

# **GLBTQ Career Issues**

Career Lab Lucina Hall Room 235

# **Working Out**

The decision about whether to be "out" on the job search and at work is not simply a matter of hiding one's GLBTQ identity from others. (GLBTQ stands for gay, lesbian, bisexual, transsexual, transgendered, and queer) Although it would seem that being GLBTQ is irrelevant to employment, it comes up repeatedly.

If you have been active in a gay and lesbian student organization or other queer-related groups, you must decide whether to include that information on your resume. If you do include it, how do you present it? If you out yourself on your résumé, you may eliminate yourself from further consideration. If you omit your involvement, you deny yourself credit for valuable experience and weaken your application. You might consider using a functional résumé format, which would allow you to include accomplishments without linking them to particular organizations.

Although you can hedge on your involvement with GLBTQ groups on a functional résumé, in an interview an employer can probe for more details. You must be ready to answer the employer's questions. All of your responses should describe your accomplishments as they relate to doing the job for which you are being interviewed.

To learn more about whether employers will be accepting of openly GLBTQ people, you will need to do some research on corporate cultures, nondiscrimination policies, domestic partner benefits, the existence of support and social groups for GLBTQ employees, and similar issues.

Faced with issues such as these, you must decide how important being out on the job search and at work is to you. You must weigh your values against the costs of being out and the risks to your job search.

Be sure to consider the long-term implications of your decision on raises, promotions, changing jobs, etc. Remember that although you may be out on one job and go back into the closet to seek another, your references may still "out" you to prospective employers.

#### **GLBTQ Career Resources**

## Books in the Career Lab, Lucina 235

For more information about the topics covered here, visit the Career in Lucina Hall 235. These are a few of the items available:

- The G Quotient: Why Gay Executives Are Excelling as Leaders...And What Every Manager Needs to Know
- Lavender Road to Success: The Career Guide for the Gay Community
- Sexual Identity on the Job: Issues and Services
- Straight Jobs, Gay Lives

# **Books in Bracken Library**

- Gay and Lesbian Educators: Personal Freedoms, Public Constraints
- Gay Issues in the Workplace
- Homosexual Issues in the Workplace
- Sexual Identity on the Job: Issues and Services
- Straight Talk about Gays in the Workplace

## Websites

- Career Center Publications: http://www.bsu.edu/careers/publications
- Great Links to Explore: <a href="http://www.bsu.edu/careers/links">http://www.bsu.edu/careers/links</a> (Scroll down and click the category
   <a href="https://www.bsu.edu/careers/links">Minority/Disability/Diversity Employment Issues</a>.)
- Career Center: <a href="http://www.bsu.edu/careers">http://www.bsu.edu/careers</a>
- Diversity Link: <a href="http://www.diversitylink.com">http://www.diversitylink.com</a>
- Diversity World: http://www.diversityworld.com
- Diversity Working:
  - http://www.diversityworking.com/home/
- Gay, Lesbian and Bisexual Resources from Skidmore College: <a href="http://cms.skidmore.edu/campuslife/osdp/lgbtq/localresources.cfm">http://cms.skidmore.edu/campuslife/osdp/lgbtq/localresources.cfm</a>
- National Organization of Gay and Lesbian Scientists and Technical Professionals: <a href="http://www.noglstp.org">http://www.noglstp.org</a>

Out Professionals:

http://www.outprofessionals.org

- Pride at Work.org: <a href="http://www.prideatwork.org">http://www.prideatwork.org</a>
- Progayjobs.com: <a href="http://www.progayjobs.com">http://www.progayjobs.com</a>
- Queer Resources Directory: http://www.grd.org/grd/
- Diversity Employers: http://diversityemployers.com
- WorkplaceDiversity.com: http://www.workplacediversity.com
- Workplace Issues: http://www.grd.org/grd/workplace/

#### Job-Search Information

101 Great Answers to the Toughest Interview Questions201 Best Questions to Ask on Your Interview201 Dynamite Job Search LettersAdams Job Interview Almanac (1,800 interview questions)

Business Etiquette

Create Your Digital Portfolio

Dressing Smart for Men; Dressing Smart for Women Proof of Performance: How to Build a Career Portfolio to Land a Great New Job

Resumes That Knock 'Em Dead What Color Is Your Parachute?

### Internships

Career Resource Guide to Internships and Summer Jobs Getting Your Ideal Internship

Internship Bible

National Internships Guide

Peterson's Internships

Vault Guide to Top Internships

Vault Guide to Diversity Internship, Co-op, and Entry-Level Programs

# **Internship Databases**

Cardinal Career Link:

http://www.bsu.edu/careers/careerlink

Internships.com:

http://www.bsu.edu/careercenter/secure/interncompass/ Internships USA:

http://www.bsu.edu/careercenter/secure/internshipspass/ Vault Career Insider:

http://www.bsu.edu/careercenter/secure/careerlibrary/

# **Employer Information**

Library Databases (Reference USA, Business Source Premier, etc.):

http://www.bsu.edu/libraries/databases/index.php

Vault Career Insider:

http://www.bsu.edu/careercenter/secure/careerlibrary/

#### **Graduate School Information**

Getting Money for Graduate School How to Write a Winning Personal Statement for Graduate and Professional School Graduate School Companion Princeton Review Cracking the GRE

If you need adaptations or accommodations for any of our educational programs or publications because of a disability, please contact Career Center

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