LGBTQ CAREER DEVELOPMENT

LGBTQ students face special challenges while planning for and pursuing their careers. On one hand, common career development wisdom applies to all job seekers, such as: creating an effective resume, writing cover letters, networking, interviewing etc. LGBTQ students might want to consider additional aspects of whether to be out in their job search or in the workplace, legal protections in the locale they’ll be looking for work or working in, whether or not their potential employer has diversity policies in place for LGBT workers and whether spousal or family benefits extend to them; just to name a few.

Career Services understands these challenges and is committed to assisting LGBTQ students with navigating the employment landscape and reaching their full career potential.

Here are a few tips to get you started:

Research LGBT Friendly Employers

• Check whether or not the company or organization has an anti-discrimination policy that includes sexual orientation
• Read the employer’s HR webpage to find out if they post policies and/or sponsor diversity training that includes LGBT populations
• Research any employer that you would like to work for and find out if they offer domestic partnership benefits

Please make an appointment to see a Success Advisor to explore these and other career-related issues and questions specific to your job search.

Being Out on Your Resume

Being out on your resume is a personal choice. You will not necessarily know the people reviewing your resume or those who interview you. If you are using your involvement in the LGBTQ community on your resume or in a job interview, you need to state specifically to a potential employer those transferable skills and accomplishments you’ve acquired as a result of these experiences. There are alternative ways to illustrate the skills you gained in the context of these settings without choosing to reveal your LGBTQ status. Please make an appointment to meet with your advisor to discuss these issues and strategies.

It’s Your Decision

Being out on your resume, your LinkedIn or professional Facebook page, at an interview, and in the workplace has pros and cons; but remember: it’s your choice. Researching organizations that have LGBTQ policies and keeping up with LGBTQ issues through organizations that support and report on LGBTQ career-related issues will help you with your job search and choosing a job and career that is aligned with your values.