

JOB SEARCHING WHILE LGBTQIA+

Milestone 3
PROMOTE
Develop Your Brand



What are some things to consider while searching for a position as a member of the LGBTQIA+ community?

The decision if or when to disclose is up to you. While doing research on an organization, look for indications they actively support LGBTQIA+ employees such as:

- Pronouns after email signatures & inclusive language in digital and print materials
- Active affinity groups, company diversity statements, active company financial support to gender affirming organizations
- Offering gender affirming healthcare benefits including mental health physical health benefits for hormone therapy, gender confirmation surgery, etc.
- Physical signs in the office environment such as pride flags, pronoun pins, office Safe Zone or Trans Zone training stickers, etc.

What are questions I can ask a potential employer to make sure a position is right for me?

- How do you currently support LGBTQIA+ employees?
- If I will be the first, what kind of support or mentorship can I expect?
- Can you tell me how your company maintains active involvement in diversity trainings and education?

What are questions I can ask if I don't want to disclose, but still want to know how employers support my community?

- Can you give me an example of how you have encouraged employees to be their authentic selves at work?
- I would love to promote a welcoming space in my office for marginalized folks if I were to work here. Is this something employees currently do?

What are some websites I can use to find more information on this topic?

- Human Rights Campaign: **Corporate Equality Index**
- Sexual Orientation & Gender Identity Employment Law: **State Map**
- National Center for Transgender Equality: **Health Coverage Guide**
- Guilford Green Foundation: **Local Business and Resource Guide**