LGBT JOB SEARCH RESOURCES

How you identify may help you decide how you conduct your job search. Consider the following:

- "Being out is who I am. Being visible will provide me with equal treatment and support." You probably want to target LGBT friendly companies.
- "Sexual orientation is only a small part of what defines me as a person. I prefer to be selective with whom I tell and don't tell." You may want to lean toward LGBT friendly companies but keep other options open.
- "I am not comfortable sharing information about myself. Very few people know my sexual preferences." You probably want to choose an environment where you can maintain your privacy.

POTENTIAL CONCERNS

As you prepare for the job search, you may first want to research locations of interest. What anti-discrimination laws are in place? What type of support system will be available in the community? You may want to review applicable and available LinkedIn, social, and church groups.

Research work policies and corporate climates of companies of interest. Is their non-discrimination statement or policy inclusive of the LGBT community? Are there LGBT Employee Groups? Do you know anyone employed by the company that can give you feedback on the workplace climate?

POTENTIAL TRANSGENDER CONCERNS

- Which pronouns to use? She/her, He/him, They/them, Ze/hir
- Application challenges - does your social security gender align?
- Which name do you list on your resume?
- Are there gaps on your resume due to transitioning?

RESUME: LISTING LGBT ACTIVITIES

If you have been involved with an LGBT activity while enrolled at Murray State, you may want to screen out non-supportive employers so you may freely list all activities. Alternatively, you may consider listing it as an "Anti-Discrimination Group" or "Special Topics" group if you worry that listing it may indeed lead to discrimination.

However, the benefits of openly identifying the activity on your resume include: 1) Many employers proactively seek diversity. 2) It creates a talking point during an interview.

RESUME EXAMPLES

MSU Alliance; Murray, KY | *President*; Aug 20XX - May 20XX
- Led bi-weekly discussions for LGBTA student group of 30
- Allocated budget of $1500 to support campus events: National Coming Out Day and Annual Halloween Dance

MSU Anti-Discrimination Group; Murray, KY
President; Aug 20XX - May 20XX
- Led bi-weekly discussions with student group of 30
- Allocated budget of $1500 to support campus events that engaged over 500 students

INTERVIEW TIPS

- Research the company
- Practice and consider scheduling a mock-interview
- Focus on your skills, qualifications and interest in the job NOT your sexual orientation or gender identity, but be yourself
- Interviewers can have negative/positive opinions (consciously or unconsciously) regardless of company policies – feel out the situation during the interview
- Many choose to come out after they have the job even with a company that is LGBT friendly - it's a personal choice

COMING OUT AT WORK

- Assess workplace environment
- Assess your readiness
- Identify supporters - don't do it alone
- Test the waters
- Bring a partner to an event
- Tell a co-worker you're openly gay, lesbian, etc.
- Prepare for honest mistakes by co-workers

WEB RESOURCES

EDUCATE YOURSELF
- **Gay Voices - Huffington Post**: huffingtonpost.com/gay-voices
- **HRC Updates**: hrc.org
- **LGBTweekly.com**
- **Afterellen.com**
- **Advocate.com**

COMPANY RESEARCH

– **Human Rights Campaign** (HRC): hrc.org
– **Out for Work**: outforwork.org
– **Out & Equal Workplace Advocates**: lgbtcareerlink.com
– **Federal Government LGBTA employees**: fedglobe.org

JOB SEARCH

– **ProGayJobs**: progayjobs.com
– **Simplyhired**: simplyhired.com/a/special-searches/glbt-friendly
– **Diversity Working**: diversityworking.com

LGBT ADVOCACY

– **Pride at Work**: prideatwork.org
– **Campus Pride**: campuspride.org
– **National Center for Transgender Equality**: transequality.org
– **Equality Federation**: equalityfederation.org
– **Gay & Lesbian Advocates & Defenders** (GLAD): glad.org
– **Lamda Legal**: lambdalegal.org
– **National Gay & Lesbian Task Force**: thetaskforce.org
– **I AM: Trans People Speak**: transpeoplespeak.org

NETWORKING

– **LinkedIn**: linkedin.com (various groups)
– **Various Church & Social Groups**
– **Out for Professionals**: outprofessionals.org
– **America's LGBT Chamber of Commerce**: nglcc.org
– **National Organization of Gay & Lesbian Scientists & Technical Professionals**: noglstp.org
– **Out for Undergraduate Business Conference** (OUBC): outforbusiness.com

TERMINOLOGY & DEFINITIONS

Many Americans refrain from talking about sexual orientation, gender identity and expression because it feels taboo or because they're afraid of saying the wrong thing. This glossary was written by the HRC to help give people the words and meanings to help make conversations easier and more comfortable.

Sexual orientation: "Sexual orientation" is the preferred term used when referring to an individual's physical and/or emotional attraction to the same and/or opposite gender. "Heterosexual," "bisexual" and "homosexual" are all examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.

Gender identity: The term "gender identity," distinct from the term "sexual orientation," refers to a person's innate, deeply felt psychological identification as a man, woman or some other gender, which may or may not correspond to the sex assigned to them at birth (e.g., the sex listed on their birth certificate).

Gender expression: Gender expression refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions. Social or cultural norms can vary widely and some characteristics that may be accepted as masculine, feminine or neutral in one culture may not be assessed similarly in another.

GLOSSARY OF COMMON TERMS

LGBT: An acronym for "lesbian, gay, bisexual and transgender."

Bisexual: A person emotionally, romantically, sexually and relationally attracted to both men and women, though not necessarily simultaneously; a bisexual person may not be equally attracted to both sexes, and the degree of attraction may vary as sexual identity develops over time.

Gay: A word describing a man or a woman who is emotionally, romantically, sexually and relationally attracted to members of the same sex.

Genderqueer: A word people use to describe their own non-standard gender identity or expression.

Lesbian: A woman who is emotionally, romantically, sexually and relationally attracted to other women.

Queer: Often used interchangeably with "LGBT." Be mindful that the term may have negative or derogatory connotations for some people; however, many younger people are comfortable using it.

Transgender: A term describing a broad range of people who experience and/or express their gender differently from what most people expect. It is an umbrella term that includes people who are transsexual, cross-dressers or otherwise gender non-conforming.

Transsexual: A medical term describing people whose gender and sex do not line up, and who often seek medical treatment to bring their body and gender identity into alignment. Avoid using this term unless an individual self-identifies as transsexual.

Resources: Human Rights Campaign website : www.hrc.org
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ADDITIONAL CAMPUS RESOURCE

Murray State Office of LGBT Programming
Jody Cofer Randall, Coordinator
243 Blackburn Science Building
270.809.5040 | jcofer@murraystate.edu
murraystate.edu/lgbt