LGBTQ & JOB SEARCH / CAREER DEVELOPMENT

All job seekers have choices to make when looking for jobs, creating a resume and choosing an employer that is right for them. Those who are also part of the LGBTQ community may also need to factor in how to incorporate their sexual identity or gender identity into their job search. It is important to know there are resources to help you make smart choices that are right for your individual situation, including the Fleishman Center!

The professional staff at the Fleishman Center has a commitment to inclusiveness, meaning you can feel comfortable and confident when approaching them about questions you may have regarding sexual identity and career development. In addition, the Fleishman Center has been a leader in offering resources for students in the LGBTQ community, and as a result, was recognized in 2010 with Gold Level Certification by Out for Work’s Career Center Certification Program (CCCP), their highest level of recognition. The CCCP is the first program designed to assess the quality, quantity and availability of career resource materials for LGBTQ students. Gold certification was awarded based on the availability of resources focused on how to be “out” in the workplace and the quality of LGBTQ materials available to students at Binghamton University. Out for Work has recognized the Fleishman Center for our commitment to the LGBTQ community in every subsequent year as well.

Do I or Don’t I “Out” Myself on my Resume or in an Interview?

As a member of the LGBTQ community, you need to decide if and how you want to factor the expression of your sexual identity into your resume writing and/or interview process. Although many people have become more open and accepting of the LGBTQ community, the stigma of being LGBTQ can still be experienced. This may impact your chances in the job market in various ways.

On your Resume:
In taking pride in your sexual identity, you may be involved in student groups and organizations that work toward building bonds and gaining equality for the LGBTQ community. Such involvement can provide great experience and many marketable skills that you would want to include on your resume, but listing this involvement would also announce your affiliation with the LGBTQ community. It is important that you make a decision about coming out on your resume or in an interview based on what is right for you. Below are two options for writing about your experience, both with and without exposing your association with an LGBTQ organization.

If you are ready to reveal your membership in a group that might lead an employer to question your sexual identity, then the example below is a fine way to capture an experience on your resume:

<table>
<thead>
<tr>
<th>Rainbow Pride Union at Binghamton University</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Director, August 2013-May 2015</strong></td>
</tr>
<tr>
<td>▪ Planned and executed many LGBTQ debates and discussions in weekly meetings.</td>
</tr>
<tr>
<td>▪ Organized annual Drag Show.</td>
</tr>
<tr>
<td>▪ Headed e-board which worked toward new students’ smooth transition into the university LGBTQ community.</td>
</tr>
</tbody>
</table>

If you choose not to reveal this level of detail, you may want to modify the statements to focus attention on your role and accomplishments, rather than the club’s support of LGBTQ students. The result may look like this:

<table>
<thead>
<tr>
<th>Director, August 2013-May 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RPU at Binghamton University</strong></td>
</tr>
<tr>
<td>▪ Planned and executed many debates and discussions in weekly meetings.</td>
</tr>
<tr>
<td>▪ Organized an annual campus-wide event.</td>
</tr>
<tr>
<td>▪ Headed an e-board which worked toward new students’ smooth transition into the university.</td>
</tr>
</tbody>
</table>

Bear in mind that anything you include on your resume is fair game for an employer to ask about in an interview. If you prefer not to make your affiliation with the LGBTQ community known, you might want to be more general or eliminate such experiences from your resume.
**In your Interview:**

It is important to understand how imperative first impressions are when it comes to interviews. The manner in which you present yourself is your decision. “Coming out” is an ongoing process. If you’ve already listed experiences or affiliations on your resume that could suggest your sexual orientation, you may or may not choose to also address LGBTQ-related issues (i.e. affinity groups) during the interview. Regardless of your decision, the important thing is to focus on your skills and qualifications for the position and not allow your sexual orientation to become the focus of the interview. If you have any questions or concerns about resumes and/or interviews and how you succeed with them while remaining true to yourself, be sure to visit the Fleishman Center during Walk-in hours.

**Walk-in Advising and Appointments**

Walk-in is one way students may meet with Fleishman Center staff and are available Monday–Friday during the academic year, with limited hours available during the winter and summer breaks. Many students use the walk-in advising hours for discussions about resumes, internship and job searching, and other topics that likely only need a brief conversation. For more complex questions, we also offer one-on-one appointments. To schedule a meeting with a staff member, login to your hireBING account and click the Calendar tab to schedule an appointment.

**Working Toward Workplace Change**

Along your journey of networking with professionals, you might hear about something called Affinity Groups. Many organizations sponsor affinity groups as a way to provide support in the workplace for different minority groups. Sometimes LGBTQ affinity group members within an organization are tapped to conduct outreach to prospective employees from their alma maters. When this happens, it signifies that an employer is looking to encourage individuals from the LGBTQ community to seek employment with their organization. This is one example of how some employers are working toward being more LGBTQ friendly when seeking new hires and shaping policies for existing employees. Want to know if a corporation has an affinity group? You can research the human resources pages of that business or look to the Human Rights Campaign (HRC) which has done some of the research for you. Visit [HRC’s Corporate Equality Index](https://www.hrc.org/) for more information.

**Some Things to Think About**

- Almost half the states and the District of Columbia have laws that currently prohibit sexual orientation discrimination in both public and private jobs: California, Colorado, Connecticut, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington, and Wisconsin.
- When looking for long-term employment, it is important to investigate what benefits are allotted to same-sex couples and transgender persons.
- Gay-friendly employers do exist! The *Corporate Equality Index* from the Human Rights Campaign Foundation contains information on gay-friendly corporations and the benefits they provide to their workers. This can be found in the Fleishman Center.
- For more information, visit the LGBTQ section of Fleishman Center’s website: [http://www2.binghamton.edu/career-development-center/students/lgbtq/index.html](http://www2.binghamton.edu/career-development-center/students/lgbtq/index.html)

**Fleishman Center Library Books that Speak Directly to LGBTQ Issues in Career Development**

- *Sexual Identity on the Job*, Ellis, Alan and Riggle, Ellen
- *Positively Gay*, Berzon, Betty
- *Profiles in Gay & Lesbian Courage*, Perry, Troy D.
- *Gays and Lesbians in Asia and the Pacific*, Sullivan, Gerard and Leong, Lawrence Wai-Teng
- *The State of the Workplace for Lesbian, Gay, Bisexual and Transgender Americans*, Human Rights Campaign Foundation
- *Straight Jobs, Gay Lives*, Friskopp, Annette
- *Sexual Orientation in the Workplace*, Zuckerman, Amy J.
- *The Rights of Lesbians, Gay Men, Bisexuals, and Transgender People*, Hunter, Nan D.
- *Lavender Road to Success*, Snyder, Kirk
- *Poisoned Ivy*, McNaron, Toni A. H.

*Special thanks to alumnus Michaelangelo Misseri, former English and Human Development major, Orientation Advisor, Resident Assistant, and LGBTQ advocate, who made major contributions to the development of this guide as a student.*

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