

LGBTQIA Career Resources

FGCU Career Development Services is dedicated to supporting Lesbian, Gay, Bisexual, Queer, Intersex and Asexual students through career development, major exploration, and discovering fulfilling employment opportunities. Below you will find information and resources on professional development, mentoring, networking opportunities, and job search websites. This document is not comprehensive, and we encourage all students to seek out individual guidance from a Career Advisor to learn about additional job search strategies. Students can visit our office or call us at (239) 590-7946 to schedule an appointment.

Getting Started

1. **Visit the [Career Development Services website](#):** You can review a variety of resources such as Major and Career Guidance, Interviewing Skills, and how to write a Resume and Cover Letter. For students who are unsure about their major or occupational goals after graduation, we encourage them to take our free, online career assessment called [MyPlan](#) and review the results with a Career Advisor.
2. **Create your profile on [Eagle CareerLink](#):** Students can log in with their Eagle email address and password. Eagle CareerLink is your FGCU resource for jobs and internships.
3. **Research occupations and career paths:** Will your career goal require a graduate degree? How many years of experience is needed for entry-level employment? What is the average salary for the occupation you are pursuing? Which employers are ranked on the [Corporate Equality Index](#), demonstrating commitment to LGBTQ+ equality and inclusion? Learn more about occupational research by speaking with a Career Advisor, or visiting websites such as [Occupational Outlook Handbook](#) and [O*Net](#).
4. **Join Student Clubs and Organizations** to gain skills such as leadership, time management, and industry-related specifics. Joining student clubs and organizations will provide you with the opportunity to network with students and alumni who have similar career interests.
5. **Build a network and learn to connect.** Networking is the #1 way people find employment. Be sure to utilize your existing network and gain additional connections in your local community. Create a [LinkedIn](#) account and visit with a Career Advisor to review your profile. You can also join the FGCU Alumni Association and ask to be paired with a mentor.
6. **Complete an Internship.** Internships are offered both on- and off-campus. Meet with a Career Advisor to review your resume and learn how to search for internship opportunities. Internships provide professional experience and skill-building that will help in your transition into the workforce.
7. **Practice your interviewing skills.** Meet with a Career Advisor to go over the basics of interviewing and to learn how to research an organization's salary, reviews and most-used interview questions. Practice real question-and-answers during a mock interview, or learn about options for dressing for success.

Job Searching FAQ

“When is an appropriate time to come out to an employer?”

Individuals are by no means pressured to come out to an employer. If you decide to disclose, there are generally three available times: 1) On a resume, 2) During the interview, 3) After you begin working. Students should be aware that LGBTQ+ identities are not all protected by anti-discrimination laws in every state. To review workplace legislation by state, review the Human Rights Campaign’s [interactive map](#) as well as Lamda Legal’s [In Your State Map](#).

“I’m not ready to come out in the workplace. How do I identify my accomplishments on my resume without disclosing my identity?”

Your resume is a document which demonstrates your skills and accomplishments as they relate to your past experiences and apply to future jobs. Since coming out is a personal decision, students can express their experience and involvement on their resume by highlighting their roles and accomplishments rather than addressing organizations by name, or using specific abbreviations. For example, a student who holds a ranked position in the FGCU Gender and Sexuality Alliance club may list their experience as FGCU GSA, Vice President. They may demonstrate their leadership by writing bullet points such as “Organized meetings, events, and workshops to increase social justice and diversity education” without identifying their own gender identity or sexual orientation.

“How can I determine if a company will be supportive of my identity?”

The links on the next page will provide you valuable resources about LGBTQ+ friendly employers as well as legal rights and policies regarding your identity. If you are planning to disclose during an interview, there are several questions you may ask which can help determine how supportive a company will be:

- Does this organization provide same-sex partner benefits?
- Would you say that your company has a diverse employee population?
- Is there an LGBTQ+ employee resource or social group?
- Does the organization provide gender neutral bathrooms?

“Will I have to use my legal name during my job search and on my resume?”

It is important to understand the differences between a resume and a job application. A resume is not a legal document—it is your interpretation of what is most important for an employer to know about your ability to complete a job. A job application, however, often times requires your legal name, in addition to documents such as background checks, social security, and insurance forms. Many students will use their legal name on the job application along with indicating their preferred name on their resume. For instance, Joe Smith can identify as J. Jenna Smith or Joe “Jenna” Smith on their resume. For additional support, consult the Human Resources department prior to filling out the application, and use the resources in this document to understand statewide laws and anti-discrimination policies.

“I’m in the process of transitioning. How should I dress for an interview?”

It is important that, no matter how you identify, you always dress professionally for an interview. Generally, you should dress for the gender that you identify with and in a style that will give you the most confidence. However, you can also dress in a gender neutral manner. Consult with a Career Advisor to determine how to dress for success and prepare for your upcoming interview.

Online Career Resources

ACLU – <https://www.aclu.org/issues/lgbt-rights>

The American Civil Liberties Union was founded in 1920 and is our nation's guardian of liberty. The ACLU works to ensure that lesbian, gay, bisexual, and transgender people can live openly without discrimination and enjoy equal rights, personal autonomy, and freedom of expression and association.

Consortium of Higher Education LGBT Resource Professionals - <http://www.lgbtcampus.org/job-listings>

Our Mission is that we are a member-based organization working towards the liberation of LGBTQ people in higher education. We support individuals who work on campuses to educate and support people of diverse sexual orientations and gender identities, as well as advocate for more inclusive policies and practices through an intersectional and racial justice framework.

Diversity Working - <https://www.diversityworking.com>

We are the career opportunity resource and job search engine for the cultural diversity marketplace. Our employer members use our site to promote, attract and recruit a high performing and in some cases underrepresented employee. Our employer members must adhere to the standards set out by the Title VII of the Civil Rights Act of 1964, which protects individuals against employment discrimination on the basis of race and color as well as national origin, sex, or religion.

GLAAD – <https://www.glaad.org/>

GLAAD rewrites the script for LGBTQ acceptance. As a dynamic media force, GLAAD tackles tough issues to shape the narrative and provoke dialogue that leads to cultural change. GLAAD protects all that has been accomplished and creates a world where everyone can live the life they love.

Human Rights Campaign – <http://www.hrc.org/explore/topic/workplace>

As the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer Americans, the Human Rights Campaign represents a force of more than 3 million members and supporters nationwide — all committed to making HRC's vision a reality. HRC envisions a world where lesbian, gay, bisexual, transgender and queer people are embraced as full members of society at home, at work and in every community.

Lambda Legal - <https://www.lambdalegal.org/states-regions/in-your-state>

Lambda Legal, a 501(c)(3) nonprofit, is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and everyone living with HIV through **impact litigation, education** and **public policy work**. This site also features an interactive map to learn about legal protections for individuals and their families by state.

National Center for Transgender Equality - <http://transequality.org/issues/employment>

The National Center for Transgender Equality is the nation's leading social justice advocacy organization winning life-saving change for transgender people. NCTE was founded in 2003 by transgender activists who recognized the urgent need for policy change to advance transgender equality. With a committed board of directors, a volunteer staff of one, and donated office space, we set out to accomplish what no one had yet done: provide a powerful transgender advocacy presence in Washington, D.C.

National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. - <https://www.noglstp.org/>

We empower lesbian, gay, bisexual, transgender, and queer individuals in science, technology, engineering, and mathematics by providing education, advocacy, professional development, networking, and peer support. This site includes networking opportunities, mentoring program, career services connections, Out to Innovate Career Summit, and Scholarship Program.

Out and Equal - <http://lgbtcareerlink.webscribble.com/>

Out & Equal Workplace Advocates is the world's premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, and transgender workplace equality. We partner with Fortune 1000 companies and government agencies to provide executive leadership development, comprehensive training and consultation, and professional networking opportunities that build inclusive and welcoming work environments.

Out for Undergrad – <http://www.outforundergrad.org>

Our mission is to help high-achieving LGBTQ undergraduates reach their full potential. Each year, we select a diverse class of top-performing LGBTQ students from around the country. We invite them to attend our industry-focused conferences: weekend-long summits where we work with LGBTQ professionals to educate students about job opportunities in highly competitive industries — and inspire them to pursue challenging, ambitious careers.

Out Professionals - <http://www.outprofessionals.org/>

Founded in 1983, Out Professionals is the nation's leading LGBT non-profit network, with close to 1,000 Members and over 5,000 email subscribers representing dozens of different work backgrounds and some 600 companies. This site offers free or paid memberships, events, networking, volunteer opportunities and a job board.

Out Professional Network - <https://www.outpronet.com/>

Out Professional Network provides a professional network for LGBT professionals that is far more engaging and welcoming than a typical job board. Out Professional Network has taken the job search from what is all too often, a lonely and discouraging experience to a communal one that motivates and inspires members along their journey to achieve their life goals.

ProGayJobs - <http://www.progayjobs.com/index.php>

To carry out our mission, ProGayJobs has built a recruiting portal that provides diversity-focused employers with opportunities to [post jobs](#) and [advertise](#) to the GLBT workforce, and provides numerous resources to GLBT jobseekers to find jobs with companies that embrace diversity

Reaching Out MBA, Inc. - <http://www.reachingoutmba.org/>

Through its programming, anchored by its annual conference, Reaching Out: **Educates** our community about the opportunities and challenges of being an LGBTQ MBA and alumni business leader, how to capitalize on those opportunities, and how to overcome those challenges; **Inspires** and enables the LGBTQ MBA & graduate community to be leaders in their careers and in society; and **Builds connections** among LGBTQ MBA & graduate community.

Trans Employment Program (TEEI) – <http://transemploymentprogram.org/>

Trans Employment Program is the first city funded program to help transgender and GNC people get back to work and address the economic barriers facing the community. The program provides a wide range of services including: job referrals and career coaching, navigating being out at work or transitioning on the job, resume review and managing references, hiring and community event, mentoring, and legal services.

Questions?

Schedule an appointment with a Career Advisor!

Career Development Services

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