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 and/or gender identity offered?
- Does the company provide transgender-inclusive and/or 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 sponsor LGBTQ community events or organizations?

In 2014, the Human Rights Campaign (HRC) evaluated the policies and practices of more than 700 companies, scoring them on a scale of 1-100, on how “friendly” the companies were toward their lesbian, gay, bisexual, transgender, and queer 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)
Johnson & Johnson (New Brunswick, NJ)
Microsoft Corp. (Redmond, WA)
Groupon (San Jose, CA)
Time Warner (New York, NY)
AMC Entertainment Inc. (Kansas City, MO)

You can find more information about job searching, national LGBTQ policy, and a complete list of LGBTQ-friendly companies at: [http://www.hrc.org](http://www.hrc.org).
Deciding whether to disclose your sexual orientation and/or gender identity during your job or graduate school search is a personal choice that only you can make. Whatever you do decide, be prepared to further explain in an interview the activities and experiences included in your résumé, cover letter, and personal statement. Here are some tips for you to apply when writing cover letters, résumés, and personal statements, as well as when interviewing:

**Résumés and Cover Letters**

- Remember to focus on your skills and achievements. Those are the most important aspects of your résumé.
- Consider your audience. Research companies and organizations that interest you to evaluate the climate and policies of these groups.
- Some job seekers use their résumé and cover letter to "screen out" employers who aren’t LGBTQ-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.

For more information, check out our Guide to Résumés and our Guide to Cover Letters.

**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 at the Queer Resources Directory (http://www.qrd.org/qrd/) for an extensive list of queer resources, including 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 résumé 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 résumé 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 so they can come out to their coworkers on 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?
- Have you decided on a specific career path?
- Is a graduate degree necessary to meet your career goals?
- 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 LBGTQ students, several other considerations exist, including: domestic partner benefits, university policies, LGBTQ centers/organizations, and campus safety. Consider the following resources during your Graduate School search:

Universities with Non-Discrimination Policies
http://www.campuspride.org/tcp-nondiscrimination

Scholarships for LGBT & Ally Students
http://www.hrc.org/issues/resources/entry/scholarship-database

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, you can 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-discriminatory policies including sexual orientation and/or gender identity.
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 diverse populations including African Americans, Asian Americans, Hispanics, Native Americans, women, individuals with disabilities, and individuals who identify as LGBTQ.

Transgender Employment Links  
http://www.gendersanity.com/resources.shtml  
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 trans worker's point of view, others offer advice from professionals.

MU CAMPUS RESOURCES

LGBTQ Resource Center  
G225 MU Student Center  
(573) 884-7750

http://lgbtq.missouri.edu

Some of the LGBTQ Resource Center's services include:

- Open office hours to address questions and issues on a personal basis and in a safe space.
- Supporting allies interested in learning how they can make a difference.
- Coordination of the Safe Space Program on the MU Campus.

TriCo (Triangle Coalition)  
LGBTQ Student Organization

http://lgbtq.missouri.edu/hello-world

OUTGrads  
LGBTQ Graduate Student Organization

http://lgbtq.missouri.edu/outgrads

QPOC (Queer People of Color)  
LGBTQ Student Organization

http://lgbtq.missouri.edu/qpoc-queer-people-of-color

Proud Tigers Mentorship Program  
LGBTQ Mentorship Program

http://lgbtq.missouri.edu/proudtigers

Wellness Resource Center

G202 MU Student Center  
(573) 882-4634

http://wellness.missouri.edu

NEXT STEPS

✓ Come to the MU Career Center to talk with someone about your job search and to view our other resources on job search and cultural awareness.
✓ Visit https://career.missouri.edu and click on the "Resources" Tab to visit Mizzou Career Tools, where you can search our site for more handouts on this and other topics relevant to you!