LGBTQ CAREER DEVELOPMENT
JOB MARKET AND WORKPLACE ISSUES
Safe Workplace

Comments from Lily Martis, Monster Jobs:

“Workplace equality is improving, but some employees, unfortunately, still face discrimination because of their sexual orientation and gender identity...
Safe Workplace

Comments from Lily Martis, Monster Jobs:
Of course, from a job seeker’s perspective, there are many good reasons to seek out employers with diverse workforces...
but the most important one is the way the employees are treated..
Everyone should feel like their workplace is a safe space.”
Working While Gay

Comments from Dan Woog, Gay Men Straight Jobs:

“Some LGBTQ employees are completely closeted at work and fully out at home....

For them, everyday is a demanding, energy-draining balancing act....

Still others are fully out in all facets of their lives...
Working While Gay

Comments from Dan Woog, Gay Men Straight Jobs:

Their experiences range from joyful to miserable...

For some being out at work has been easy...

For others, coming out on the job remains the most frightening thing they have ever done.”
Out at Work

Comments from Kyle Knight & Todd Sears, Huffington Post:

“The workplace is full of mixed messages for LGBT people...

Studies tell us that openness at work is a good thing, but outing oneself on a résumé could jeopardize getting an interview...
Out at Work

Comments from Kyle Knight & Todd Sears, Huffington Post:

Companies have LGBTQ recruiting and outreach, but there is a shortage of out people at the top tier of companies.”
LGBTQ Career Success

Glass Ceiling...
Discrimination and oppression against women in the workplace that impedes their professional advancement and career success

Lavender Ceiling...
Discrimination and oppression against LGBTQ people in the workplace that impedes their professional advancement and career success
LGBTQ Career Success

Glass Closet...
LGBTQ managers and executives who hide their sexuality for fear it will impede their professional advancement and career success
LGBTQ Career Success

Comments from John Browne, CEO of BP Oil:

“The presumption in the business world is that everyone is straight and that a man will have photographs on his desk of his wife and kids...

But hiding your sexuality is something that takes away from your overall productivity...

Coming out is good for business.”
LGBTQ Career Success

John Browne
CEO of BP Oil

Tim Cook
CEO of Apple Computers

Alan Joyce
CEO of Qantas Airlines

Robert Hanson
CEO of American Eagle Outfitters
LGBTQ Career Success

Joseph Evangelisti
CEO of JP Morgan Chase

Peter Thiel
Co-Founder of PayPal

Louis Vega
Senior Executive at Dow Chemical

Alex Schultz
VP of Facebook
LGBTQ Career Success

Inga Beale
CEO of Lloyd’s of London

Antonio Simoes
CEO of HSBC Bank

Claudia Brind-Woody
VP at IBM

Beth Brooke-Marciniak
VP at Ernst & Young
LGBTQ Career Success

Beth Ford
CEO of Land O’ Lakes
Other Prominent LGBTQ Professionals

- Rachel Maddow / MSNBC
- Elton John / Pop Music Star
- Anderson Cooper / CNN
- Duvall Patrick / Governor (Mass)
- Caitlyn Jenner / Olympic Runner
- James Baldwin / Author
- Don Lemon / CNN
- Chely Wright / Country Music Star
- Michael Sam / NFL Football Player
Other Prominent LGBTQ Professionals

Billie Jean King / Tennis Player
Jim Parsons / Actor
Cole Porter / Composer
Christian Dior / Fashion Designer
Neil Patrick Harris / Actor
Alan Turing / Mathematician
Ricky Martin / Pop Music Star
Wanda Sykes / Comedian
Robin Roberts / Good Morning America
Other Prominent LGBTQ Professionals

Jim McGreevy / New Jersey Governor
Greg Louganis / Olympic Swimmer
Tammy Baldwin / US Senator (Wis)
David Rae / Financial Expert
Gene Robinson / Episcopal Bishop
Annie Leibovitz / Photographer
Tennessee Williams / Playwright
Truman Capote / Writer
Giorgio Armani / Fashion Designer
Other Prominent LGBTQ Professionals

Suze Orman / Financial Expert
Jason Collins / NBA Basketball Player
Sally Ride / Astronaut
Shepard Smith / FOX News
Martina Navratilova / Tennis Player
Ellen DeGeneres / Television Star
Patricia Todd / Alabama Legislator
Tammy Smith / Army General
BD Wong / Actor
Janet Mock / People Magazine
LGBTQ Non-Discrimination Bill

US Senate Health & Labor Committee Chaired by Senator Tom Harkin (Democrat from Iowa)

US Senate Bill 811 Employment Non-Discrimination Act (ENDA)
LGBTQ Non-Discrimination Bill

The bill would create a federal ban on discrimination against LGBTQ people in the workplace.

The measure has been introduced in every congressional session since 1994.
LGBTQ Non-Discrimination Bill

*Comments from Senator Tom Harkin:*

“It is long past time to eliminate bigotry in the workplace and to ensure equal opportunity for all Americans.

It is time to make clear that lesbian, gay, bisexual, and transgender Americans are first class citizens.
LGBTQ Non-Discrimination Bill

Comments from Senator Tom Harkin:

They are full and welcome members of our American family and they deserve the same civil rights protections as all other Americans.

It is time for us to prohibit discrimination based on sexual orientation and gender identity.

Such discrimination is wrong and should not be tolerated.”
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

“Here in the United States, we're united by a fundamental principle: we're all created equal and every single American deserves to be treated equally in the eyes of the law...
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

We believe that no matter who you are, if you work hard and play by the rules, you deserve the chance to follow your dreams and pursue your happiness...
That's America's promise...
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

That's why, for instance, Americans can't be fired from their jobs just because of the color of their skin or for being Christian or Jewish or a woman or an individual with a disability... That kind of discrimination has no place in our nation...

And yet, right now, in many states a person can be fired simply for being lesbian, gay, bisexual, or transgender....
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

As a result, millions of LGBTQ Americans go to work every day fearing that, without any warning, they could lose their jobs... not because of anything they've done, but simply because of who they are...

It's offensive... It's wrong... And it needs to stop, because in the United States of America, who you are and who you love should never be a fireable offense...
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

That's why Congress needs to pass the Employment Non-Discrimination Act, also known as ENDA, which would provide strong federal protections against discrimination, making it explicitly illegal to fire someone because of their sexual orientation or gender identity...

It ought to be the law of the land...
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

Americans ought to be judged by one thing only in their workplaces... their ability to get their jobs done... Does it make a difference if the firefighter who rescues you is gay... or the accountant who does your taxes, or the mechanic who fixes your car?

If someone works hard every day, does everything he or she is asked, is responsible and trustworthy and a good colleague, that's all that should matter...
LGBTQ Non-Discrimination Bill

Comments from President Barack Obama:

Business agrees... The majority of Fortune 500 companies and small businesses already have nondiscrimination policies that protect LGBTQ employees...

These companies know that it's both the right thing to do and makes good economic sense... They want to attract and retain the best workers, and discrimination makes it harder to do that.”
Legal Protection

In 2015, the US Supreme Court determined in *Obergefell v. Hodges* that same-sex couples have a Constitutional right to marry nationwide...

With that ruling, businesses must provide marital benefits to an employee’s same-sex spouse as marital benefits (not a different system of coverage)
Legal Protection

Federal laws offer protections from workplace discrimination on the basis of race, color, religion, sex, national origin, age, and disability...

but do not offer these same protections on the basis of sexual orientation or gender identity
Legal Protection

Some states have passed laws to establish workplace protections for LGBTQ employees...

but only 22 states explicitly provide workplace protections on the basis of sexual orientation...

and 20 on the basis of gender identity
Legal Protection

Despite this patchwork of state laws and federal guidance...

private sector employers have far outpaced lawmakers in the implementation of fully inclusive non-discrimination polices
HRC Corporate Equality Index

*Human Rights Campaign*

*Best Places to Work for LGBTQ Equality*

National benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender, and queer employees
HRC Corporate Equality Index

*Human Rights Campaign*
*Best Places to Work for LGBTQ Equality*

Rating 1000 major US businesses in every industry and geography representing over 5000 major brands

Project began in 2002, surveying 300 companies
HRC Corporate Equality Index

Criteria 1
Non-Discrimination Policies:

- Equal employment opportunity policy including sexual orientation
- Equal employment opportunity policy including gender identity
HRC Corporate Equality Index

Criteria 2
Benefits for LGBTQ Workers and Their Families:

- Equivalent spousal and partner medical benefits
- Parity between opposite sex and same sex spouses/partners regarding life insurance, bereavement leave, relocation, adoption assistance, retirement plans, survivor benefits
- Transgender inclusive healthcare coverage
HRC Corporate Equality Index

Criteria 3
Organizational LGBTQ Competency:

- Internal education and training to promote LGBTQ inclusivity
- Accountability metrics to promote LGBTQ inclusivity
- Employee group or diversity council
HRC Corporate Equality Index

Criteria 4
Public Commitment to LGBTQ Equality:

- Recruiting efforts aimed at LGBTQ candidates
- Advertising and marketing to LGBTQ consumers
- Philanthropic support of LGBTQ organizations
### HRC Corporate Equality Index

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<tbody>
<tr>
<td><strong>Fortune 500 Companies</strong></td>
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<tr>
<td><strong>Non-Discrimination Policies</strong></td>
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<tr>
<td><strong>Sexual Orientation</strong></td>
<td>61%</td>
<td>88%</td>
<td>91%</td>
<td>93%</td>
<td>92%</td>
<td>91%</td>
</tr>
<tr>
<td><strong>Gender Identity</strong></td>
<td>3%</td>
<td>25%</td>
<td>61%</td>
<td>75%</td>
<td>82%</td>
<td>83%</td>
</tr>
</tbody>
</table>
HRC Corporate Equality Index

2018 CEI Report

609 companies earned a perfect score
(13 companies in 2002)

230 Fortune 500 companies earned a perfect score
(199 companies in 2017)
HRC Corporate Equality Index

2018 CEI Report

Non-Discrimination Policies
95% Sexual Orientation Protections
93% Gender Identity Protections

Equal Benefits
79% Transgender Inclusive Healthcare
(0% in 2002)
(9% in 2010)
HRC Corporate Equality Index

2018 CEI Report

Organizational LGBTQ Competency

83% LGBTQ Diversity Training
(54% in 2002)
(76% in 2010)

89% LGBTQ Employee Group or Diversity Council
(40% in 2002)
(78% in 2010)
HRC Corporate Equality Index

2018 CEI Report

Companies That Earned a Perfect Score

127  Law Firms
79   Banking/Financial Services
43   Retail/Consumer Products
41   Insurance
32   Consulting/Business Services
29   Food/Beverage/Groceries
21   Manufacturing
21   Healthcare
HRC Corporate Equality Index

2018 CEI Report

Companies That Earned a Perfect Score

18  Pharmaceuticals
17  Advertising/Marketing
17  Computer Software
17  Energy/Utilities
15  Internet Services
14  Entertainment/Electronic Media
12  Computer/Data Services
12  Hotels/Resorts/Casinos
HRC Corporate Equality Index

2018 CEI Report

Companies That Earned a Perfect Score

10  Aerospace/Defense
10  Automotive
10  Telecommunications
8   Apparel/Fashion/Textiles/Dept Stores
8   Chemicals/Biotechnology
6   Airlines
5   Oil/Gas
4   Computer Hardware/Office Equipment
HRC Corporate Equality Index

2018 CEI Report

Companies That Earned a Perfect Score

4  Transportation/Travel
3  Real Estate
2  Education/Childcare
2  Engineering/Construction
2  Home Furnishing
2  Mining/Metals
1  Hospitals/Medical Facilities
1  Colleges/Universities
LGBTQ Friendly Companies

Wal-Mart  Verizon  Dow Chemical
Chevron  Nestle Purina  Deloitte
Starbucks  Proctor & Gamble  Marriott
Apple Computers  Sony  Johnson & Johnson
General Motors  Wells Fargo  UPS
Macy's  Time Warner  Campbell's Soup
Coca-Cola  Home Depot  Pepsico
Goldman Sachs  JC Penney  Walt Disney
American Airlines  McDonald's  Hyundai
CVS Health  Hasbro  New York Life
Toys R Us  Accenture  General Electric
LGBTQ Friendly Companies

AT&T
Toyota
General Mills
Barnes & Noble
Anheuser-Busch
Google
Levi Strauss
Mattel
Nationwide
Ford Motor

Nike
American Eagle
IBM
Hewlett Packard
Shell Oil
Boeing
Colgate Palmolive
MetLife
Glaxo Smith Kline

Morgan Stanley
Hershey
Ben & Jerry's
Ernst & Young
United Airlines
Netflix
Delta Airlines
Hallmark Cards
# LGBTQ Most Friendly States

<table>
<thead>
<tr>
<th>Rank</th>
<th>State</th>
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<tbody>
<tr>
<td>1</td>
<td>Maryland</td>
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<tr>
<td>2</td>
<td>Massachusetts</td>
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<tr>
<td>3</td>
<td>Nevada</td>
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<td>4</td>
<td>Minnesota</td>
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<td>5</td>
<td>New York</td>
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<td>6</td>
<td>Washington</td>
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<td>7</td>
<td>Illinois</td>
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<td>8</td>
<td>California</td>
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<tr>
<td>9</td>
<td>Connecticut</td>
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<tr>
<td>10</td>
<td>Kentucky</td>
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</table>

**Top Ten**

Based on Percent of Companies Receiving High Marks for LGBTQ Equality
LGBTQ Least Friendly States

<table>
<thead>
<tr>
<th>Rank</th>
<th>State</th>
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<tbody>
<tr>
<td>41</td>
<td>Pennsylvania</td>
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<tr>
<td>42</td>
<td>Florida</td>
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<td>43</td>
<td>Virginia</td>
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<td>Missouri</td>
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<td>Nebraska</td>
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<td>Texas</td>
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<td>Tennessee</td>
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<td>Arkansas</td>
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<td>49</td>
<td>Arizona</td>
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<td>50</td>
<td>Colorado</td>
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**Bottom Ten**

Based on Percent of Companies Receiving Low Marks for LGBTQ Equality
Job Market Strategies

Critical Questions

How out do I want to be?

How much should I include on my resume?

How much should I reveal in my interview?

How do I avoid discrimination?

How do I find an LGBTQ friendly employer?
Job Market Strategies

How out do I want to be?

Does your work life and your personal life overlap or are they separate?

Does being out at work make you feel more authentic?

Does being closeted impact your energy, self-esteem, or motivation?
Job Market Strategies

How much should I include on my resume?

Resumes are about qualifications, technical requirements, experience, and knowledge.

Consider your audience and what is relevant to your reader.

Highlight functions, skills, accomplishments.

Be generic when necessary.
Job Market Strategies

How much should I reveal in my interview?

Interviews are about personality, attitude, disposition, and fit

Highlight your work ethic, positive attitude, and willingness to work with others

Align with the culture of the organization

Display good etiquette and protocol
Job Market Strategies

How do I avoid discrimination?

Focus on your qualifications and work performance

First priority should be your dedication to the job and its requirements

Prove yourself as a valued employee first
Job Market Strategies

How do I find an LGBTQ friendly employer?

Research regions, states, cities, industries, and companies regarding policies and climate.

Check reports from HRC, PFLAG, ALGBTIC, Gay Yellow Pages.

Observe companies’ advertisements, sponsorships, and community involvement.
GOOD LUCK

Best Wishes and Much Success
QUEER CAFÉ

LGBTQ CAREER DEVELOPMENT
JOB MARKET AND WORKPLACE ISSUES