

Job Search Tips for LGBTQ Students

Deciding whether to disclose your sexual orientation and/or gender identity during your job or graduate school search is a personal choice that only you can make. Whatever you decide, be prepared to further explain in an interview the activities and experiences included in your resume, cover letter, and personal statement. Here are some tips for you to apply when writing resumes, cover letters and personal statements, as well as when interviewing:

Resumes and Cover Letters

- Remember to focus on your skills and achievements. Those are the most important aspects of your resume.
- Consider your audience. Research companies and organizations of interest and evaluate their diversity and inclusion policies and climate.
- Some job seekers use their resume and cover letter to “screen out” employers who aren’t LGBTQ-friendly.
- You always have the option of referring to an organization you were involved with as an “Anti-Discrimination” or “Advocacy” organization. Remember to focus on what you contributed to the group and what transferable skills you gained.

For more information, check out our *Guide to Resumes* and our *Guide to Cover Letters & Employer Communication*.

Interviewing Strategies

It is smart to think about how “out” you are willing to be during the interview process. **Remember: be honest with yourself.** Above all, your needs come first, and a company must be able to meet your needs and provide you with a comfortable and safe work environment.

Research. Investigate the company’s anti-discrimination policies. Investigate their culture and climate so you have additional information to help you decide whether to come out during the interview. Look at the [Queer Resources Directory](#) for an extensive list of queer resources and [Corporate Equality Index](#) for rankings of the most inclusive and LGBTQ-friendly employers.

Be prepared. Depending on what you discussed in your resume and cover letter, you may have already given the interviewer an indication that you identify as LGBTQ. Be prepared to talk about your experiences and highlight the transferable skills you acquired.

Ask questions. Ask questions about the organization’s diversity policies. Based upon their response, you can get a feel for whether their company has diversity initiatives that encompass sexual orientation and/or gender identity.

It’s all you! Some people decide to wait to come out until after receiving a job offer when they have more leverage. Others wait until they have started their new job so that they can come out to their coworkers on their own terms or some people choose not to come out at all. What is important is that you make your own decision and consider what’s best for you physically, emotionally and mentally.