

September 4, 2024

75 Rockefeller Plaza, Suite 2200C
New York, NY 10019

Who we are

[Coqual](#) is a global non-profit think tank and advisory group focused on advancing equity in the workplace. Over the last 20 years, Coqual has developed research that tackles urgent workplace issues related to gender, race, ethnicity, disability, generation, sexuality, and other intersectional identities in an effort to provide concrete and actionable solutions to executives and practitioners.

Project description

Coqual is currently engaged in a mixed-methods global study focused on LGBTQ professionals in 5 primary markets: United States, United Kingdom, India, South Africa, and Brazil. The study provides an in-depth analysis of (1) the workplace social landscape (interpersonal relationships between colleagues and managers); (2) career advancement and workplace climate (sponsorship and mentorship, professional networks, promotion, retention, hiring, etc.); and (3) how regional legislation impacts the lives of LGBTQ professionals. Our stakeholders—representatives from prominent multinational corporations—are eager to better understand the legal landscape pertaining to the LGBTQ community as they assess risk and determine internal and external advocacy strategy. The student will support the Coqual Research Team in developing one-page legal briefs for one or more of the 5 markets. These briefs, which will be incorporated into our published manuscript, will include an overview of current and pending legislation directly impacting the lives of LGBTQ professionals. Depending on time commitment and specialization, the student may help develop recommendations.

Research timing and time commitment

Our planned publication date is February 2025; the bulk of this research will take place October-December 2024. Within that time frame, the weekly time commitment is flexible. The Coqual Research Team will establish deadlines for each brief that can be completed during the students' desired work hours. There will be 30-minute, bi-weekly check-ins throughout the semester to discuss progress on deliverables and project objectives. The job is fully remote, though students may have the opportunity to work at our Rockefeller Center office if interested.

Preferred legal experience and/or language skills

We are searching for applicants with some or all of the below qualifications:

- Experience writing legal briefs regarding the impact of state and/or federal legislation in one or more of the 5 global markets (US, UK, South Africa, India, Brazil)
- Experience or knowledge pertaining to LGBTQ rights in one or more of the 5 global markets
- Experience or knowledge pertaining to corporate diversity, equity, and inclusion; corporate social responsibility; corporate social advocacy; and/or corporate compliance within multinational corporations
- Writing and reading proficiency in English is required, but we welcome applicants with language skills relevant to our other markets, including Portuguese.

Application instructions

To apply, please submit a resume and cover letter to Alaura Rich (pilc.info@nyu.edu) and Carolina van der Mensbrugge (cv2199@nyu.edu) no later than September 20th, 2024