

# Career Resources for LGBTQIA+ Job Seekers



USU Career Services is committed to providing information and resources to help you navigate your career development as a student or graduate identifying as LGBTQIA+. We are here to support you and answer your questions about how to address topics like identity disclosure and finding LGBTQIA+ friendly employers throughout your job search and in the workplace.

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## How to Identify LGBTQIA+ Inclusive Employers when Job Searching:

- **Review your local LGBTQIA+ Chamber of Commerce Websites** - most COC's provide a list of companies in your area that have chosen to align themselves with LGBTQIA+ communities and employees
  - **Check out the Human Rights Campaign's (HRC) Corporate Equality Index** - The [Corporate Equality Index](#) is the national benchmarking tool on corporate policies and practices related to LGBTQIA+ Employees
  - **Look for an employer's non-discrimination policy** - Check to see if the company's non-discrimination policy protects employees against discrimination on the basis of both sexual orientation and gender identity. Most organization's have this information available publically or include it within their job postings.
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## How to Assess a Company or Organization's Culture/Work Environment:

- **Conduct Informational Interviews or have Career Conversations with current employees** - These are quick 10-15 minute conversations to learn more about specific industries, organizations, and career paths. Check out USU's Informational Interview Resource [here](#).
  - **Remember that a Job Interview works both ways** - Even though we are interviewing to get an offer, we should be asking the questions necessary to determine if the [organization's culture](#) and work environment will be a good fit. At the end of your interview, ask questions like follow to learn more: "How would you describe the company culture?"; "What does it feel like to work here?"; "What DEI initiatives does your organization promote?"
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## Career Resources & Job Boards:

- [LGBTQ Workplace Resource Guide](#) - a resource guide to help you navigate the corporate landscape as a member of the LGBTQ+ community.
- [Strategies for LGBTQ Students to Guide and Manage Your Job Search](#) - As a student or alum whose identities include Lesbian, Gay, Bisexual, Transgender, Non-Binary, Gender Non-Conforming, Genderfluid, or Queer, you may have questions about your job search that your straight and cisgender peers may not. This page offers guidance and resources to help you manage your job search as an LGBTQ candidate.
- [Out and Equal](#) - The premier organization working exclusively on LGBTQ+ workplace equality. Through worldwide programs, Fortune 500 partnerships and our annual Workplace Summit conference, they help LGBTQ+ people thrive and support organizations creating a culture of belonging for all.

- [LGBTQ+ Professionals Facebook Group](#) - A place for LGBTQ Professionals to network, talk about work, career, find a job and help each other out.
- [Consortium of Higher Education LGBT Resource Professionals](#) - A member-based organization working towards the liberation of LGBTQ people in higher education supporting individuals who work on campuses to educate and support people of diverse sexual orientations and gender identities, as well as advocate for more inclusive policies and practices through an intersectional and racial justice framework.
- [Health Professionals Advancing LGBTQ Equality](#) - GLMA is a national organization committed to ensuring health equity for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) communities and equality for LGBTQ+ health professionals in their work and learning environments.
- [Pride at Work](#) - Pride At Work represents LGBTQ+ union members and their allies. We organize mutual support between the organized Labor Movement and the LGBTQ+ Community to further social and economic justice.
- [Point Foundation](#) - They empower promising lesbian, gay, bisexual, transgender and queer (LGBTQ) students to achieve their full academic and leadership potential – despite the obstacles often put before them – to make a significant impact on society.
- [Movement Advancement Project](#) - Shows which states/local governments include sexual orientation and/or gender identity or expression in their non-discrimination policies.
- [Victory Institute](#) - Seeks to increase the number of LGBTQ people in public office, and government positions.
- [Campus Pride](#) - Serves as a bridge to LGBTQ and an ally to college youth on 1200+ campuses across the US.
- [LGBTConnect](#) - An LGBTQ job board for anyone seeking LGBTQ-friendly employers and resources.
- [Out for Undergrad](#) - Conferences, professional development and educational opportunities for LGBTQ Students.

**Resources for Workplace Discrimination:** Your safety and comfort both in and out of your place of work is extremely important and should not be jeopardized for any reason. If your rights were violated at work and you want to take action, here is a list of legal resources that you can use.

- [Transgender legal information helpline](#) - The Transgender Law Center has a legal information helpline that provides transgender people with information about laws and policies that affect them across a variety of areas including employment. They do not provide individualized legal advice or legal representation.
- [Legal information helpline](#) - The National Center For Lesbian Rights provides free legal assistance through their legal helpline which you can reach by calling 1.800.528.6257 or 415.392.6257. If you are more comfortable with email, you can email them at [info@NCLRights.org](mailto:info@NCLRights.org).
- [Lawyer referral service](#) - Glad has a lawyer referral service which helps put you in contact with a lawyer and walks you through the process of acquiring and speaking to one. GLAD also provides general information about what your rights are and what steps you can take if they have been violated.
- [Legal service Network Directory](#) - The National Center For Transgender Equality advocates for political and societal change in order to increase understanding and acceptance of transgender people. They have a Legal service Network Directory that provides you with a list of legal help across the country.

- [Discrimination intake form](#) - If you want to report LGBTQ or HIV discrimination you can fill out the ACLU intake form. This form is ONLY for lesbian, gay, bisexual, transgender, queer, questioning, and HIV/AIDS concerns. For any other issue or question, please contact [your local ACLU affiliate](#).
  - [Request legal assistance](#) - Lambda Legal is a non-profit organization provides LGBTQ+ clients with free legal representation. If you want to talk about your options you can contact your local American Civil Liberties Union affiliate.
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### Professional Associations:

- [National LGBT Chamber of Commerce \(NGLCC\)](#) - The NGLCC is the largest global not-for-profit advocacy organization dedicated to expanding the economic opportunities and advancements of the LGBT business community
  - [Human Rights Campaign](#) - The Human Rights Campaign envisions a world where every member of the LGBTQ+ family has the freedom to live their truth without fear, and with equality under the law. They empower members and supporters to mobilize against attacks on the most marginalized people in our community.
  - [Association of Lesbian, Gay, Bisexual, Transgender Addiction Professionals \(NALGAP\)](#) - is dedicated to the prevention and treatment of alcoholism, substance abuse, and addictions in LGBT communities.
  - [Association of LGBTQ Journalists \(NLGJA\)](#) - serves journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of LGBTQ issues.
  - [Gay & Lesbian Medical Association \(GLMA\)](#) is the world's largest and oldest association of lesbian, gay, bisexual and transgender (LGBT) healthcare professionals.
  - [LGBT Meetings Professional Association \(LGBTMPA\)](#) is solely committed to connecting, advancing, and empowering the LGBT+ meeting professional.
  - [National Association of Gay and Lesbian Real Estate Professionals \(NAGLREP\)](#) is the number one forum for LGBT home buyers, sellers, and real estate professionals.
  - [National LGBT Bar Association \(LGBT BAR\)](#) is a national association of lawyers, judges, and legal professionals promoting justice in and through the legal profession for the LGBT community.
  - [National Organization of Gay and Lesbian Scientists and Technical Professionals \(NOGLSTP\)](#) is a professional society for LGBT people in science, technology, engineering, and math.
  - [Out in Tech](#) is a membership-based professional organization for LGBTQ+ technology leaders.
  - [Out in Science, Technology, Engineering, and Mathematics \(oSTEM\)](#) empowers LGBTQ people in STEM to succeed personally, academically, and professionally
  - [Out Professionals](#) - The nation's largest LGBTQ networking organization
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### Additional resources for learning:

- [Lambda Literary \(LGBTQ+ Authors and Books\)](#) - For over 30 years, Lambda Literary is the only organization in the world that has championed LGBTQ books and authors. They operate on the belief that lesbian, gay,

bisexual, transgender, and queer literature is fundamental to the preservation of our culture, and that LGBTQ lives are affirmed when our stories are written, published, and read.

- **5 TED Podcast Episodes to celebrate the LGBTQIA+ community -**
  1. [Celebrating Pride](#) - Design Matters with Debbie Millman
  2. [Which Box Do I Check?](#) - Am I Normal? With Mona Chalabi
  3. [Salvation](#) - Conversations with People Who Hae Me with Dylan Marron
  4. [How to Become a Better Ally](#) - How to be a Better Human
  5. [The Person You Become](#) - TED Radio Hour
- [Zippia](#) - How to be a LGBTQ+ ally in the workplace
- [Top 20 Tips for how Business Can Support Its LGBT Workforce](#)
- [We Need to do More to Keep LGBT Employees From Returning to the Closet](#)
- [Authenticity Can Help LGBTQ Leaders Be More Effective](#)
- [Illegal Interview Questions and How to Respond](#)

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**Know of an organization or resource that should be included on this list? Share it with us at [careerservices@usuniversity.edu](mailto:careerservices@usuniversity.edu).**