



**gay
at
work**

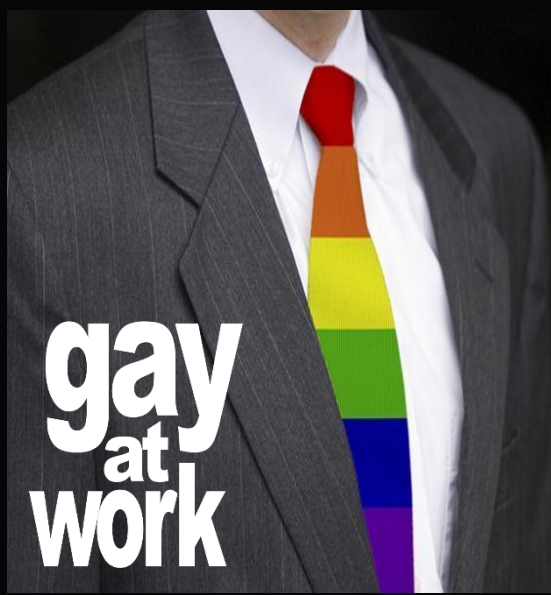
**LGBTQ CAREER
DEVELOPMENT**

JOB MARKET

AND

WORKPLACE

ISSUES



Safe Workplace

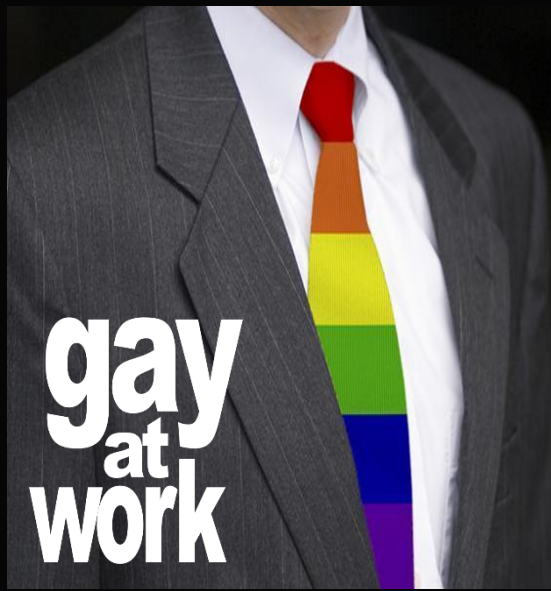
Comments from Lily Martis, Monster Jobs:

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Safe Workplace

Comments from Lily Martis, Monster Jobs:

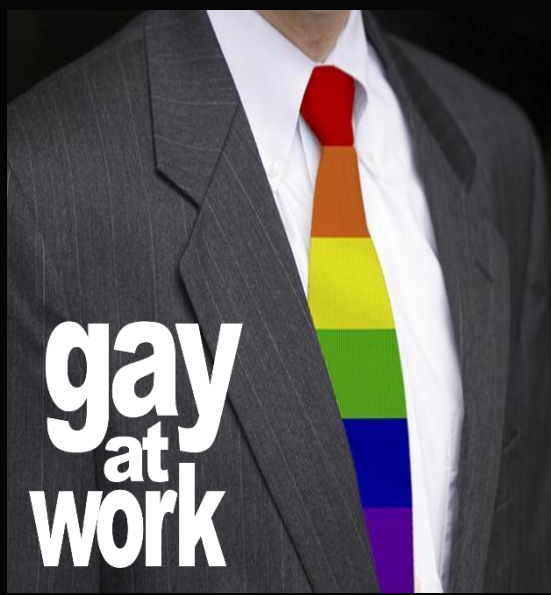
Of course, from a job seeker's perspective, there are many good reasons to seek out employers with diverse workforces...

but the most important one is the way the employees are treated..

Everyone should feel like their workplace is a safe space.”

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Working While Gay

*Comments from Dan Woog,
Gay Men Straight Jobs:*

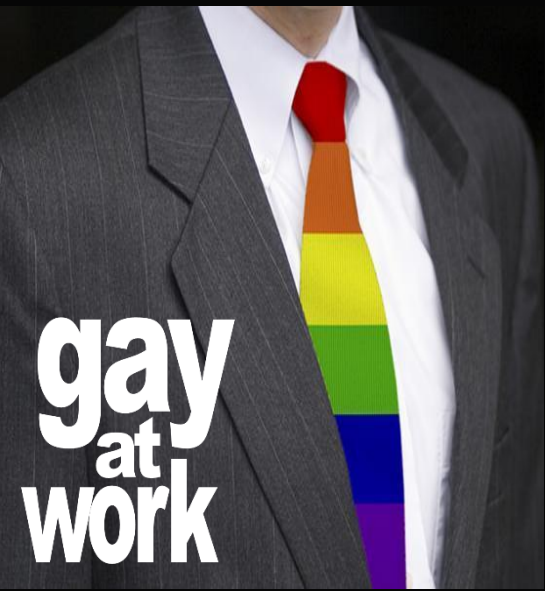
“Some LGBTQ employees are completely closeted at work and fully out at home....

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

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Working While Gay

*Comments from Dan Woog,
Gay Men Straight Jobs:*

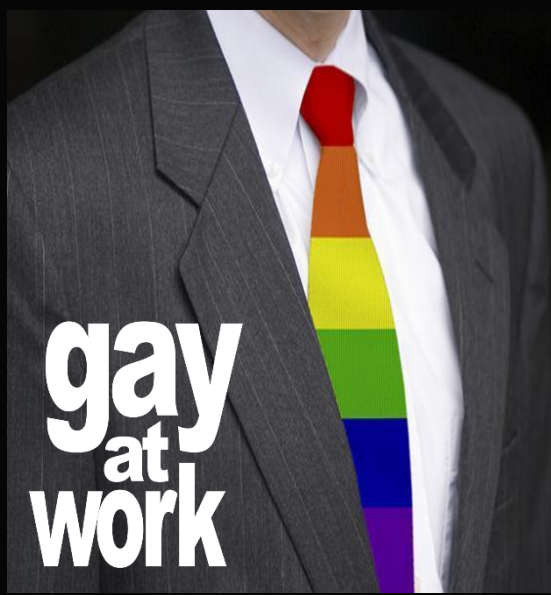
Their experiences range from joyful to miserable...

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.”

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Out at Work

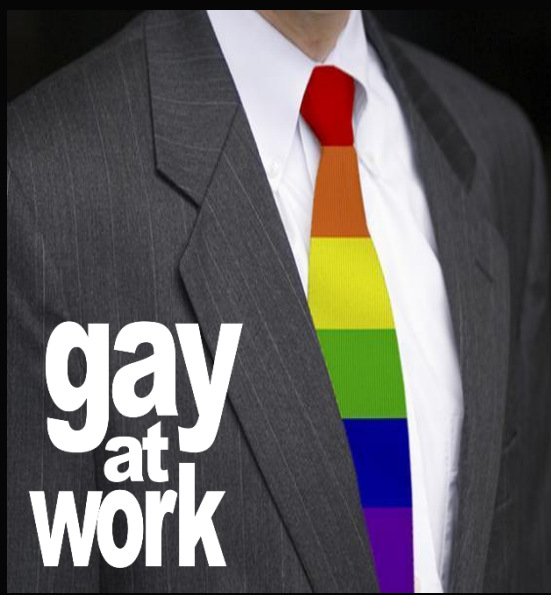
*Comments from Kyle Knight & Todd Sears,
Huffington Post:*

“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...

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Out at Work

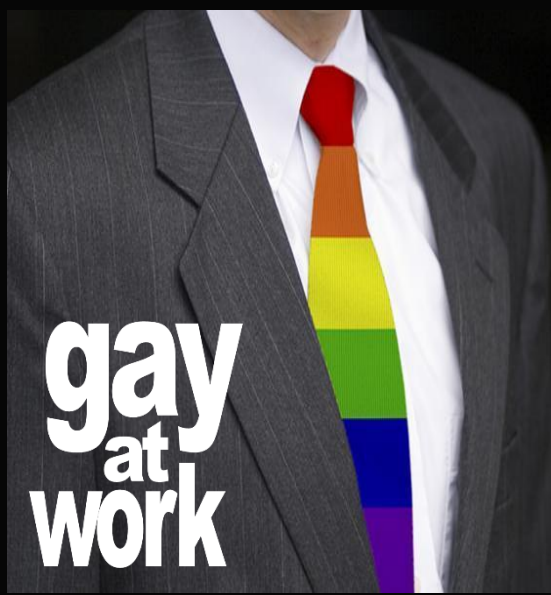
*Comments from Kyle Knight & Todd Sears,
Huffington Post:*

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Career Success

Glass Ceiling...

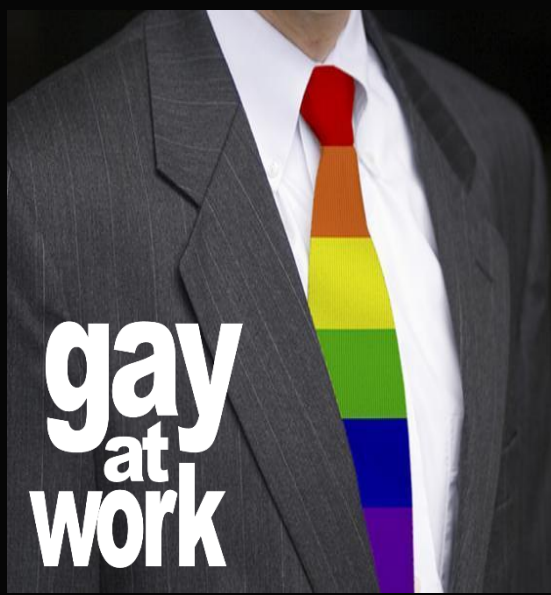
Discrimination and oppression against women in the workplace that impedes their professional advancement and career success

Lavender Ceiling...

Discrimination and oppression against LGBTQ people in the workplace that impedes their professional advancement and career success

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



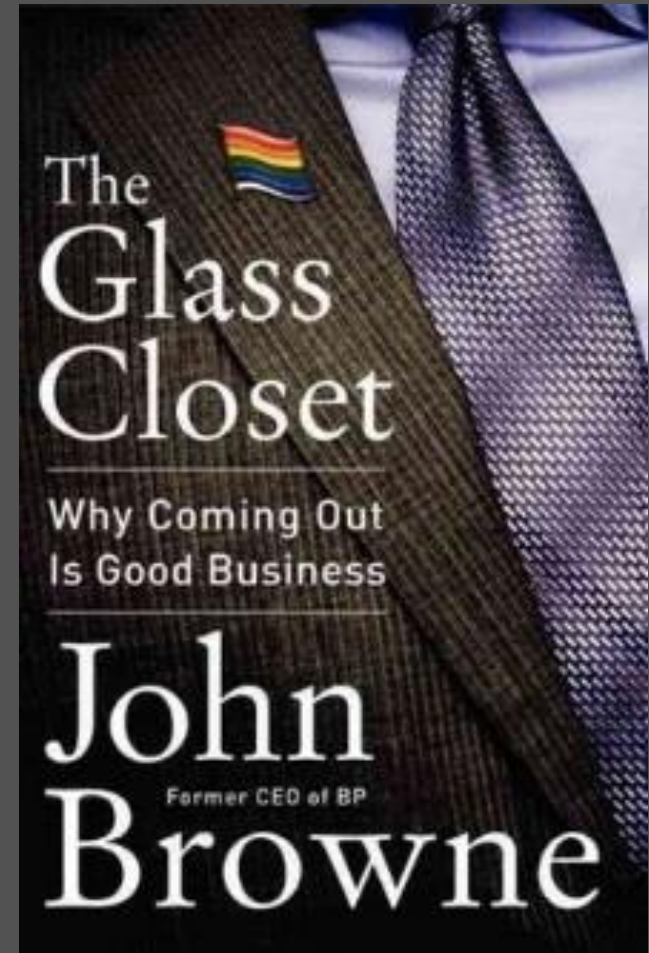
LGBTQ Career Success

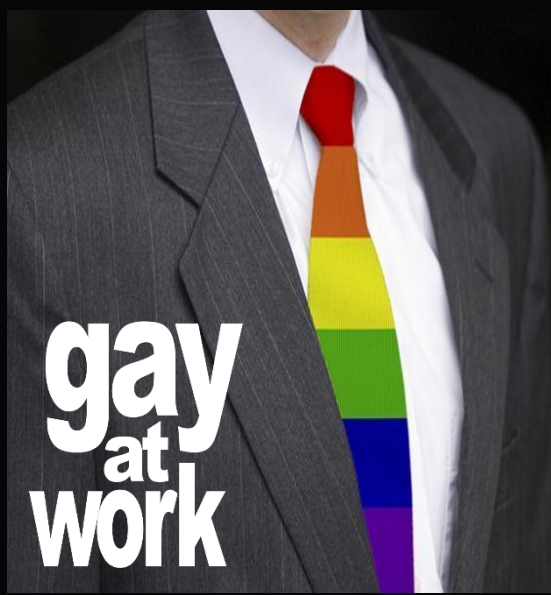
Glass Closet...

LGBTQ managers and executives who hide their sexuality for fear it will impede their professional advancement and career success

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**





LGBTQ Career Success

*Comments from John Browne,
CEO of BP Oil:*

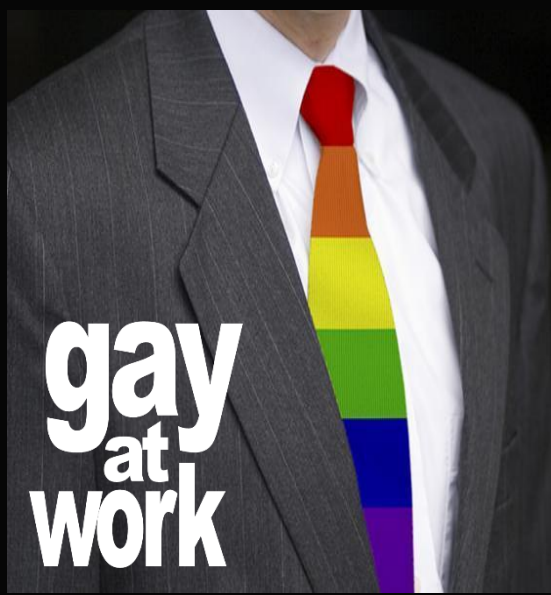
“The presumption in the business world is that everyone is straight and that a man will have photographs on his desk of his wife and kids...

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

Coming out is good for business.”

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Career Success

John Browne

CEO of BP Oil

Tim Cook

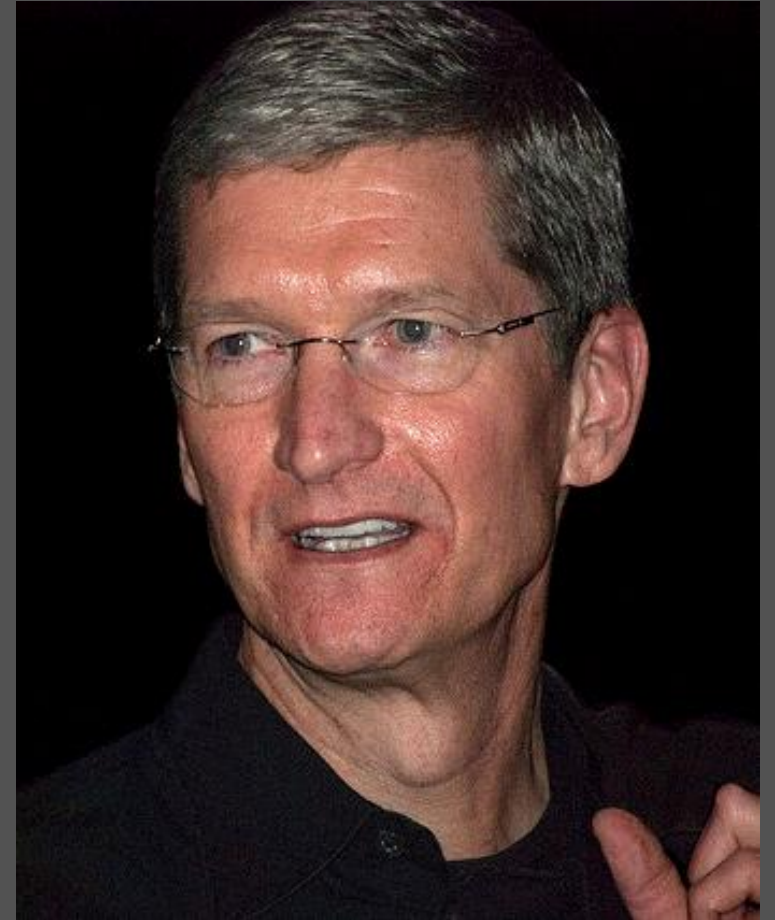
CEO of Apple Computers

Alan Joyce

CEO of Qantas Airlines

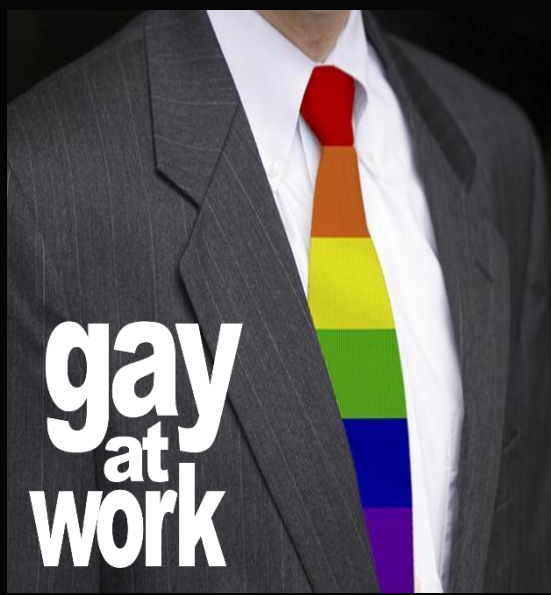
Robert Hanson

CEO of American Eagle
Outfitters



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Career Success

Joseph Evangelisti
CEO of JP Morgan Chase

Peter Thiel
Co-Founder of PayPal

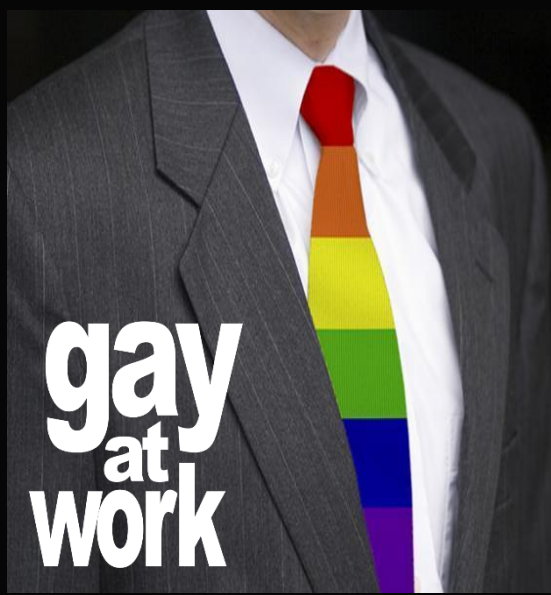
Louis Vega
Senior Executive at Dow Chemical

Alex Schultz
VP of Facebook



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Career Success

Inga Beale

CEO of Lloyd's of London

Antonio Simoes

CEO of HSBC Bank

Claudia Brind-Woody

VP at IBM

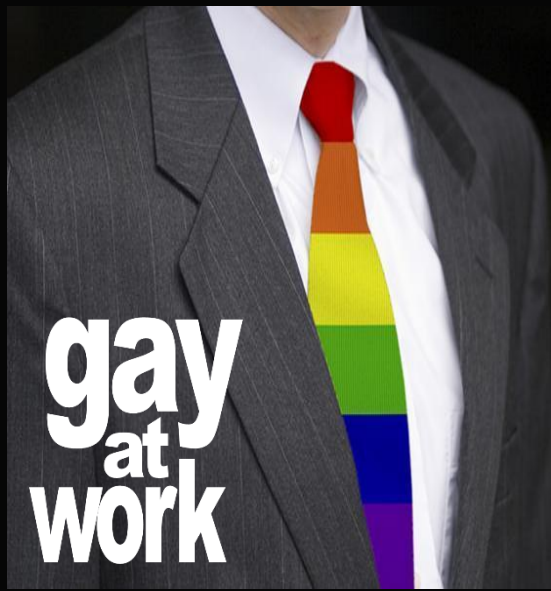
Beth Brooke-Marciniak

VP at Ernst & Young



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Career Success

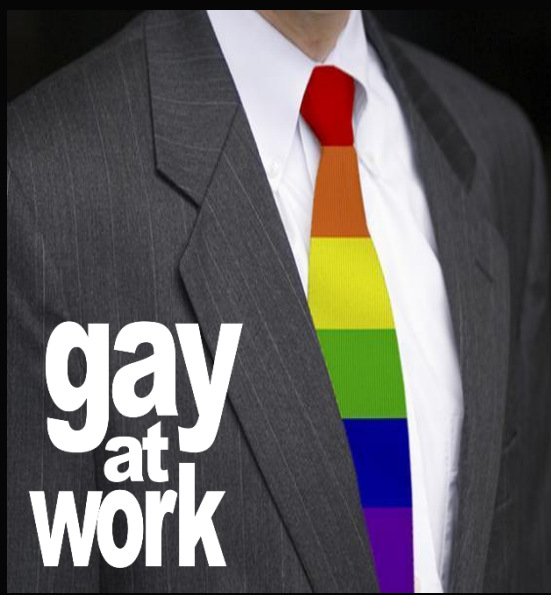
Beth Ford

CEO of Land O' Lakes

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**





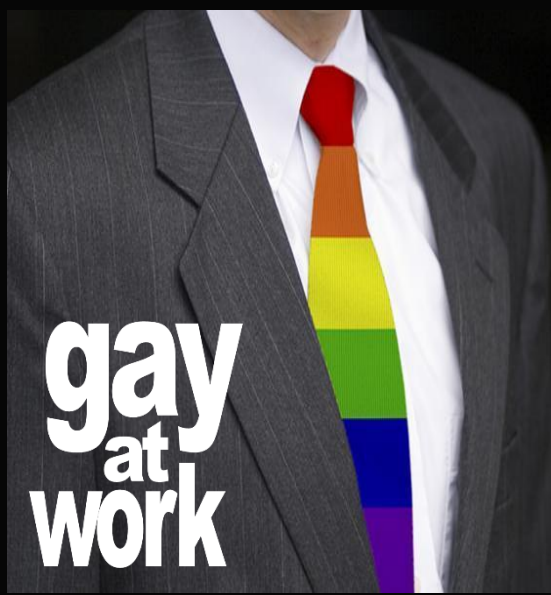
Other Prominent LGBTQ Professionals

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



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

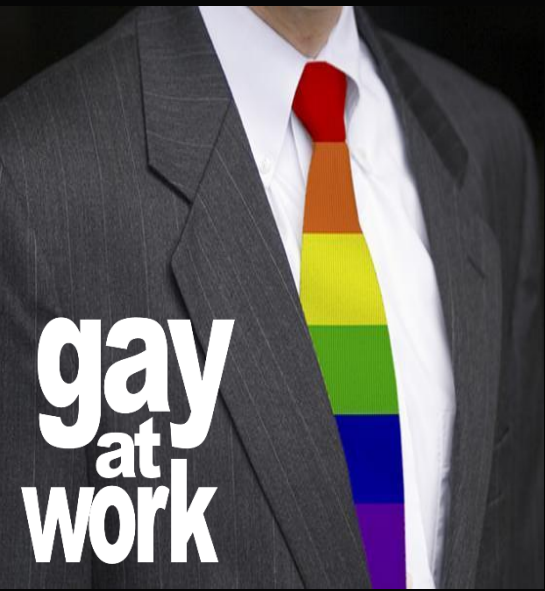
Wanda Sykes / Comedian

Robin Roberts / Good Morning America



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



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

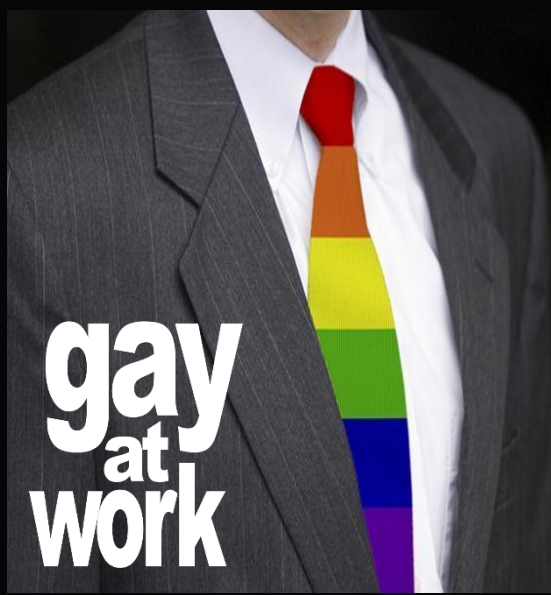
Truman Capote / Writer

Giorgio Armani / Fashion Designer



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



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

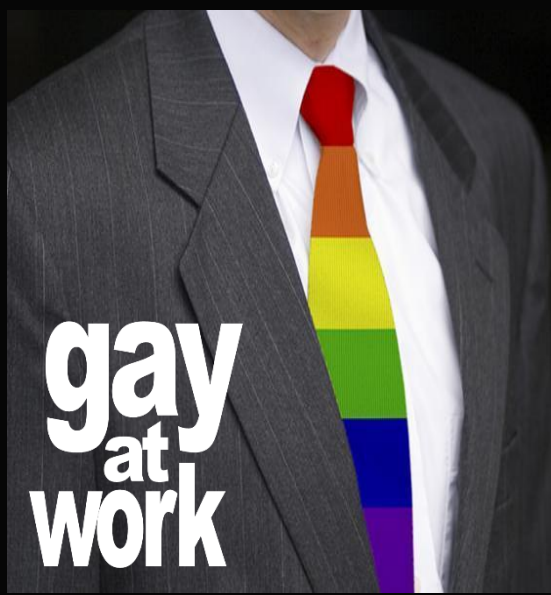
BD Wong / Actor

Janet Mock / People Magazine



**LGBTQ CAREER
DEVELOPMENT**

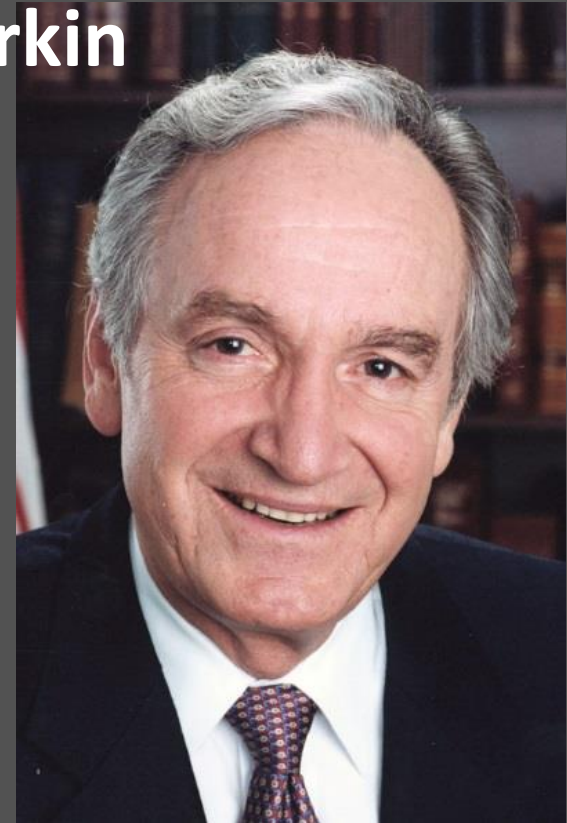
**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

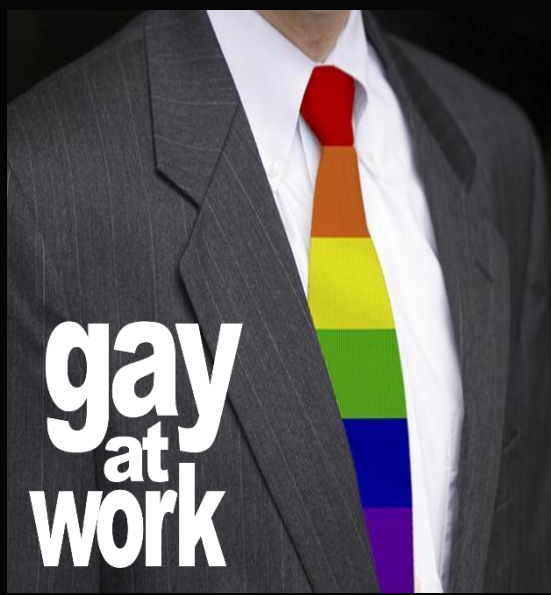
**US Senate Health & Labor Committee
Chaired by Senator Tom Harkin
(Democrat from Iowa)**

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



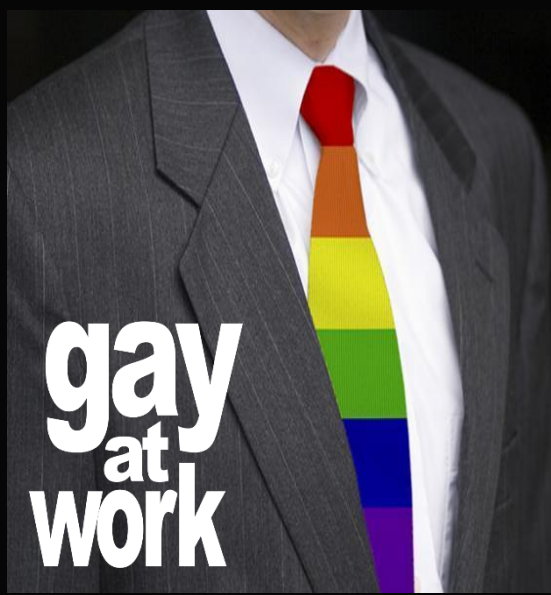
LGBTQ Non-Discrimination Bill

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

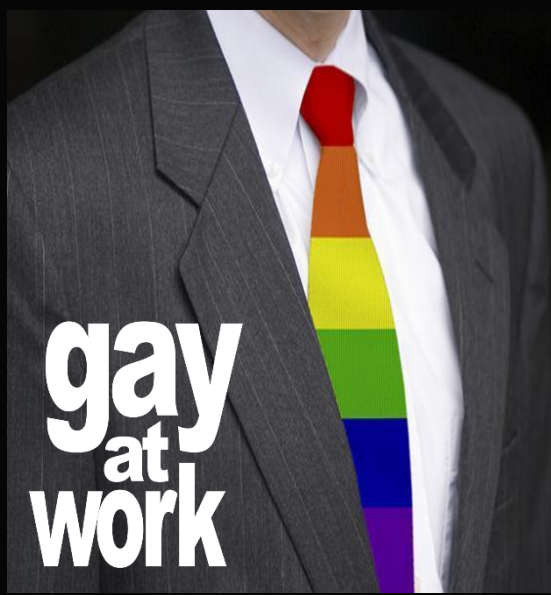
Comments from Senator Tom Harkin:

“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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

Comments from Senator Tom Harkin:

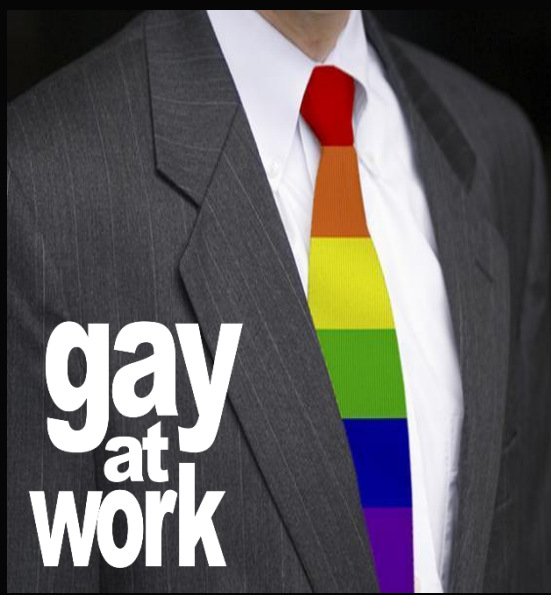
They are full and welcome members of our American family and they deserve the same civil rights protections as all other Americans.

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

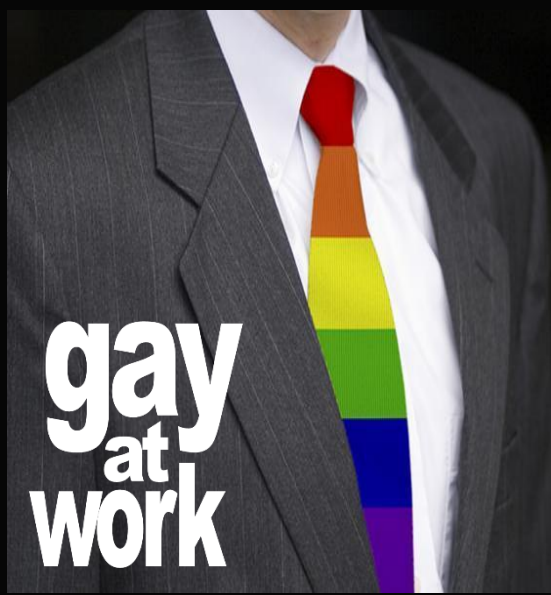
Comments from President Barack Obama:

“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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



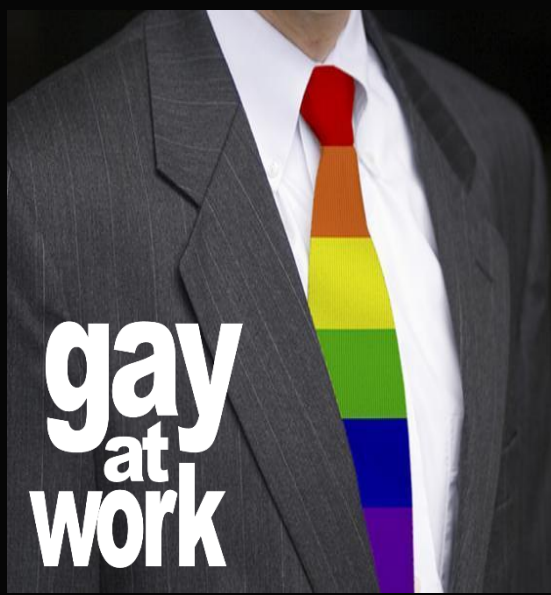
LGBTQ Non-Discrimination Bill

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

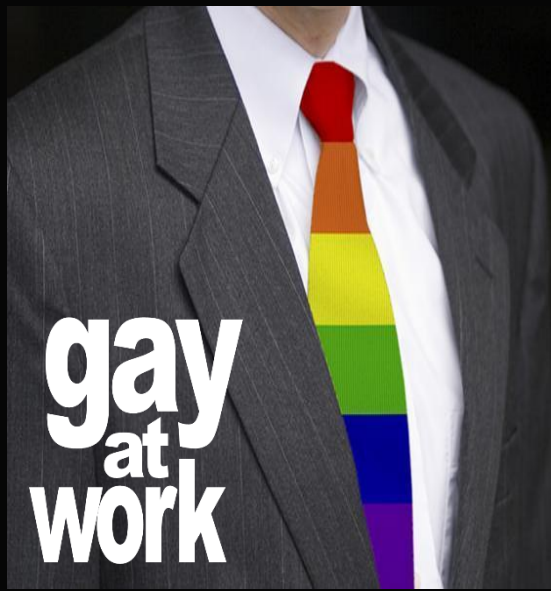
Comments from President Barack Obama:

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

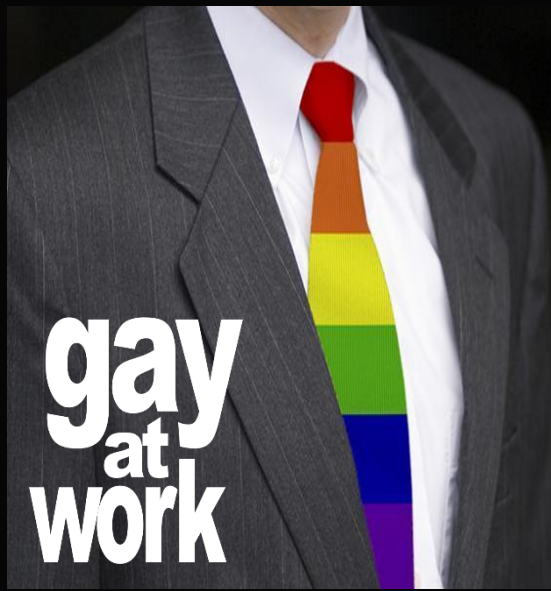
Comments from President Barack Obama:

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

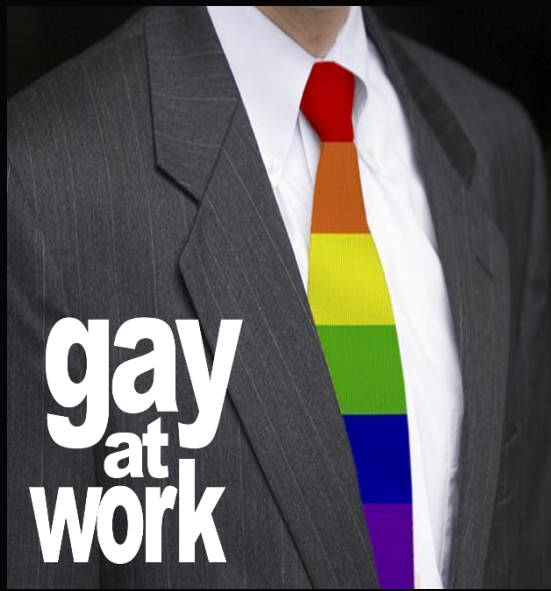
Comments from President Barack Obama:

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

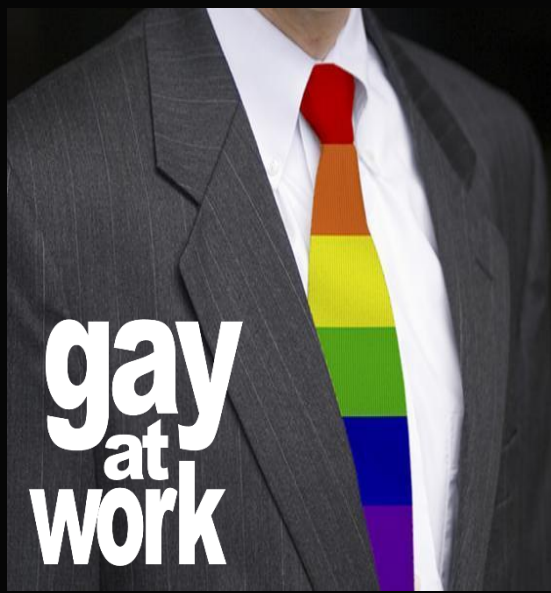
Comments from President Barack Obama:

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 CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Non-Discrimination Bill

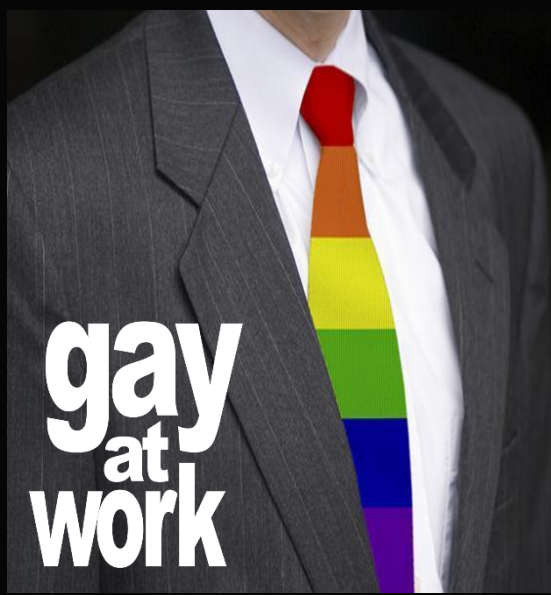
Comments from President Barack Obama:

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.”

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



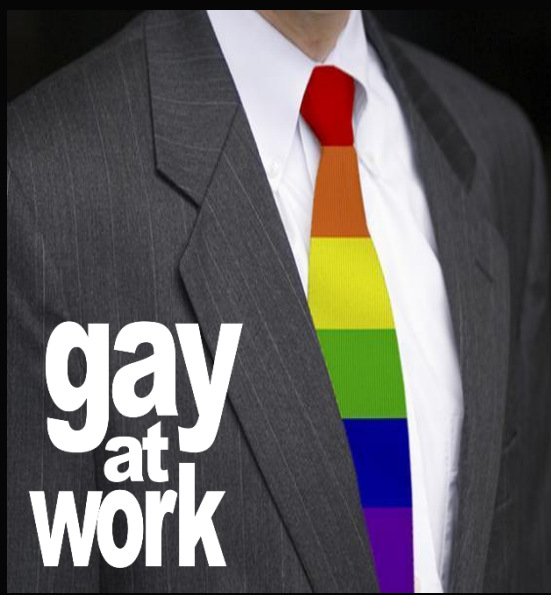
Legal Protection

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)

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Legal Protection

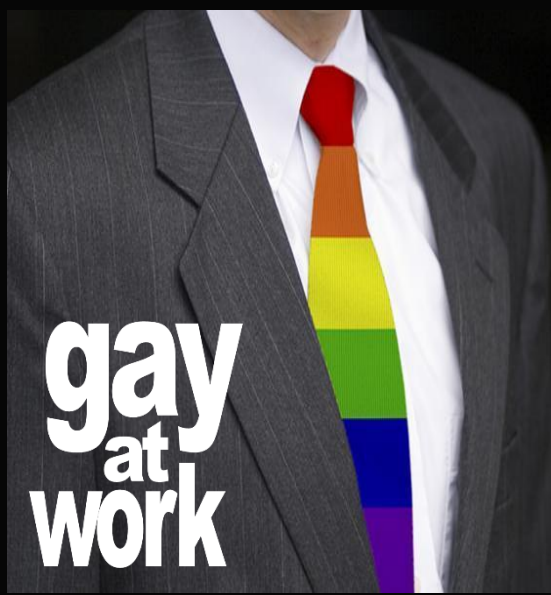
Federal laws offer protections from workplace discrimination on the basis of race, color, religion, sex, national origin, age, and disability...

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Legal Protection

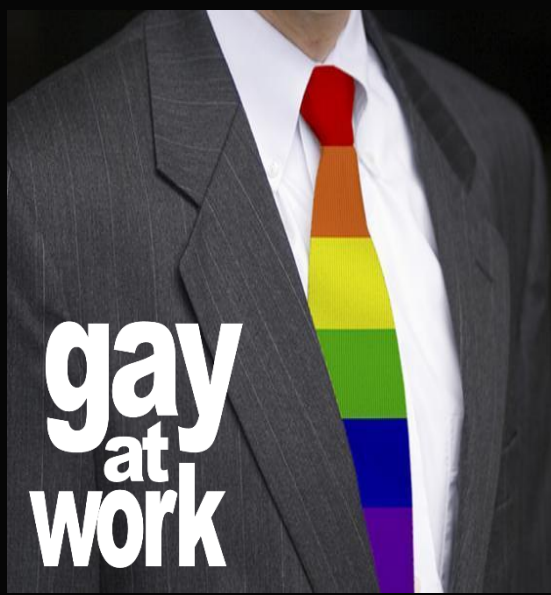
Some states have passed laws to establish workplace protections for LGBTQ employees...

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

and 20 on the basis of gender identity

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



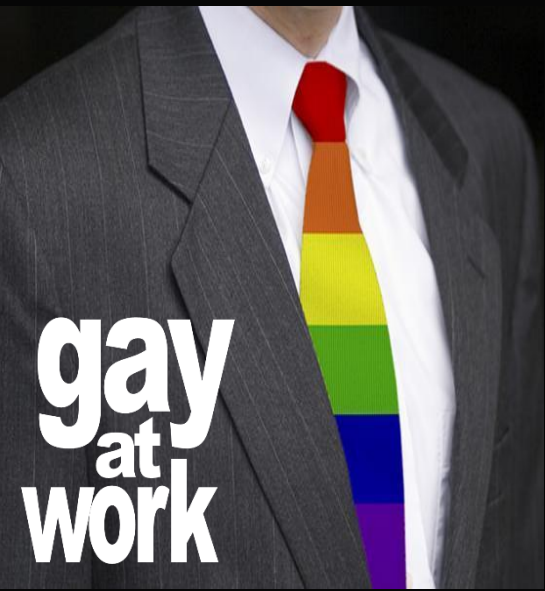
Legal Protection

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

private sector employers have far outpaced lawmakers in the implementation of fully inclusive non-discrimination policies

**LGBTQ CAREER
DEVELOPMENT**

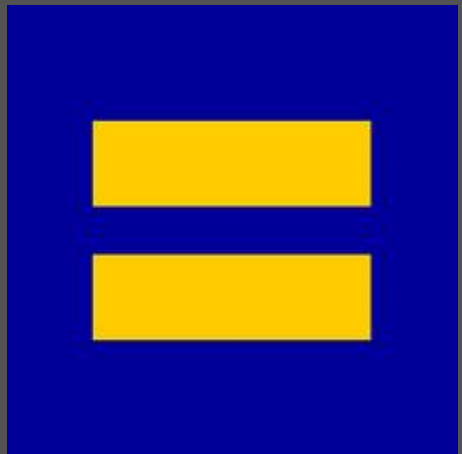
**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

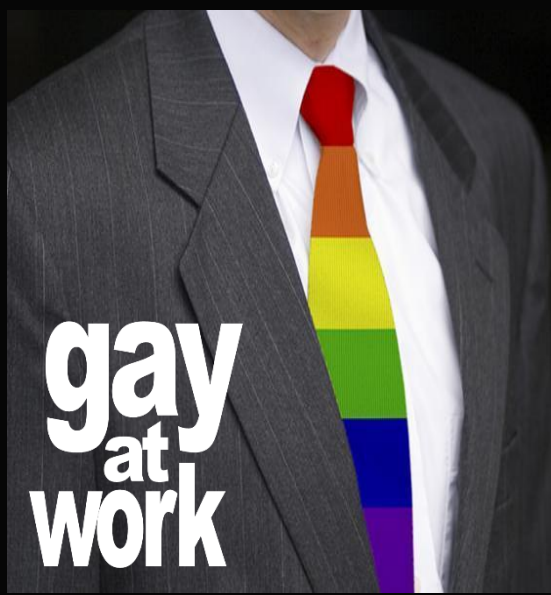
*Human Rights Campaign
Best Places to Work for LGBTQ Equality*

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



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

Human Rights Campaign

Best Places to Work for LGBTQ Equality

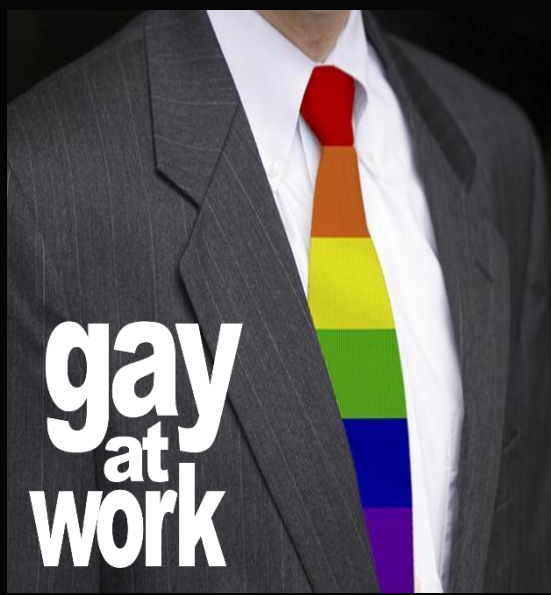
Rating 1000 major US businesses
in every industry and geography
representing over
5000 major brands

Project began in 2002,
surveying 300 companies

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**





HRC Corporate Equality Index

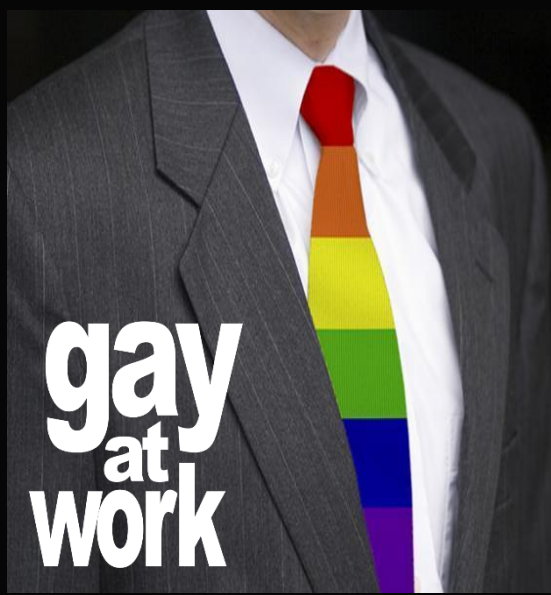
Criteria1

Non-Discrimination Policies:

- Equal employment opportunity policy including sexual orientation
- Equal employment opportunity policy including gender identity

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

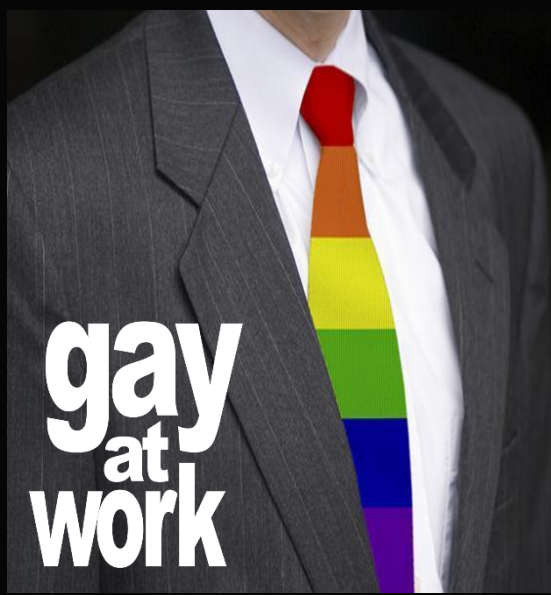
Criteria2

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

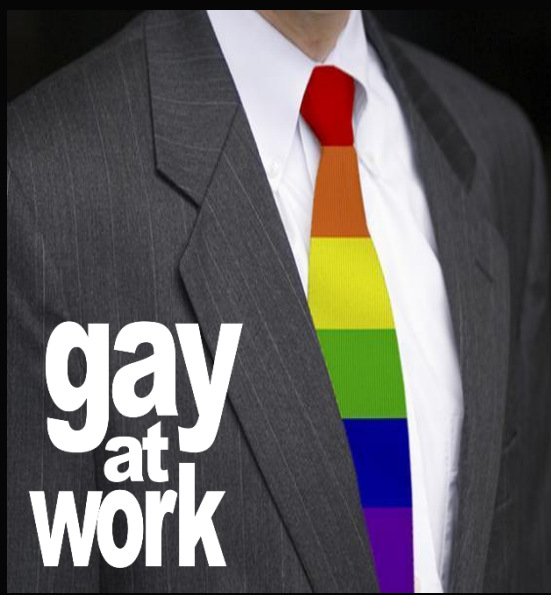
Criteria3

Organizational LGBTQ Competency:

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

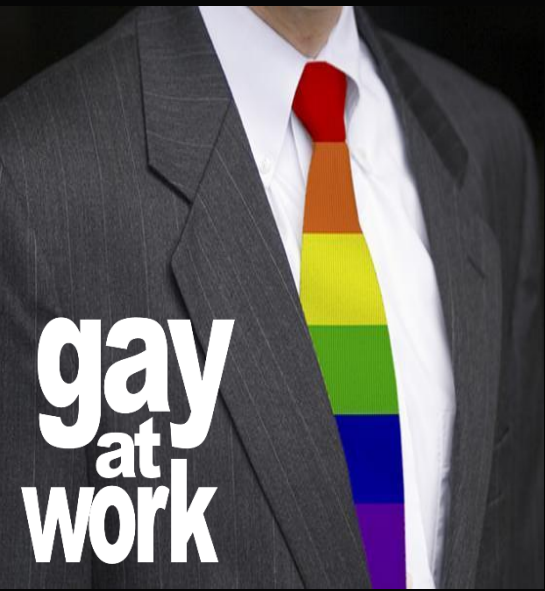
Criteria 4

Public Commitment to LGBTQ Equality:

- Recruiting efforts aimed at LGBTQ candidates
- Advertising and marketing to LGBTQ consumers
- Philanthropic support of LGBTQ organizations

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



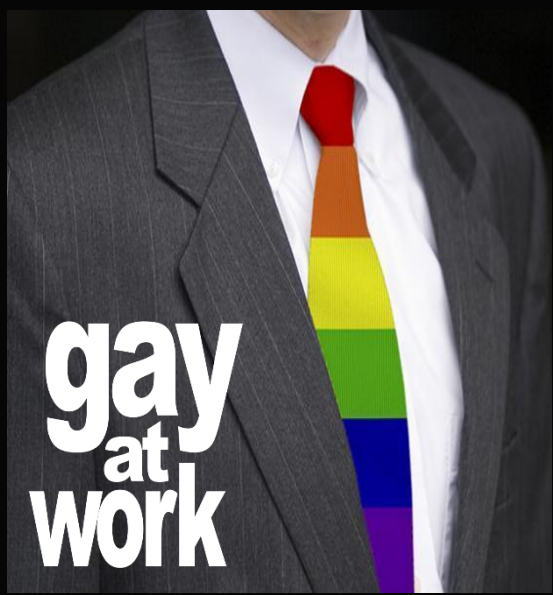
HRC Corporate Equality Index

Fortune 500 Companies Non-Discrimination Policies

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**

	2002	2008	2014	2016	2017	2018
Sexual Orientation	61%	88%	91%	93%	92%	91%
Gender Identity	3%	25%	61%	75%	82%	83%



HRC Corporate Equality Index

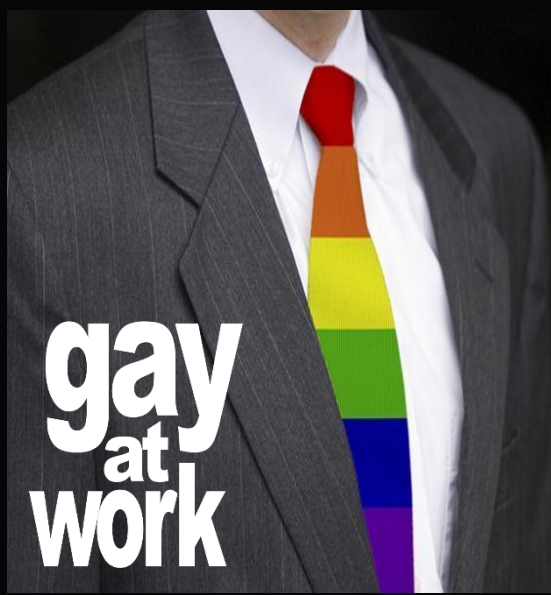
2018 CEI Report

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

230 Fortune 500 companies earned a perfect score
(199 companies in 2017)

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

2018 CEI Report

Non-Discrimination Policies

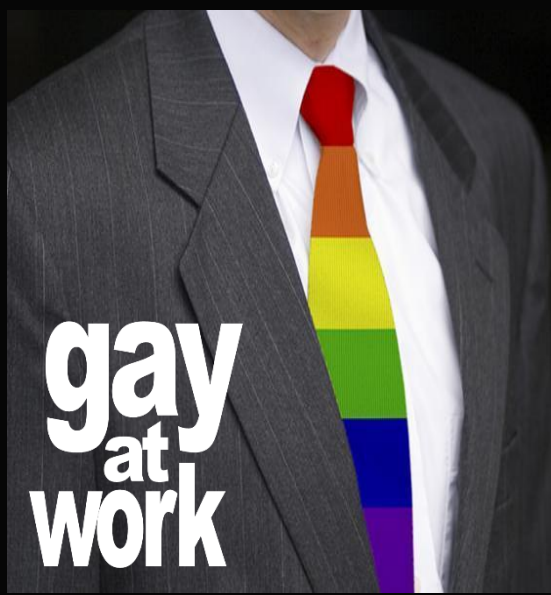
- 95% Sexual Orientation Protections
- 93% Gender Identity Protections

Equal Benefits

- 79% Transgender Inclusive Healthcare
(0% in 2002)
(9% in 2010)

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

2018 CEI Report

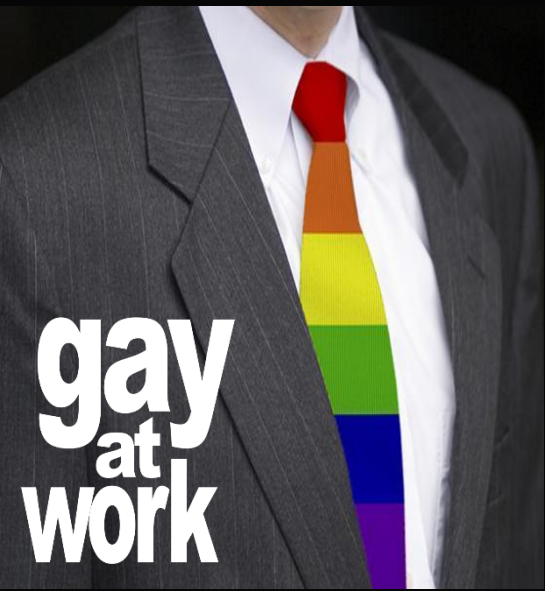
Organizational LGBTQ Competency

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

89% LGBTQ Employee Group or Diversity Council
(40% in 2002)
(78% in 2010)

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

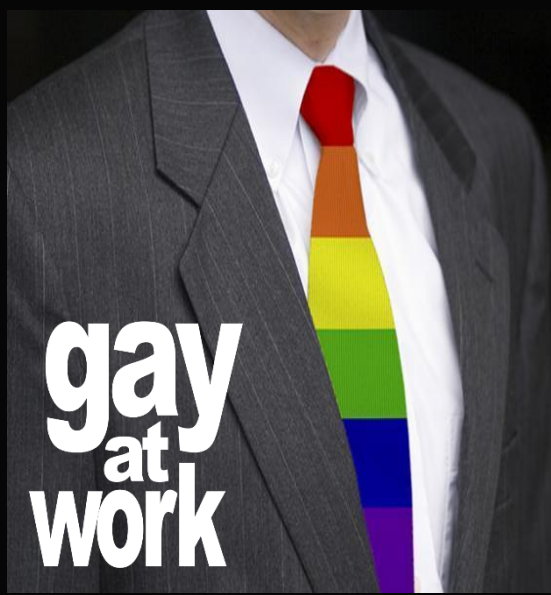
2018 CEI Report

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

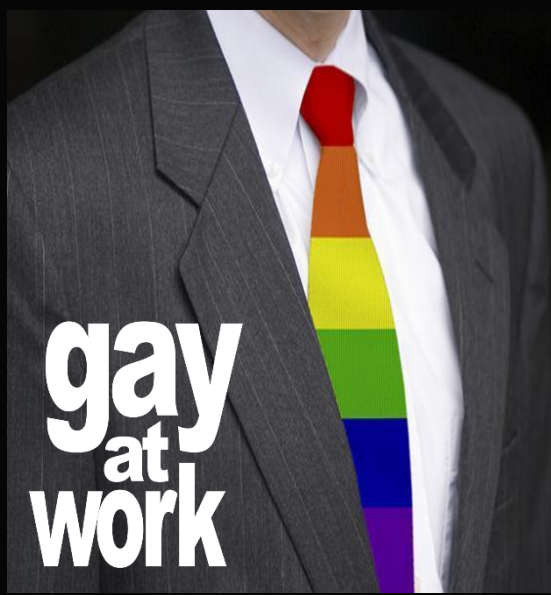
2018 CEI Report

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

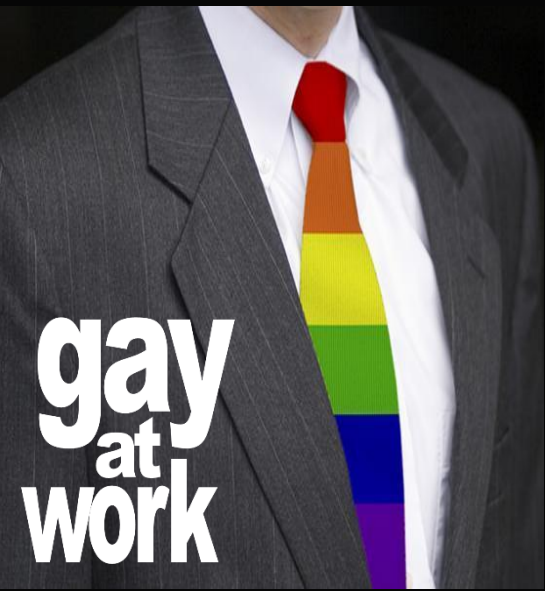
2018 CEI Report

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



HRC Corporate Equality Index

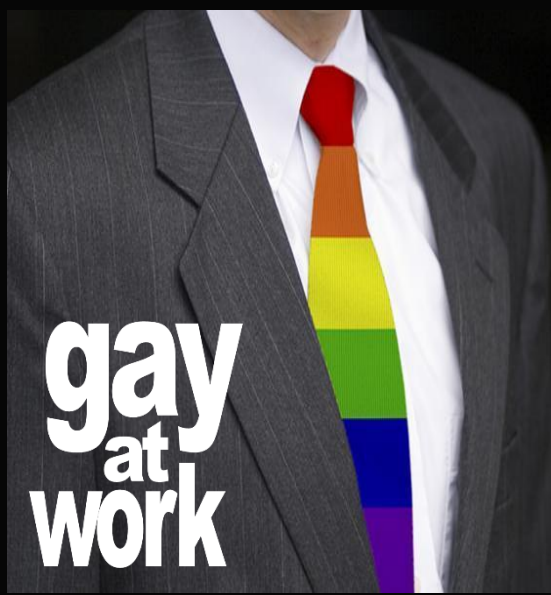
2018 CEI Report

Companies That Earned a Perfect Score

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**

- 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

Chevron

Starbucks

Apple Computers

General Motors

Macy's

Coca-Cola

Goldman Sachs

American Airlines

CVS Health

Toys R Us

Verizon

Nestle Purina

Proctor & Gamble

Sony

Wells Fargo

Time Warner

Home Depot

JC Penney

McDonald's

Hasbro

Accenture

Dow Chemical

Deloitte

Marriott

Johnson & Johnson

UPS

Campbell's Soup

Pepsico

Walt Disney

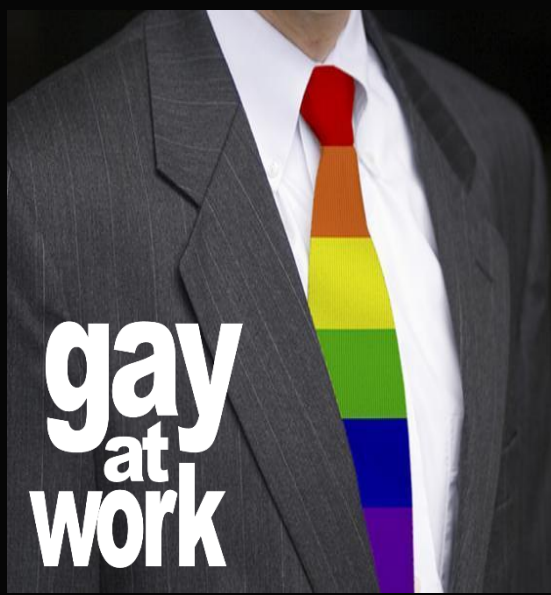
Hyundai

New York Life

General Electric

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



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

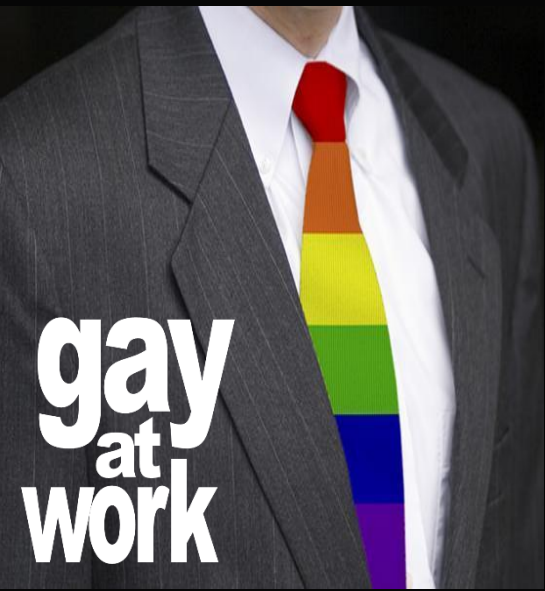
Netflix

Delta Airlines

Hallmark Cards

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



LGBTQ Most Friendly States

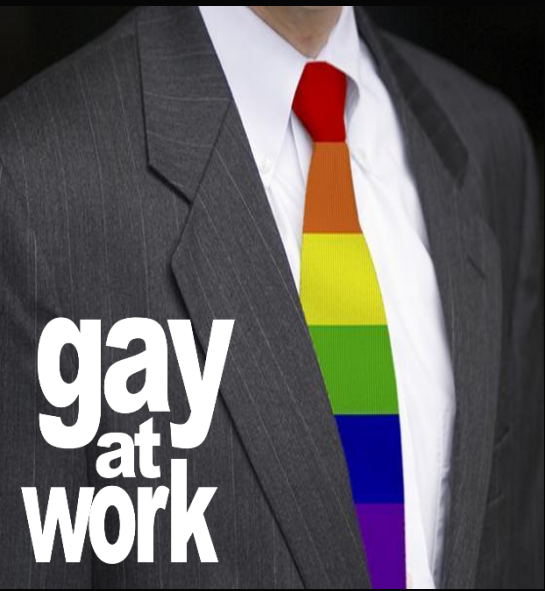
- 1 Maryland
- 2 Massachusetts
- 3 Nevada
- 4 Minnesota
- 5 New York
- 6 Washington
- 7 Illinois
- 8 California
- 9 Connecticut
- 10 Kentucky

Top Ten

Based on Percent of Companies Receiving High Marks for LGBTQ Equality

LGBTQ CAREER DEVELOPMENT

JOB MARKET AND WORKPLACE ISSUES



LGBTQ Least Friendly States

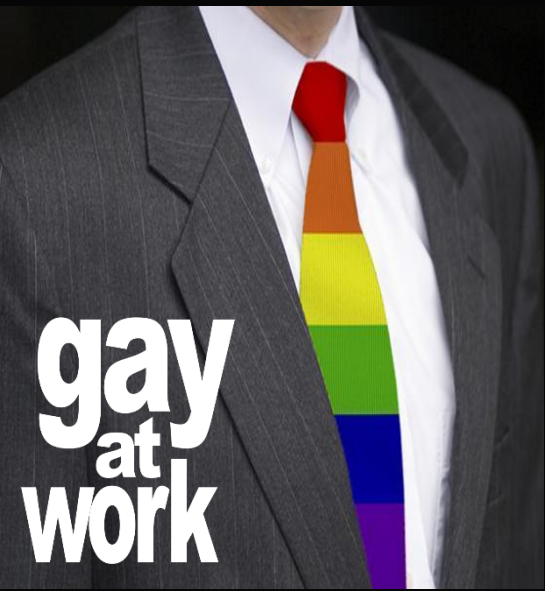
- 41 Pennsylvania
- 42 Florida
- 43 Virginia
- 44 Missouri
- 45 Nebraska
- 46 Texas
- 47 Tennessee
- 48 Arkansas
- 49 Arizona
- 50 Colorado

Bottom Ten

Based on Percent of Companies Receiving Low Marks for LGBTQ Equality

LGBTQ CAREER DEVELOPMENT

JOB MARKET AND WORKPLACE ISSUES



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?

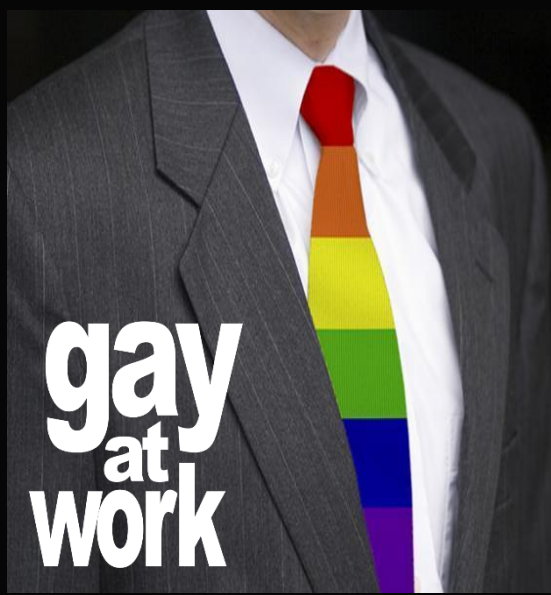
How do I avoid discrimination?

How do I find an LGBTQ friendly employer?



**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Job Market Strategies

How out do I want to be?

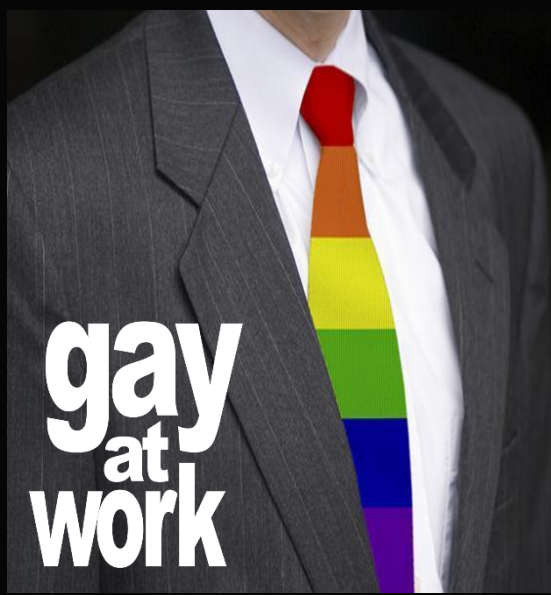
Does your work life and your personal life overlap or are they separate?

Does being out at work make you feel more authentic?

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

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Job Market Strategies

How much should I include on my resume?

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

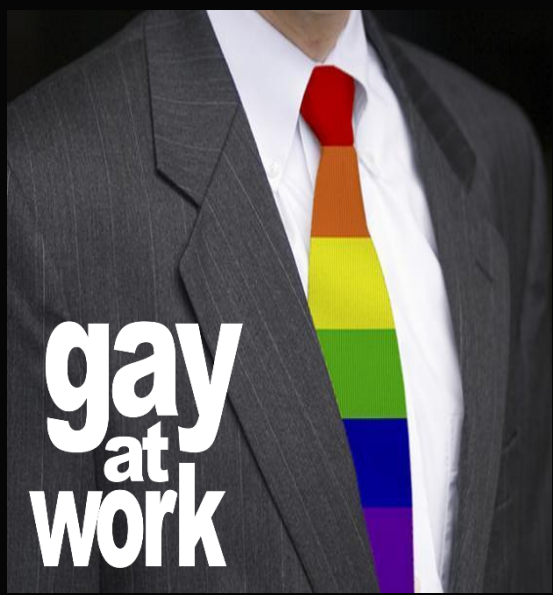
Consider your audience and what is relevant to your reader

Highlight functions, skills, accomplishments

Be generic when necessary

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Job Market Strategies

How much should I reveal in my interview?

Interviews are about personality, attitude, disposition, and fit

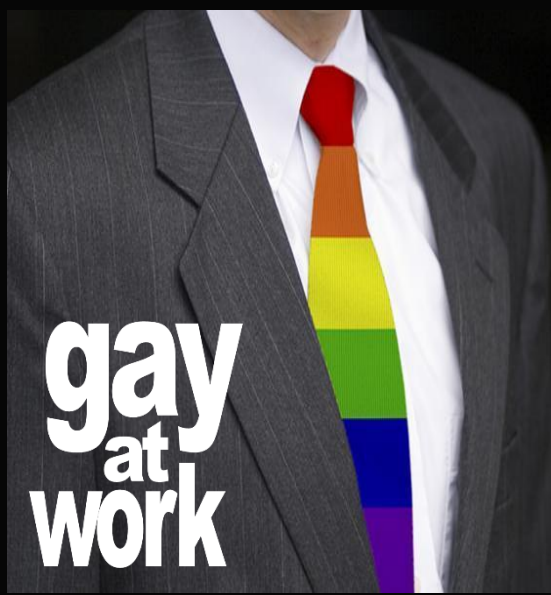
Highlight your work ethic, positive attitude, and willingness to work with others

Align with the culture of the organization

Display good etiquette and protocol

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Job Market Strategies

How do I avoid discrimination?

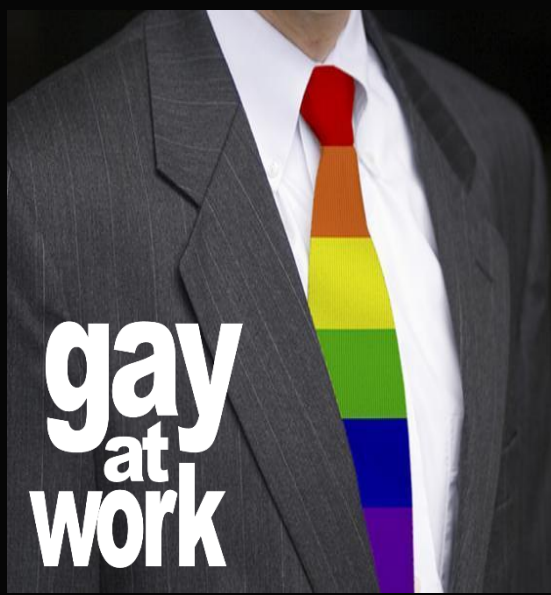
Focus on your qualifications and work performance

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

Prove yourself as a valued employee first

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



Job Market Strategies

How do I find an LGBTQ friendly employer?

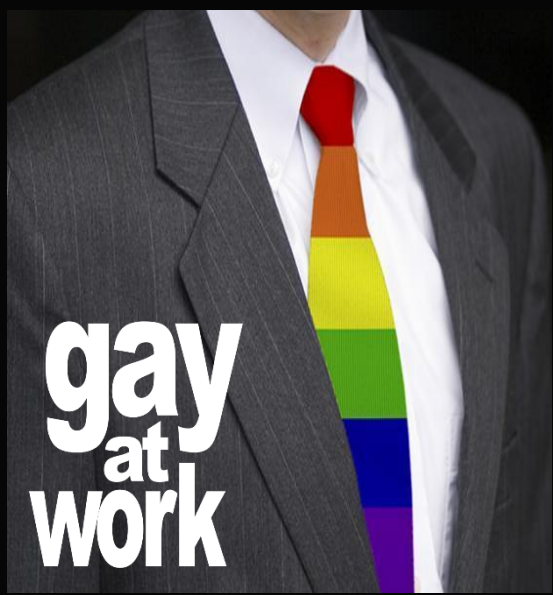
Research regions, states, cities, industries, and companies regarding policies and climate

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

Observe companies' advertisements, sponsorships, and community involvement

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**



**gay
at
work**

**LGBTQ CAREER
DEVELOPMENT**

**JOB MARKET
AND
WORKPLACE
ISSUES**

GOOD LUCK

**Best Wishes and
Much Success**

QUEER CAFÉ

LGBTQ CAREER DEVELOPMENT
JOB MARKET AND WORKPLACE ISSUES