

LGBTQ CAREER RESOURCES

RESEARCH

- Human Rights Campaign, largest LGBT civil rights organization <https://www.hrc.org/>
- LGBTQ Resource Guide <https://www.zippia.com/advice/lgbt-resource-guide/>
- Glass Door, researching company culture article <https://www.glassdoor.com/blog/employer-lgbtq/>

JOB SEARCH

- Out & Equal <https://outandequal.org/>
- Out Professional Network <https://www.outpronet.com/>
- All LGBTQ Jobs <https://alllgbtjobs.com/>

In searches on general job search sites like [Indeed.com](#), [LinkedIn](#), [Glass Door](#), [Simply Hired](#), etc., include search term LGBTQ to specifically pull listings that include this specific reference

PROFESSIONAL ORGANIZATIONS

- Human Rights Campaign link to professional organizations by industry <https://www.hrc.org/resources/lgbt-professional-and-student-associations>
- Out for Undergrad <https://www.outforundergrad.org/>
- Out Professionals <https://www.outprofessionals.org/>
- OSTEM <https://www.ostem.org/>

ADVOCACY

- Social and economic justice organization <https://www.prideatwork.org/>
- Non-profit working to create a safer college environment <https://www.campuspride.org/>
- Social Justice Organization <https://transequality.org/>
- Gay & Lesbian Advocates & Defenders- legal rights organization <http://www.glad.org/>
- Advocacy info and campaigns <https://www.thetaskforce.org/>
- A project to raise awareness about the diversity that exists within transgender communities: <http://www.transpeoplespeak.org/>
- Various physical and mental health services in Boston area: <https://fenwayhealth.org/>

NETWORKING

- LGBTQ groups on <https://www.linkedin.com/home>
- LGBTQ Associations <https://www.hrc.org/resources/lgbt-professional-and-student-associations>
- Gay and lesbian professional networking site <https://www.outprofessionals.org/>
- National LGBT Chamber of Commerce <http://www.nglcc.org/>
- National Organization of Gay & Lesbian Scientists & Technical Professionals <https://www.noglstp.org/>

ARTICLES

- Gender neutral interview attire: <https://www.thebalancecareers.com/gender-neutral-interview-and-business-clothing-2061166>

Additional information that may be of interest:

Using your preferred name if different from legal name

Which name to use when applying for jobs is a personal decision with no right or wrong answer. Resumes and cover letters are not legal documents and you may choose to use the name you go by even if it does not reflect the name on your government-issued ID. However, documents used for background checks, social security, tax or insurance paperwork will need to have your legal name on them. Here are some options if there is a mismatch between your resume and other legal documents:

Include your first initial of your legal name, or your full legal name with the name you use in quotes. For example, M. Lydia Smith or Michael "Lydia" Smith.

Use the name on your government-issued ID in the application process and disclose your gender identity and name later in the hiring process or after an offer has been made.

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Gender pronouns

If you wish to indicate gender pronouns on a resume, this would appear in your heading at the top, below your name. You could also include this information in your email signature and LinkedIn profile.

Indicating LGBTQ connection on resume or cover letter

Including information on your resume or cover letter that directly associates you with the LGBTQ community is a personal choice and may depend on your comfort level and interest in sharing your sexuality or gender identity with others. It is a personal decision to come out at any stage of the job search process and while it is important to some people to be out and visible, others prefer to be more private. Your decision may be influenced by your research of this particular company and environment, as well as whether or not information about these connections is relevant to the job you are applying for.

For example, you may wonder whether to include LGBTQ-specific awards or scholarships, advocacy work, or involvement in LGBTQ student organizations. This decision may impact how you identify involvement or activities, highlighting with detail regarding the organization and affiliation with the LGBTQ community, or limiting descriptions to summarizing accomplishments or skills used.

Example highlighting LGBTQ community involvement:

Student Alliance Against Homophobia, Salem State University
Vice President of Events

Salem, MA
Fall 2019 - present

- Plan and run LGBTQ panel discussions, speaker presentations, and other social events
- Organized anti-homophobia leadership event for high school students conducting outreach with LGBTQ youth organizations

Example minimizing visibility of LGBTQ community involvement:

Below is an example of the same experience described with general focus on accomplishments. If there is concern about the organization name, abbreviations are okay. You may also choose to list it as a diversity, community or minority organization without naming it.

Salem State University SAAH (a social justice activist student group)
Vice President of Events

Salem, MA
Fall 2019-Present

- Plan and run panel discussions, speaker presentations, and other social events
- Organized leadership event for high school students conducting outreach through youth organizations

Coming out in an interview

One way to share your LGBTQ identity is to ask questions about affinity groups or employee resources that the employer offers to LGBTQ employees. Or, you may bring up your involvement in LGBTQ-related leadership or advocacy as evidence of skills and knowledge you can bring to the organization. Think about what assets you have as an LGBTQ candidate. These could include empathy, an ability to pick up on subtle nonverbal cues and interpersonal dynamics or a perspective that may be lacking in the organization. These may be strengths you wish to share in an interview. You can build confidence by preparing for questions and practicing tactfully discussing these topics.