

Finding LGBTQ Friendly Employers

Rights in the Workplace

Human Rights Campaign: www.hrc.org

Information on workplace and corporate attitudes and policies surrounding sexual orientation. Includes links to information about employee groups, organizations and companies that offer benefits to domestic partners.

Lamda Legal: www.lambdalegal.org

National organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work.

Out and Equal Workplace Advocates: www.outandequal.org

National organization devoted to the lesbian, gay, bisexual, and transgender (LGBT) community in the workplace.

American Civil Liberties Union LGBT Project: <http://www.aclu.org/lgbt-rights>

The LGBT Project fights discrimination and moves public opinion on LGBT rights through the courts, legislatures and public education across five issue areas

Transgender Law Center: www.transgenderlawcenter.org

A civil rights organization advocating for transgender communities.

National Center for Transgender Equality: www.transequality.org

Social justice organization dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment.

National Center for Lesbian Rights: www.nclrights.org

A national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

Job Search & Career Related Resources

Out and Equal CareerLink: www.lgbtcareerlink.com/career-boosting-resources

A large selection of career and job resources

Out For Work: www.outforwork.org

OFW functions as a complimentary component in the total educational experience of LGBT students, primarily in the development, evaluation, initiation, and implementation of career plans and opportunities.

Simply Hired's Work it "Out": www.simplyhired.com/a/special-searches/glbtfriendly

Search for positions with LGBT friendly organizations

GLP Careers: www.glpcareers.com

A job search engine providing employment opportunities and resources to the lesbian, gay, bisexual and transgender (LGBT) job seeker in the US.

ProGayJobs: www.progayjobs.com

A leading organization dedicated exclusively to the employment needs of the GLBT professional workforce.

Industry and Geographic Resources

Industry/Career Field Resources

- Look for LGBTQ groups specific to that field (some examples)
 - National Organization of Gay and Lesbian Scientists and Technical Professionals - www.noglstp.org
 - National Lesbian and Gay Journalists Association - www.nlgja.org
 - National LGBT Bar Association - www.lgbtbar.org
 - Gays and Lesbians in Foreign Affairs Agencies (GLIFAA) - www.glifaa.org/
 - Gay, Lesbian and Straight Education Network (GLSEN) - www.glsen.org

Geographic Resources

- Look for LGBTQ groups in your geographic area of interest. They may have resources and contacts to help you locate friendly employers (some examples).
 - MassEquality - www.MassEquality.org
 - Equal Rights Washington - www.equalrightswashington.org
 - Equality California - www.eqca.org

Assessing Employers

Check Their Website

- Do they have resources/support systems/mentoring, etc?
- Check for their EEO or hiring policies – if it's not obvious on the site, try any job posting
- Check their other policies – especially benefits (domestic partner benefits or lack thereof) for clues

Check Other Sources

- Glassdoor.com
- Human Rights Campaign Employer Database - www.hrc.org/issues/search_employers.htm
- Internet searches (org name + employee complaints/discrimination/etc)
- ObieWeb and LinkedIn – do any alumni work there who you can ask?
- If they're in your hometown – can you activate a personal network?

Assess Through The Application Process

- Application materials & disclosure
- Issues in interviewing: minimizing risk vs. the opportunity to ask illuminating questions
- Ask about “diversity initiatives” generally, to see if the answer includes any mention of sexual orientation, or “tell me about diversity in the workplace and related policies, anything related to ...” (list several types of diversity, including sexual orientation and/or gender identity/expression)