Career Resources for LGBTIQQAAP Students

Students who identify as LGBTIQQAAP may have unique concerns when searching for an internship or job, starting their first job after college, or living in a new community. This handout provides students with information and resources to assist in their own career exploration and preparation.

Legal Resources
Human Rights Campaign: http://www.hrc.org/campaigns/support-the-equality-act
Know Your Rights: http://www.lambdalegal.org/know-your-rights/workplace
Out at Work: http://www.lambdalegal.org/publications/out-at-work

Exploring Careers and Searching for an Internship or Job

There are a number of career-related topics students may want to consider when pursuing a career field and searching for an internship or job. Overall, students should reflect on their identity, lifestyle, career goals, and personal goals to determine how they would like the relationship between these elements to co-exist. Additionally, it may be helpful for students to find someone they can talk with during the job search process. Here are other questions to consider:

Career Path and Interests
• How important is it for me to be out in my career?
• Are there barriers to entering specific career fields?
• Am I willing to work for a company at which I could not be out?

Resume
• Does my resume say that I am LGBTIQQAAP? Am I comfortable being out in the job search?
• How should I include LGBTIQQAAP activities on my resume?
• Should I change the wording from LGBTIQQAAP to diversity? Am I comfortable with that?

Interview
• Do I share information about my personal life? Employers legally cannot ask personal questions, such as partners, family, etc. It is at the interviewee’s discretion to share this information.
• If I am very involved on LGBTIQQAAP activities on campus, should I use these examples to demonstrate my leadership skills when answering questions? Am I comfortable being out in the interview?

Potential Employers
• Will I only work for an LGBTIQQAAP friendly company?
• If health benefits are offered, are they offered to same-sex domestic partners or same-sex spouses only?
**LGBTQIA+ Friendly Work Environments**

While finding companies that are LGBTQIAAP friendly may be an important job requirement, one should also remember to find an employer that is the right fit for their career goals, skills, and abilities.

Researching companies that are LGBTQIAAP friendly is like detective work. Depending on the organization, it may be obvious, or not so obvious. Here are some ideas for online research as well as resources to consider:

- Review job postings for employment non-discrimination policy statements
- Read company websites, typically in sections such as Human Resources, Careers, News, About Us
- Evaluate employment statements, policies, and benefit information (including domestic partner benefits)
- Look for employee-related news or information relating to employee LGBTQIAAP resource groups or diversity training to learn how companies foster diverse and welcoming work environments
- Search for company information through the Google “news” search options
- Review the Human Rights Campaign Corporate Equality Index which annually ranks companies on benefits, policies, and employee resource groups
- Consider external diversity rankings of companies, such listings are often compiled by business magazines
- After conducting research on companies, it may be helpful to explore the LGBTQIAAP community in the locations of perspective employers for organizations, events, places to live and other resources. This can offer insight on how an individual can be involved in a community outside of work

**Starting Your First Job**

As LGBTQIAAP students transition into their first job, they may face issues or have questions relating to their career and identity. Some of these issues may include:

- Should I come out to my manager or supervisor? If I do, how will I do this?
- Should I come out to my co-workers? If I do, how will I do this?
- How much do I share about my personal life at work?
- Will my identity impact my pay or opportunities for advancement?
- Do I have a picture of my partner at my workstation?
- Do I choose to become active in LGBTQIAAP resource groups or issues at work?
- Do I participate in company-sponsored social gatherings? If I do, am I comfortable bringing my partner (if invited) and/or talking about my personal life?
- These are all decisions individuals may need to sort through as they begin their careers.

**Career Appointments**

Career counseling appointments are available to discuss any sexual orientation or identity concerns related to the job search. Students/alumni may disclose concerns during the appointment, as they wish.

**Resources**

https://www.uwrf.edu/CareerServices/Students/JobsAndInternships.cfm (visit the “Diversity Resources” tab).