



Out on the Job Search

A Webinar for HERC Job Seekers



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How you can find a welcome mat as a LGBTQ Job Seeker



A Welcoming Environment Leads to Innovation, Discovery, and Job Satisfaction

- Environments where all people feel included and valued yield greater commitment and motivation toward studies and work. It fosters higher engagement, productivity and loyalty, resulting in higher retention rates in academic tracks and careers.
- An inclusive environment, in which people can thrive at their studies and work, gives them every chance to pursue their careers.
- Institutions that address diversity and create genuinely inclusive study and workplace environments for their students, faculty, and staff do better than their peers.

What happens when people are working in an unwelcoming environment?

- Employers risk losing talent engagement to Anti-LGBTQ biases at work.
- They get a bad reputation.



Why are LGBTQ+ People Reluctant to Come Out At Work

Top reasons for not being open at work about their sexual orientation and gender identity:

- Possibility of being stereotyped
- Possibly making people feel uncomfortable
- Possibility of losing connections or relationships with coworkers
- Hear jokes about LGBTQ people

The top reasons LGBTQ workers don't tell a supervisor or Human Resources about negative comments about LGBTQ people is because:

- They don't think anything would be done about it and because they don't want to hurt their relationships with coworkers
- Some employees have heard their own supervisor make negative comments about LGBTQ people
- 45% of LGBTQ workers agree with the statement that enforcement of the non-discrimination policy is dependent on their supervisor's own feelings towards LGBTQ people
- 13% feel that they would be fired because their workplace was unwelcoming of LGBTQ people

Biggest reason: LGBTQ Workers Lack Faith in Accountability

Where are other people like me?

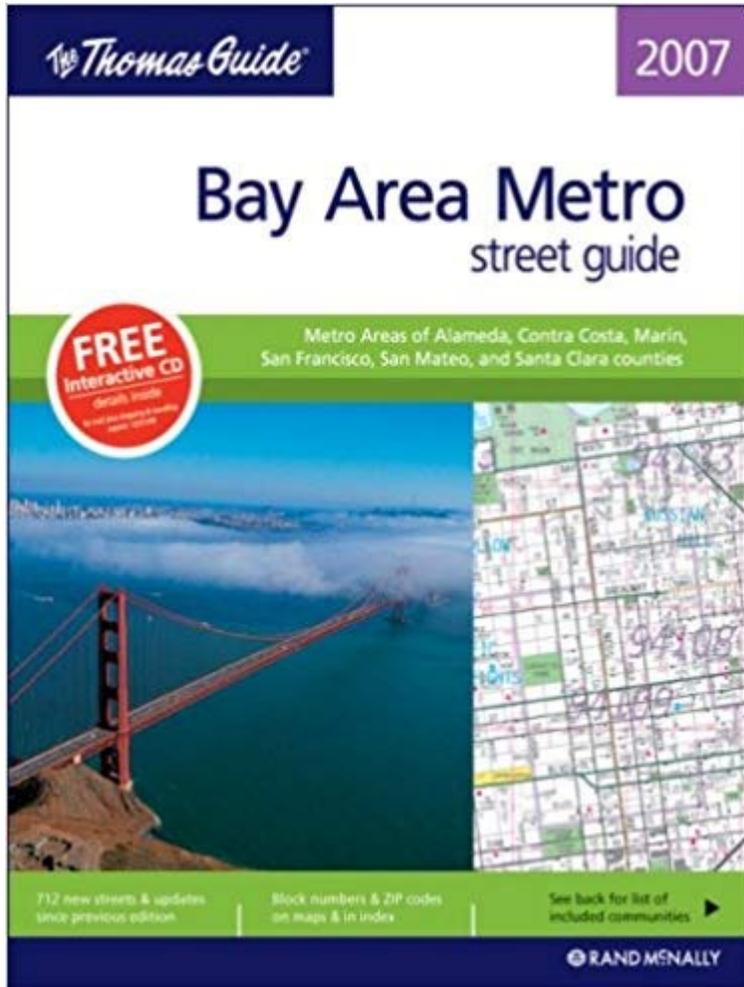


Invisible, under counted, not counted at all?
Invisible colleagues, mentors, role models



“We cannot secure the best and brightest talent unless we reach out broadly to all communities where such talent exists.” Shirley Malcom, AAAS

Harnessing untapped potential through different perspectives can solve teaching and research challenges. Improving the participation of under-represented and under-served groups can, in fact, produce better understanding and better research. Having people who identify as LGBTQ enhances this diversity equation. Everyone needs to bring all of their identities to the table.



You need to start with a **plan of action** to stay on track -
a **roadmap** so to speak.
“If you don't know where you are going, you'll end up someplace else.”

– Yogi Berra

Making a roadmap to success and happiness

1. Make a wish list
2. Do your homework, research prospects
3. Create your Resume/CV – be authentic
4. Build your Tool Box – bring all identities
5. Practice rocking your interview
6. Interview the company
7. Personal Recommendations – the real you
8. Be active on social media – be relevant
9. Don't get discouraged –



If it doesn't feel right, don't be there!

Embrace your uniqueness and all your identities. Be an “unhidden figure”.



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Where are the other people like me?

I feel alone

I don't know any openly
LGBTQ people here

I don't know any transgender
people here

I am afraid to come out

Maybe this profession is not
welcoming of people like me



Unwelcoming Work Environments:

- Heterosexist climate reinforces gender role stereotypes in workplace environment
- Culture encourages LGBTQ people to remain closeted at work
- General lack of awareness about LGBTQ issues among professionals and colleagues

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Welcoming Work
Environments:

Role models, Trail Blazers

Common Experience,
Networking

Mentors

Identify welcoming work
environments

Path to career success

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Location, Location, Location!

According to the Human Rights Campaign June 2018 report entitled [*Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide*](#):

Nearly half of LGBTQ people remain closeted at work. Why is this?



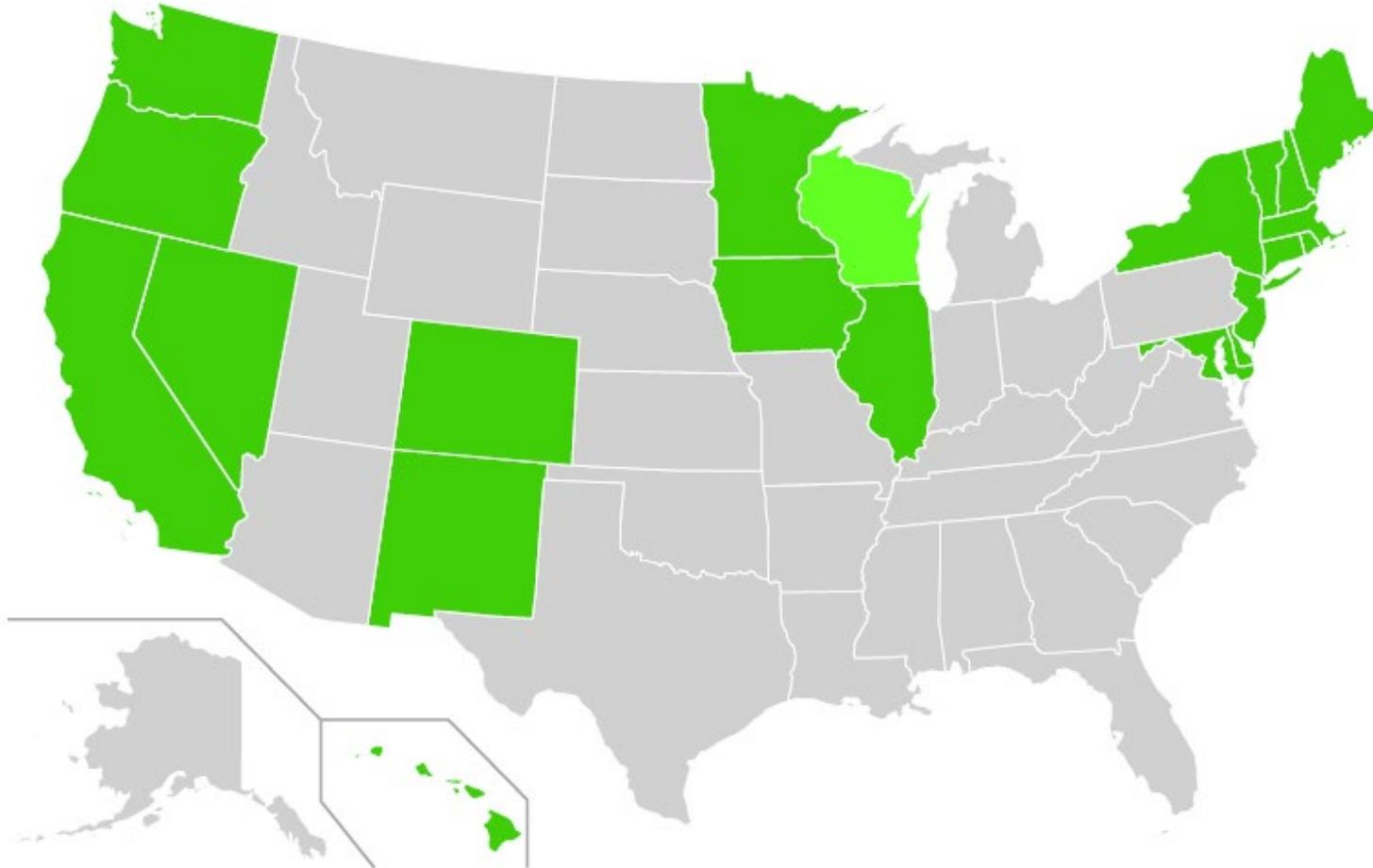
Let's look at some maps which may reveal some of the reasons for this.





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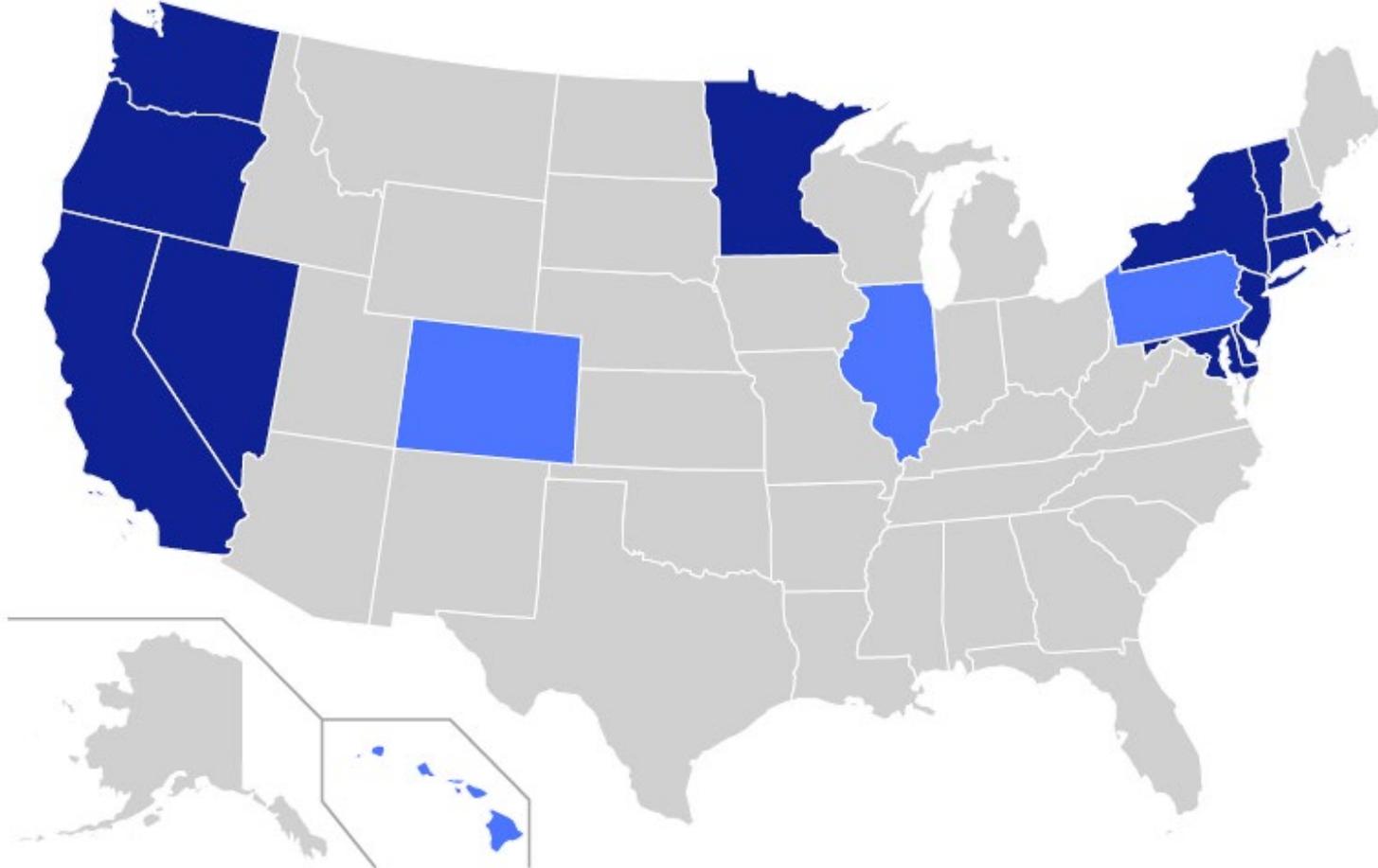
PUBLIC ACCOMMODATIONS





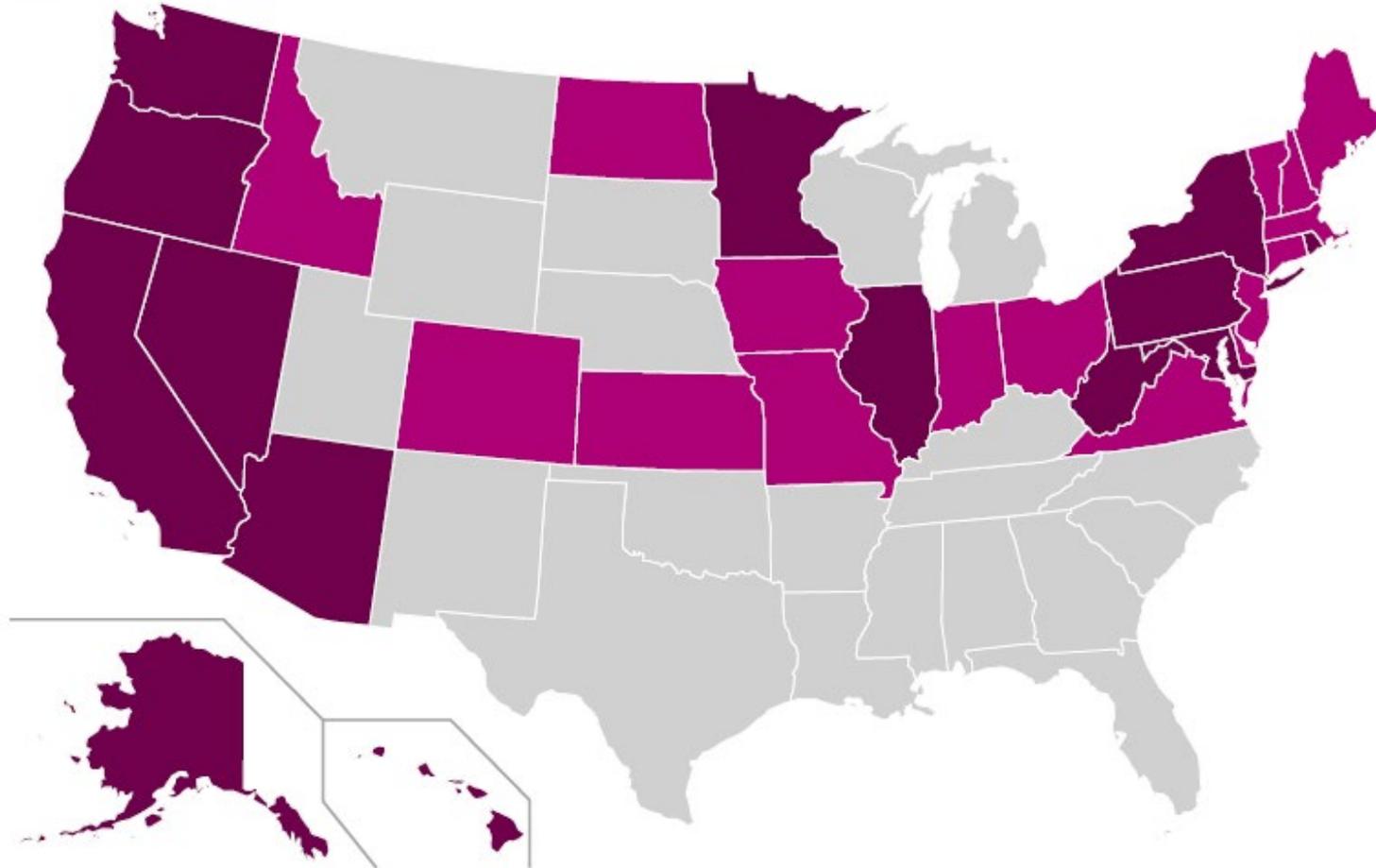
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TRANSGENDER HEALTHCARE





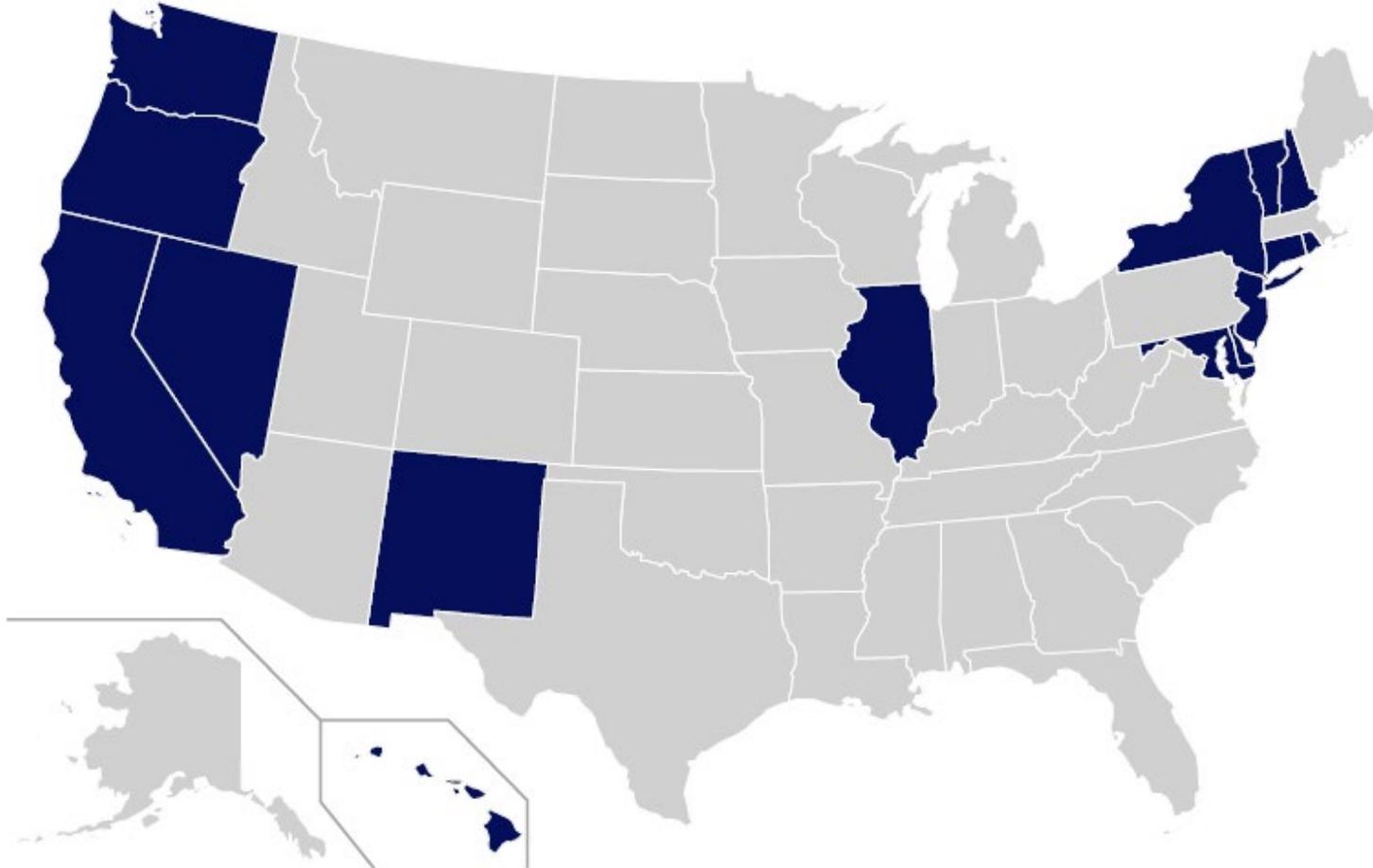
GENDER MARKER CHANGE ON IDENTIFICATION DOCUMENTS





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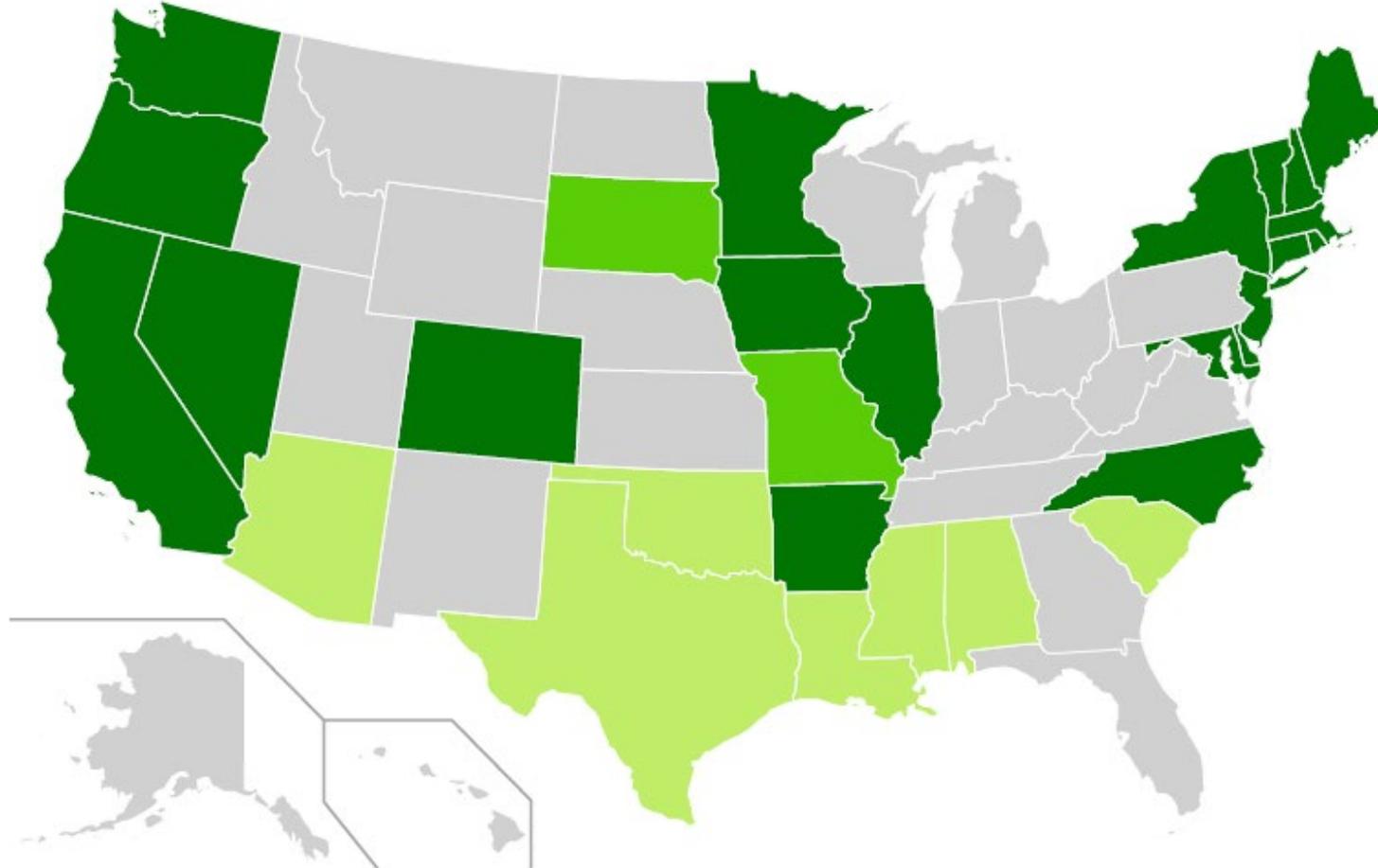
CONVERSION THERAPY





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SCHOOL ANTI-BULLYING



Understanding local norms and laws

- What are the norms in the states and countries in which you are looking?
- Are there specific laws that should be aware of, especially during relocations/international assignments?
 - Is homosexuality legal? Is same-sex marriage or domestic partnership legal?
 - Are there legal restrictions on collecting demographic data about sexual orientation?
 - Does the organization have an established policy for managing international assignments for employees who would be relocating with same-sex partners?
- If local laws are inconsistent with the company's culture, how can you ensure inclusivity in different states and abroad. Learn the ways in which these local norms and laws might impact your opportunities.

What LGBT-specific terminology is used in different national/cultural contexts in which the organization operates?

- Does the organization use inclusive language in invitations and for social/business networking functions (e.g., “partner” rather than “husband” or “wife”)?
- Do senior leaders in the organization model inclusive behavior toward LGBTQ staff? Do they evaluate and implement stated company’s values?
- What behaviors/actions are valued in the organization? Do any of these exclude LGBTQ people?
- Has the organization engaged in community outreach or participated in/sponsored LGBT-themed events?



Reaching Out

Find LGBTQ organizations in the area and make contact with their staff members and ask:

- Does the organization you are looking at publicize job openings to LGBTQ centers or organizations?
- Does the organization connect with universities in the area to encourage LGBTQ students to attend recruitment events at LGBTQ conferences such as NOGLSTP's Out to Innovate Summit, oSTEM's National Conference, Out for Undergrads Conferences, campus career fairs, Pride events and professional society diversity events?
- Do they provide internship opportunities for LGBTQ and other underserved individuals?

Outside Organizations and Ratings

- Human Rights Campaign Equality Index – rates company climate
- Campus Pride – rates university and college climate
- Out and Equal Workplace Advocates – summits provide a chance to meet diverse and inclusive companies
- Pride At Work is a nonprofit organization that represents LGBTQ union members and their allies.



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Professional Ways to Be Out and Open During an Interview

- It's important to be both forthright (in order to understand the environment) but not feel like you are forcing the issue
- Share your LGBTQ organizational leadership on your resume
- Plan for stories/examples of your leadership or commitment in an LGBTQ context
- Decide if you are comfortable talking about a partner or spouse
- Provide your pronouns on your resume
- Discuss your interest or commitment to a diverse workplace and diversity and inclusion efforts

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Interview the Company

- Ask questions that reflect your research into the company and the position.
- Ask questions that will help you to assess if the job and culture will work well for you.
- Ask for an interview with someone from HR so that you have a chance to ask direct questions about LGBTQ policies.
- Meeting with the HR rep is a chance to ask questions about things like leave policy, maternity/paternity/adoption policies, and domestic partner policies.

Welcoming Clues – some questions to ask

- Does organization have LGBTQ anti-discrimination policy statements which are publicly available on the company's internal and/or external website?
- Does the institution ensure that LGBTQ individuals aren't negatively affected by existing policies?
- Are there gender-neutral dress codes for the workforce? Are gender-neutral restrooms available?
- Do policies include "gender identity and expression" as a protected category?
- Are there transgender-inclusive healthcare benefits? Does the institution work closely with benefits carriers to ensure medical care related to the needs of LGBTQ individuals, especially for treatments related to gender transition?
- Does the organization offer comprehensive, organization-wide LGBTQ diversity and inclusion training? Does HR take an integral role in designing workplace sensitivity training programs to inform staff about existing and new policies?
- Are there diversity-focused employee resource or affinity groups?
- Does it participate in benchmarking or other types of evaluation of the organization's LGBTQ demographics and/or inclusiveness?

- Does the prospective employer encourage mentoring within the organization and also participate in outside programs, such as NOGLSTP's MentorNet program through Great Minds in STEM as either mentors or mentees?
- Does it connect with outside organizations such as NOGLSTP-Campus?
- Talk with people and get recommendations from people who work there.
- Use social media to monitor possible problems.

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Places to search

- <https://www.hercjobs.org/>
- <https://alllgbtjobs.com/>
- outandequal.org/lgbt-careerlink/
- tjobbank.com/
- <https://www.outpronet.com/>
- <https://pink-jobs.com/>

NOGLSTP - DRIVING DIVERSITY AND INCLUSION IN STEM

Visit us at:

noglstp.org

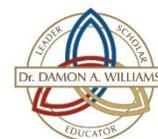
A professional society for LGBTQ People in STEM

Out to Innovate™ Summits

- The nation's first STEM career conference for LGBTQ people
 - Workshops, career fair
 - Networking, mentoring
 - Student research poster contest
- October 2010, Los Angeles, CA
- October 2012, Columbus, OH
- November 2014, Atlanta, GA
- March 2017, Danvers, MA
- **March 2019, Los Angeles, CA**



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Q&A



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