



# LGBTQ Post-Graduation Questions

## Questions to Consider During the Job Hunt

Here are a few questions to keep in mind while job searching for LGBTQ-friendly companies:

- Does the company have a non-discrimination policy that includes sexual orientation and/or gender identity/expression?
- Is diversity training that includes sexual orientation offered?
- Does the company provide domestic partner health insurance?
- Do they provide COBRA, dental, vision, and domestic partners' legal dependent coverage?
- Do they have a company-supported LGBTQ employee resource group or firm-wide diversity council that includes LGBTQ issues?
- Does the company engage in appropriate and respectful advertising and marketing, or sponsors LGBTQ community events or organizations?

In 2011, the Human Rights Campaign (HRC) evaluated the policies and practices of more than 600 companies, scoring them on a scale of 1-100, on how “friendly” the companies were toward their lesbian, gay, bisexual, and transgender employees and their partners. A few examples of companies that scored a perfect 100 on this evaluation are:

*Apple Inc. (Cupertino, CA)*

*AT&T Inc. (Dallas, TX)*

*Bank of America Corp. (Charlotte, NC)*

*Cisco Systems Inc. (San Jose, CA)*

*Coca-Cola Co. (Atlanta, GA)*

*Eastman Kodak Co. (Rochester, NY)*

*GameStop Corp. (Grapevine, TX)*

*Google Inc. (Mountain View, CA)*

*Intel Corp. (Santa Clara, CA)*

*Johnson & Johnson (New Brunswick, NJ)*

*The McGraw-Hill Companies Inc.*

*Microsoft Corp. (Redmond, WA)*

*(New York, NY)*

*New York Times Co. (New York, NY)*

You can find more information about job searching, national LGBTQ policy, and a complete list of gay-friendly companies at: <http://www.hrc.org>.

## DISCLOSURE: Resumes, Cover Letters, and Interviews

Deciding whether to disclose your sexual orientation during your job or graduate school search is a personal choice only you can make. Whatever you do decide, be prepared to further explain in an interview the activities and experiences included in your resume, cover letter, and personal statement. Here are some tips for you to apply when writing cover letters, resumes, and personal statements, as well as when interviewing.

### Resumes and Cover Letters

- Remember to focus on your skills and achievements. Those are the most important aspects of your resume.
- Consider your audience. Research companies and organizations that interest you to evaluate the climate and policies of these groups.
- Some job seekers use their resume and cover letter to “screen out” employers who aren’t gay-friendly.
- You always have the option of referring to an organization you were involved with as an “Anti-Discrimination” organization. Remember to focus on what you contributed to the group and what transferable skills you gained.



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## **Interviewing Strategies**

It is smart to plan ahead of time about how “out” you are willing to be during the interview process. It is crucial that you effectively prepare for your interview and are ready to answer questions about organizations you were involved in or jobs you’ve held that may pose possible discrimination against you. Remember: be honest with yourself. Above all, your needs come first and a company must be able to meet your needs and provide you with a comfortable and safe work environment.

**Research.** Investigate the company’s anti-discrimination policies. Look at their culture and climate so you have additional information to help you decide whether or not to come out during the interview. If you are a member of a union, find out what their policy is and how proactive the union is in working with employers on LGBTQ issues; some unions are very supportive. Look in the Queer Resources Directory for a full list of supportive employers or contact the NGLTF Workplace Project to see if they have any information about the company.

**Be prepared.** Depending upon what you discussed in your resume and cover letter, you may have already given the interviewer an indication that you identify as LGBTQ. Be prepared to talk about your experiences and how you developed transferable skills.

**Ask questions.** Ask questions about the organization’s diversity policies. Based upon their response, you can get a feel for whether their company has diversity initiatives that may deal with sexual orientation and/or gender identity.

**Follow up.** Contact the employer after the interview and thank them for taking the time to meet with you. Feel free to send in another copy of your resume or even a thank you note.

**It’s all you!** Some people decide to wait to come out until after receiving a job offer when they have more leverage. Others wait until they have started their new job, when they can come out to their coworkers in their own terms. What is important is that you make your own decision and take into account what’s best for you physically, emotionally and mentally.

## **LGBTQ Friendly Graduate School Resources**

When considering graduate school, it is important for all students to ask themselves questions and weigh their options. Ask yourself the following as you think about programs:

- Are you passionate about your particular field?
- Is a graduate degree necessary to meet your career goals?
- Have you decided on a specific career path?
- Can you effectively manage stress while juggling multiple roles, such as student and worker?
- Can you work without much structure and remain self-motivated?

For LGBTQ students, several other considerations exist, including: domestic partner benefits, university policies, and campus safety. Consider the following resources during your Graduate School search:

Graduate School Program Ideas

[http://www.campuspride.org/grad\\_student\\_trips.asp](http://www.campuspride.org/grad_student_trips.asp)

Scholarships for LGBT & Ally Students

[http://www.hrc.org/issues/youth\\_and\\_campus\\_activism/8644.htm](http://www.hrc.org/issues/youth_and_campus_activism/8644.htm)



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## **Graduate Student and Domestic Partner Benefits**

Graduate students are frequently offered or even required to have an insurance plan with the institution in which they are enrolled. In some cases, the institution offers insurance benefits to domestic partners of LGBTQ students; in other cases, the institution may only offer benefits to a spouse. To determine if an institution provides benefits for domestic partners, check out the following resources:

University of Missouri-Collected Rules and Regulations-Benefit Plans

<http://www.umsystem.edu/ums/departments/gc/rules/benefit/>

Human Rights Campaign-Workplace Search-Colleges and Universities

<http://www.hrc.org>

## **National LGBTQ Career Services**

### **National Gay and Lesbian Task Force**

<http://www.thetaskforce.org/>

Receive current information on workplace issues and find out more about how you can be active in the workplace.

### **Advocate.com**

<http://www.advocate.com/>

Here you can search career-related stories and trends, along with general news and resources for members of the LGBTQ community.

### **Lambda Legal Defense and Education Fund**

<http://www.lambdalegal.org/>

This resource can provide more information on domestic partner rights, past litigations, and other information about legal rights for the LGBTQ community.

### **ProGayJobs**

<http://www.progayjobs.com/jobseeker.php>

This website is useful for posting your resume and learning more about diversity issues in the workplace. Also search for job openings and explore companies' benefits and domestic partner policies.

### **Equality Forum**

<http://www.equalityforum.com/fortune500/>

Here, you can search for Fortune 500 companies that have same sex partner benefits and other non-discrimination policies including sexual orientation.

### **LGBTQ Resources in Higher Education**

<http://www.lgbtcampus.org/index.html>

This website features books and links for LGBTQ job related resources. It also has links to other university Career Centers that offer LGBTQ services.

### **HireDiversity**

<http://www.hirediversity.com/>

This website has career resources for special populations including African Americans, Asian Americans, and individuals with disabilities, gay and lesbian, Hispanics, Native Americans, and women.

### **Transgender Employment Links**

<http://www.gendersanity.com/>

An excellent set of resources related to transitioning on the job and other issues transsexual and transgender workers and their employers may face. Some present the transsexual worker's point of view, other offer advice from professionals.

For help with any career-related issue,  
come see us in the Career Center!

SUB 3100  
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