

Career Considerations for LGBTQ+ Community



The job search process can be challenging, in general, for all college students but students being a part of the LGBTQ+ community may experience additional unique challenges that could influence their future careers. The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

IDENTIFYING POTENTIAL EMPLOYERS

Supportive LGBTQ+ policies and workplace cultures are linked to greater job commitment, improved workplace relationships, and increased job satisfaction. Examples of what to look for in a supportive employer:

- Non-Discrimination Policy Includes “Sexual Orientation” and “Gender Identity”
- Domestic Partner Health Inclusive Benefits
- LGBTQ+ Employee Resource Groups
- Public Commitment to LGBTQ+ Equality

Job postings and employer websites may include information about their non-discrimination policies. If you cannot find these policies, you may want to call the employer, identify yourself as someone considering employment and ask for a copy of the policy.

Kutztown University LGBTQ+ Resource Center: <https://kutztown.edu/lgbtqcenter>

LGBTQ+ networking organization: <https://www.outprofessionals.org>

Organization working exclusively on LGBTQ workplace equality: <https://outandequal.org/who-we-are>

Organization focused on changing laws and policies: <https://transgenderlawcenter.org>

CenterLink LGBT Jobs/Career Board: <https://www.lgbtcenters.org/Careers>

National Center for Transgender Equality: <https://transequality.org/about>

DO'S & DON'TS

DO's

- Know your rights: it is important to understand employment laws within your specific state that protect LGBTQ+ individuals. Ensure the employer has inclusive policies, sexual orientation and gender identity incorporated into their non-discrimination clause.
- In an interview, there are times when talking about overcoming adversity can be beneficial. This might be an appropriate time to disclose your sexual orientation, if you choose.
- Be prepared if disclosure is unavoidable, e.g. having to show a driver's license for federal tax paperwork.
- Lean on LGBTQ+ community outside of your work place. Connect with individuals who have similar experiences when entering the workforce. <http://www.outandequal.org>

DON'Ts

- Don't feel pressured to disclose your sexual orientation at any point on a resume, interview and/or after receiving the position.
- Don't be afraid to look elsewhere for a job if you feel uncomfortable about a situation. Over time, concealing sexual orientation or gender identity in the workplace may impact physical and mental health, productivity, job satisfaction, and/or relationships.

Schedule a career coaching appointment via Handshake (www.kutztown.edu/handshake) to further discuss how your identity relates to your career. We welcome all questions and look forward to supporting you throughout your time at Kutztown University and as alumni. Email careerhelp@kutztown.edu or call us 610-683-4067.

RESUMES AND COVER LETTERS

Your resume and cover letter are strictly for telling the employer what you can do for them and how you are qualified for the position. Stating one's sexual orientation or gender identity can potentially be seen as inappropriate if there is no relevance to the job description.

- Depending on your comfort level, you can add your pronouns to your resume, cover letter, and email signature.
- If you are concerned about listing LGBTQ+ group involvement, you could instead list "Cultural Student Organization President."
- By including LGBTQ+ student clubs or organizations on a resume, you can, at a minimum, identify as an ally of this community.

Note: You are under no legal obligation to disclose anything pertaining to your sexual orientation.

Corporate Equality Index 2020

The CEI (Corporate Equality Index), published each year by the Human Rights Campaign Foundation, helps guide the acceptance of LGBTQ-specific practices and language within existing business structures. 13 of the Top 20 Fortune ranked companies received 100% Ratings (See below).

For the full report: <https://www.hrc.org/resources/corporate-equality-index>

	Fortune1000	2020 CEI Score
Walmart Inc.	1	100
Exxon Mobil Corp.	2	85
Berkshire Hathaway	3	0
Apple Inc.	4	100
UnitedHealth Group Inc.	5	100
McKesson Corp.	6	100
CVS Health Corp.	7	90
Amazon.com Inc.	8	100
AT&T Inc.	9	100
General Motors Co.	10	90
Ford Motor Co.	11	90
AmerisourceBergen Corp.	12	100
Chevron Corp.	13	100
Cardinal Health Inc.	14	100
Costco Wholesale Corp.	15	60
Verizon Communications Inc.	16	100
The Kroger Co.	17	100
General Electric Co.	18	90
Walgreen Co.	19	100
JPMorgan Chase & Co.	20	100

