



LGBTQ students may face specific challenges when engaging in their job and internship search. In addition to one-on-one appointments to address various topics and questions, here are some tips, resources, and things to consider as you navigate your career journey.

## COMING OUT IN THE JOB SEARCH

As you begin or continue your job search, one of the first questions you may face could be whether or not to 'come out' on your resume or in the interview process. While it is a personal choice and there is not a right or wrong answer to that question, there are some things to

remember that may help you make the decision that is right for you.

First, any LGBTQ organization or work/volunteer experience listed on your resume should be applicable to the job to which you are applying. If you do include these experiences, they should not only be listed, but should showcase the leadership, skills, or other qualifications that you gained.

Doing your research on a company ahead of time can give you an indicator as to the culture of the workplace. Still, despite their policies and your qualifications, you never know who will review your resume, and because of this, some individuals decide not to disclose these sorts of experiences on their resumes. If you chose to keep this information off, you can utilize the interview to ask questions about the culture of inclusion at the company. Asking questions about diversity initiatives or employee resources groups may help you get a sense of the culture, and whether or not you wish to disclose some of your LGBTQ related experience in the interview.

Remember, as you seek a position, your primary objective on a resume and in an interview is to show that you are a qualified candidate. Convince the employer that they want to hire you before asking questions about culture and policies.

## ASSESSING EMPLOYERS

When it comes to finding LGBTQ-friendly employers, there are a few things you can do to research and assess the company ahead of time. First, check the company websites. Do they have an LGBTQ Employee Resources Group? Can you find information about programs or resources? Do they have non-discrimination policies that explicitly mention LGBTQ persons? Do they have information about benefits? Is this information easily accessible?

There are also several external resources that can help you in this process. Visit the Human Rights Campaign website and see if they are listed in their Corporate Equality Index. Search for the employer on Google and look for outside information about the company climate. Network and see if you can find anyone who has worked for/with the company that you can talk to.

While none of these will be perfect assessments of an organization, they can give you a good sense on the culture, and help you make a more informed decision about whether or not you wish to apply to a position.

## ADDITIONAL RESOURCES

### Job Search Resources

- [Out and Equal](#)
- [Out Professionals](#)
- [Human Rights Campaign: Corporate Equality Index](#)

### Professional Organizations

- [Out for Undergrad](#)
- [Out Professionals](#)
- [HRC: Student/Professional Organizations by Industry](#)

### Legal Resources/Rights in the Workplace

- [Human Rights Campaign](#)
- [Lambda Legal](#)
- [Out and Equal](#)
- [Transgender Law Center](#)

### Local Resources

- [PERSAD Center](#)
- [Gay and Lesbian Community Center of Pittsburgh](#)
- [Delta Foundation of Pittsburgh](#)
- [PFLAG Pittsburgh](#)

### Campus Resources

- [Allies](#)
- [Out & Allied at Tepper](#)
- [Out & Allied at Heinz](#)