

Job Search Tips for Trans and Gender Diverse People



JOB SEARCHING AS A TGD PERSON AND FINDING SAFE EMPLOYMENT CAN BE TRICKY, AND WE'D LIKE TO HELP MAKE IT EASIER. CHECK OUT THESE JOB SEARCH TIPS BY OTHER TRANS CMU COMMUNITY MEMBERS!

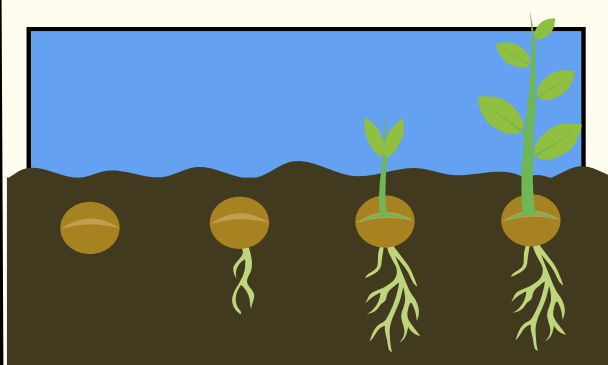


CHECK OUT "QUEERED AND CAREERED"

Queer online publications like *Autostraddle* offer a lot of useful resources, like Tiara Dee's "Queer and Careered". Check out "[Sussing Out if an Employer is Trash](#)"!

GIVE YOURSELF PERMISSION TO CHANGE AND SHIFT

If you're currently in the process of interviewing and feel increasingly uncomfortable with having used your legal name on an app, you can ask for people to call you by your chosen name. Affirming employers will respect this. Also, if you're navigating transition in a workplace, check out [HRC's Guide for Trans Employees!](#)

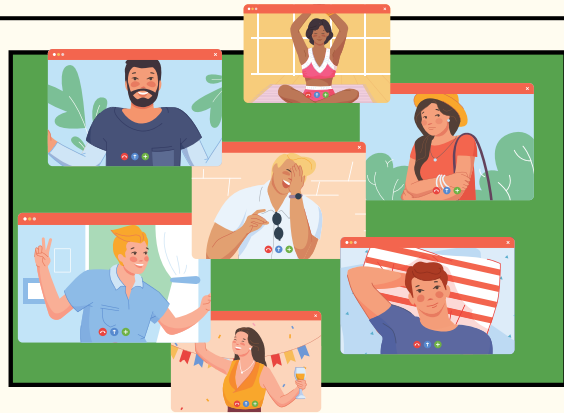


U OF VERMONT [FAQS FOR TRANSGENDER JOB SEEKERS](#)

Good resource for questions like "can I use a name other than my legal name for applications?" and other common concerns!

ONLINE EMPLOYMENT RESOURCES

Check out [Trans Can Work \(TCW\)](#) and the [Human Rights Campaign Employer Search Page](#) to find gender affirming jobs and/or employment resources!

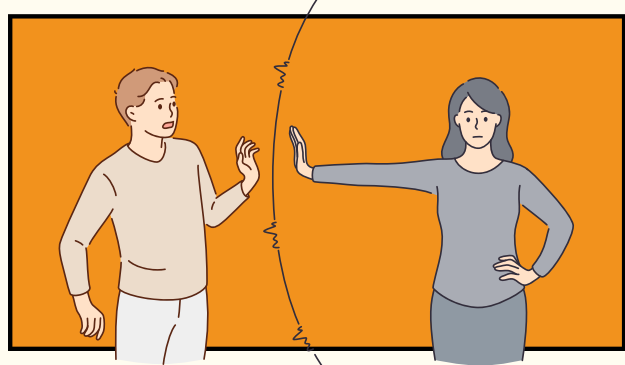
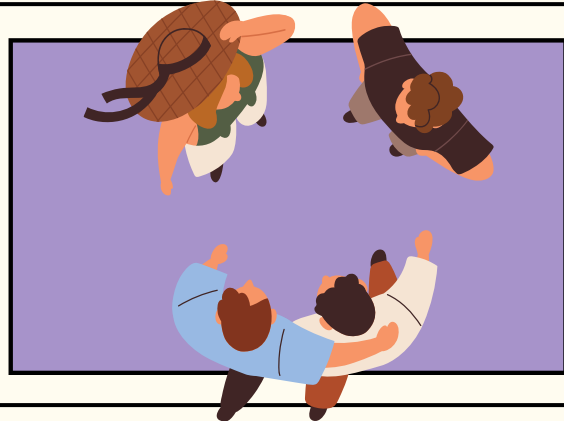


GENDER EXPRESSION AND CLOTHING

Finding work appropriate and gender affirming clothing as a trans person can be tricky, so [check out this webpage](#) with tips on finding clothing options that make you feel good!

CHAT WITH OTHER TRANS PEOPLE ABOUT WHO THEY'VE WORKED FOR

Many cities have facebook or online discussion groups where people ask about employers, resources, and more. Check in with in-person or online friends to see who they've had luck with!



IDENTIFY BOUNDARIES

Identify hard boundaries up front. You can decide if you want to share your identity during interviews, review a company's inclusion efforts before interviewing, etc. Remember: you don't have to share anything you don't want to share.

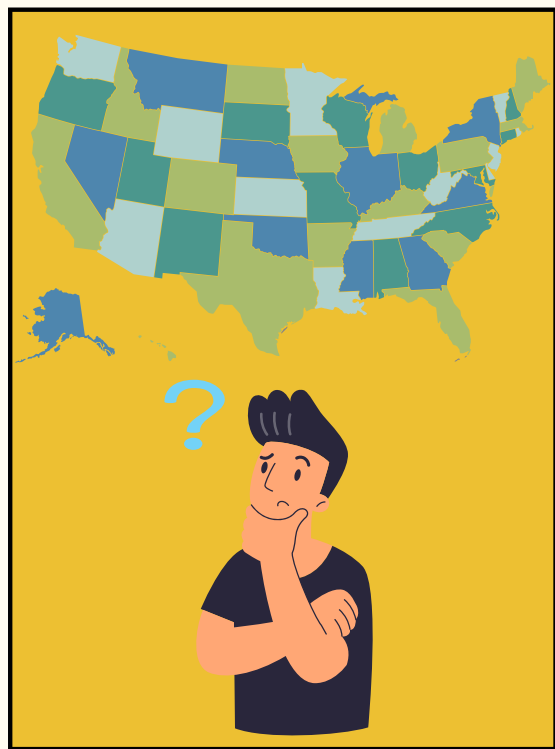
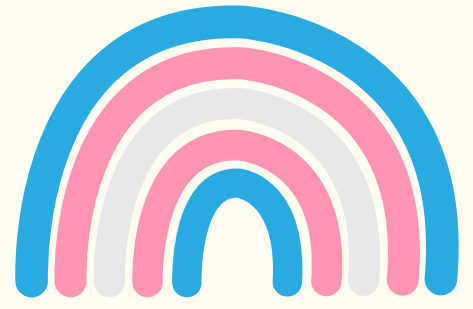
BUILD IN TIME FOR FRIENDS AND COMMUNITY

Job searching can be draining! Make sure to prioritize your needs and make time with friends and community that affirm and uplift you. If you're in the process of finding your people, check out [CaPS' drop-in LGBTQIA+ Support and Social Group!](#)



Job Search FAQs

HERE ARE SOME ADDITIONAL CONSIDERATIONS THAT CAN HELP YOU MAKE THE RIGHT CHOICES FOR YOU AND YOUR CAREER:



LGBTQIA+ SAFETY THROUGHOUT THE UNITED STATES

As transgender rights are challenged across the United States, it's important to consider what the political climate is like in the state you're planning to work in. Visit the [Movement for Advancement Project's LGBTQ Equality Map](#) to learn more about what rights and protections you can count on throughout the US.

Additionally, here's an [Anti-Trans Legislation Tracker](#) that can help you learn more about legal considerations and transgender safety across the US.

LEGAL NAME VS CHOSEN NAME

Although legal and informal name change processes are becoming more common, it's important to consider varying legal name regulations across states. For example, using a chosen name for your insurance can cause issues when picking up your prescription if your provider orders a medication under your legal name.

Additionally, states like Florida and Texas have enacted legislation that makes changing name and gender-markers tricky. To learn more about Name and gender-marker change processes and requirements, visit this [Advocates for Trans Equality](#) page that outlines the typical process for affirming name changes.



HRT PRESCRIPTIONS ACROSS STATE LINES

Check in with your healthcare provider (ideally around a month in advance) to make sure you have a plan for continuing your hormone therapy and/or medications once you leave Pennsylvania.

Testosterone, for example, is a controlled substance and cannot be prescribed across state lines.

Your medical provider can often prescribe enough medication to tide you over until you establish new primary care. Usually, the maximum students can take with them is 3 months-worth of meds. You will want to identify a new provider in the state your moving to, have your medical records sent to them, and set up an appointment to initiate care once you arrive. Visit this [Planned Parenthood](#) page to learn more about HRT prescription regulations across state lines.



Want support navigating job searches and moving to a new state? Schedule a **Gender Affirming Care Navigation** appointment via [HealthConnect](#) or email **Gonzalo (he/they)** at gbirdmun@andrew.cmu.edu

