

# Career Resources for LGBTIQA students



As a lesbian, gay, bisexual, transgender, intersex, ally, queer or questioning person entering into the workforce you may have some questions and concerns about how to approach various aspects of your job search. Some frequent questions are: whether to come “out” on the job, should I put LGBT activities on my resume, how do I know if a company is LGBT friendly, what recourse do I have if I experience anti-LGBT bias and what are things I should and should not say in an interview?

Many of these questions do not have clear cut answers. Each individual needs to assess their situation and their comfort level with on how open to be about their sexual orientation. One thing that is clear cut is that the more you plan, think about and practice your answers to these concerns and questions, the more confident, comfortable and successful you will be in your job search.

The DU Career Center has compiled some links to help you research companies and explore some of these questions while you are preparing for your job search. The Career Center counselors also welcome and encourage discussion around career planning concerns specific to you and your job search in individual career counseling sessions.

Another resource to help you in your career search/exploration is DU's Queer Faculty Association and Queer University Employees. These resources on campus provide an opportunity for students to speak with adult LGBTIQA mentors about their careers. If you are interested in learning more about these groups, please feel free to contact Nancy Wadsworth (nwadswor@du.edu) the acting chair of the Queer Faculty Association or Karen Bensen (Karen.bensen@du.edu) the contact for Queer University Employees.

## WEB RESOURCES

**Out for Work:** [www.outforwork.com](http://www.outforwork.com) - National nonprofit dedicated to educating, preparing, and empowering LGBT college students and their allies for the workplace. They also hold conferences for students.

**Human Rights Campaign:** [www.hrc.org](http://www.hrc.org) - Source of information on workplace and corporate attitudes and policies surrounding sexual orientation. Includes links to information about employee groups, organizations and companies offering domestic partnership benefits, and legal and discrimination policies. Also a bibliography of career related issues.

The Human Rights Campaign is also the publisher of the Corporate Equality Index. This index "provides a simple way to evaluate whether America's biggest employers are treating their gay, lesbian, bisexual and transgender employees and consumers equitably." The index is based on a 10-point system that rates corporate policies and actions toward the lesbian, gay, bisexual and transgender community.

HRC also publishes an annual “State of the Workplace for LGBT Americans” report, which includes up-to-date information about jurisdictions which prohibit employment discrimination based on sexual orientation and/or gender identity. See [http://www.hrc.org/documents/State\\_of\\_the\\_Workplace.pdf](http://www.hrc.org/documents/State_of_the_Workplace.pdf) for more information.

**GayJob.biz** (formerly GayWork.com) - Job listings with gay-friendly organizations and links to company information (so you can research potential employers and their policies). This site also has career articles about gay issues and the workplace.

**ProGayJobs.Com** - First e-Recruitment site dedicated to gays and lesbians to get jobs in gay-friendly companies. The website provides job postings from companies that promote diversity and provide safe and open environments for Gay and Lesbian workers.

**Out Professionals:** [www.outprofessionals.org](http://www.outprofessionals.org) - gay and lesbian professional networking site.

**GLP Careers:** [www.glpcareers.com](http://www.glpcareers.com) - Jobs for the gay community.

**Gay.com: Business & Careers:** [www.gay.com/business/](http://www.gay.com/business/) -site with advice on career-related and financial issues.

**Corporate Pride Directory:** [www.gay.com/business/cpd/](http://www.gay.com/business/cpd/) -Compiled by the Human Rights Campaign and Gay.com; rates employers according to their non-discrimination policies, domestic partner benefits, and support for LGBT employee groups.

**The Gay Financial Network** [www.career.gfn.com/](http://www.career.gfn.com/) – Current events and articles, financial planning resources, and career advice are among the topics featured on this site. Visit their Career Center to read articles about employment issues, get resume writing advice, and tips for successful interviewing.

**Coming out at work:** <http://www.gay.com/business/article.html?sernum=61> - Advice from the business editor of Gay.com.

**Out on a job interview?:**

<http://www.gay.com/business/article.html?sernum=263> - Brief article discussing considerations for coming out during the job application and interview process.

**Transgender at Work:** <http://www.tgender.net> - The Transgender at Work (TAW) project is a focal point for addressing workplace issues for the transgendered. TAW provides resources for innovative employers who want to set their company employment policies to help their transgendered employees to be at their most productive, without spending energy hiding an important part of themselves and pretending to be something they are not.

**National Consortium of Directors of LGBT Resources in Higher Education:**  
[www.lgbtcampus.org/](http://www.lgbtcampus.org/) -Includes job listings for college and university positions.

**Out and Equal** [www.outandequal.org/](http://www.outandequal.org/) - Non-profit organization based in San Francisco that discusses LGBT workplace issues.

**Pride at Work** [www.prideatwork.org](http://www.prideatwork.org) - AFL-CIO group that seeks to integrate LGBT concerns into the larger Labor Movement.

[www.noglstp.org](http://www.noglstp.org) -National Organization of Gay and Lesbian Scientists and Technical Professionals

**Federal Globe** <http://www.fedglobe.org/home.html> - LGBT organization that represents the interests of federal employees