THE JOB SEARCH FROM AN LGBTQ+ INCLUSIVE LENS

AGENDA
- Challenges LGBTQ+ students face when conducting a job search
- Cost of the Closet and Workplace Divided articles
- Expressing preferred name, gender identity, and/or sexual orientation on job application materials.
- Supporting students appearance as they enter an interview.
- Interactive review of HRC's Employment map
- Corporate Equality Index (CEI)
- Reiterate the importance of finding jobs and internships that a candidate is qualified for and are a good fit for factors beyond LGBTQ+ inclusiveness.

CHALLENGES
- Intersection of sexual orientation and/or gender identity self-discovery while job searching.
- Lack of knowledge and awareness from advisors on college campus.
- Fear of stigma from hiring manager
HUMAN RIGHTS CAMPAIGN (HRC)

- Nation's largest LGBTQ Civil Rights Organization.
- Founded in 1980
- 3 million members
- The Human Rights Campaign envisions a world where lesbian, gay, bisexual, transgender and queer people are ensured equality and embraced as full members of society at home, at work and in every community.
- Organization involved in promoting equality within family, community organizations, religion, military, healthcare, and employment.

THE COST OF THE CLOSET

46% of lesbian, gay, bisexual and transgender (LGBT) New Yorkers have heard about a family member or a friend who was attacked because of their sexual orientation.

50% of LGBT New Yorkers have heard about someone within their community who has been attacked or assaulted.

28% of LGBT New Yorkers have heard about an attack on a family member or a friend of someone in their community.

Off to a Difficult Start

38% of LGBT workers feel that they are not equal at work because of their sexual orientation.

36% of LGBT workers have experienced unfair treatment in the workplace because of their sexual orientation.

31% of LGBT workers have experienced unfair treatment in the workplace because of their gender identity or expression.
LEGAL NAME

On resume, student should use name they identify with.

On official HR portals, students should use legal name.

Depending on state protections, student could have gender identity legally changed. Public National Center for Transgender Equality for state specifics:

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Growing number of states have Gender Designation change forms.

Sometimes there is a separate but parallel process for Name and Gender change forms.

Some states require medical authorization with form, but many including MA have recently dropped this requirement.

States such as VA require a petition or medical authorization.

States such as GA require court order, medical authorization, and date of gender reassignment surgery.

Dropping medical authorization allows for those who do not have trans-inclusive health benefits to more easily change their gender identity.

Gender pronouns in header (also a best practice in email signatures).

Academic coursework that shows an educated interest in inclusion.

College scholarship given to LGBTQ identifying high school seniors.

Demonstrates active engagement in employee affinity group activities.
Shows involvement in an LGBTQ organization on campus. Also demonstrates leadership potential.

Skills:
- Proficiency in MS Office, Quickbooks, and LaTeX, working knowledge of Matlab, Java, Eclipse (IDE), and Python.
ADDITIONAL RESOURCES

- Gender Neutral Professional dress
  (utm_source=pinterest&utm_medium=social&utm_campaign=shareurlbuttons
- Men's and Women's Interview Attire
  https://www.thebalance.com/how-to-dress-for-an-interview-2061163

NON-DISCRIMINATION BY STATE

- HRC Employment map shows some states have protections for gender and sexuality only, or none.
- Federal protections apply to all states. Title VII prohibits sex discrimination, but some states only interpret this as prohibiting discrimination against a woman vs. man in hiring.
- Connecticut protects sexual orientation and gender identity and also offers transgender inclusive healthcare benefits to state government employees.
- Some states (such as Georgia) do not explicitly prohibit discrimination, but does not have written protections offering many employers a loophole.
NON-DISCRIMINATION STATEMENT

• Key words: "sexual orientation" and "gender identity or expression"
• Saying you are an Equal Opportunity Employer does not go far enough.
• All employee handbooks will at least have federally-mandated non-discrimination language.
• Beyond the handbook:
  • Pasted on employment page of website
  • Pasted on job announcements
  • Pasted on job applications/job application system
  • Pasted in employment brochure.
  • Affinity groups within organizations.

CORPORATE EQUALITY INDEX (CEI)

• 130 page report that breaks down by industry.
• Information found through survey and research.
• Not just employees, these ratings also take into account how LGBTQ customers and external vendors are treated.
• 571 businesses received a 100 percent rating, including 193 Fortune 500 companies.
FIT, YOU STILL HAVE TO

• Have the skills, qualifications, and interest in a job and organization.
• Interview to see if you are a good fit
• Research an organization for reputation beyond those affecting LGBTQ employees, customers, and vendors
• Create a resume and a tailored cover letter and sell yourself
• Know that HRC does not cover small businesses
• Informational interviews find out from people who work at organizations of interest if the high rating is reflected accurately in day-to-day interactions.