer specific guidance for following the process through practical and prescriptive actions such building organizations joining boards applying for funding creating partnerships with organizations that have similar goals organizing conferences and publicizing events The book incorporates accounts of young people in action and always reinforces the message that social innovation can be a lifestyle made up of efforts small and large It is not an all or nothing proposition and anyone can affect social change

A Commentary on the Council of Europe Convention on Action against Trafficking in Human Beings Julia Planitzer, Helmut Sax, 2020-12-25 This comprehensive Commentary provides the first fully up to date analysis and interpretation of the Council of Europe Convention on Action against Trafficking in Human Beings It offers a concise yet thorough article by article guide to the Convention s anti trafficking standards and corresponding human rights obligations

Gay, Lesbian, Bisexual, and Transgender Civil Rights Wallace Swan, 2014-09-26 This book could be aptly entitled After Marriage What Is Next for the LGBT Community Now that marriage is increasingly being institutionalized in many states within the United States it is quite likely that marriage will be acceptable in all 50 states dependent upon action of the U S Supreme Court What lesbian gay bisexual and transgender p

Unveiling the Power of Verbal Artistry: An Mental Sojourn through **Hrc Buying Guide 2013**

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