

Career Considerations for LGBTQIA+ Community



The job search process can be challenging, in general, for all college students but students being a part of the LGBTQIA+ community may experience additional unique challenges that could influence their future careers. The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

IDENTIFYING POTENTIAL EMPLOYERS

Supportive LGBTQIA+ policies and workplace cultures are linked to greater job commitment, improved workplace relationships, and increased job satisfaction. Examples of what to look for in a supportive employer:

- Non-Discrimination Policy Includes “Sexual Orientation” and “Gender Identity”
- Domestic Partner Health Inclusive Benefits
- LGBTQ+ Employee Resource Groups
- Public Commitment to LGBTQIA+ Equality

Job postings and employer websites may include information about their non-discrimination policies. If you cannot find these policies, you may want to call the employer, identify yourself as someone considering employment and ask for a copy of the policy.

Kutztown University LGBTQIA+ Resource Center: <https://kutztown.edu/lgbtqcenter>

LGBTQ+ networking organization: <https://www.outprofessionals.org>

Organization working exclusively on LGBTQ workplace equality: <https://outandequal.org/who-we-are>

Organization focused on changing laws and policies: <https://transgenderlawcenter.org>

CenterLink LGBT Jobs/Career Board: <https://www.lgbtcenters.org/Careers>

National Center for Transgender Equality: <https://transequality.org/about>

DO'S & DON'TS

DO's

1. Know your rights: it is important to understand employment laws within your specific state that protect LGBTQ+ individuals. Ensure the employer has inclusive policies, sexual orientation and gender identity incorporated into their non-discrimination clause.
2. In an interview, there are times when talking about overcoming adversity can

RESUMES AND COVER LETTERS

Your resume and cover letter are strictly for telling the employer what you can do for them and how you are qualified for the position. Stating one's sexual orientation or gender identity can potentially be seen as inappropriate if there is no relevance to the job description.

- Depending on your comfort level, you can add your pronouns to your resume, cover letter, and email signature.
- If you are concerned about listing LGBTQIA+ group involvement, you could instead list "Cultural Student Organization President."
- By including LGBTQIA+ student clubs or organizations on a resume, you can, at a minimum, identify as an ally of this community.

Note: You are under no legal obligation to disclose anything pertaining to your sexual orientation.

The Human Rights Campaign Foundation is proud to recognize the 545 business that met all criteria to earn a 100% rating and the designation of being a 2023" Best Place to Work for LGBTQ+ Equality."

[*Corporate Equality Index 2023-2024 - HRC Digital Reports](#)

3M Co.	<i>Federal Home Loan Mortgage Corp. (Freddie Mac)</i>	<i>Novo Nordisk Inc.</i>
AbbVie Inc.	<i>Federal National Mortgage Association (Fannie Mae)</i>	<i>Numerator</i>
Abercrombie & Fitch Co.	<i>Federal Reserve Bank of Atlanta</i>	<i>O'Melveny & Myers LLP</i>
Accenture	<i>Federal Reserve Bank of Chicago</i>	<i>Omnicom Group</i>
AECOM	<i>Federal Reserve Bank of Cleveland</i>	<i>Oracle Corp.</i>
Airbus Americas Inc.	<i>Federal Reserve Bank of Dallas</i>	<i>Orrick, Herrington & Sutcliffe LLP</i>
Airlines Reporting Corporation (ARC)	<i>Federal Reserve Bank of Minneapolis</i>	<i>Oshkosh Corporation</i>
Akin, Gump, Strauss, Hauer & Feld LLP	<i>Federal Reserve Bank of New York</i>	<i>Panasonic Corporation of North America</i>
Alaska Airlines	<i>Federal Reserve Bank of Philadelphia</i>	<i>Paramount</i>
Alcon Inc	<i>Federal Reserve Bank of Richmond</i>	<i>Parsons Corporation</i>
Alight Solutions	<i>Federal Reserve Bank of St Louis</i>	<i>Paul Hastings</i>

AlixPartners LLP	<i>Fenwick & West LLP</i>	<i>PayPal Holdings Inc.</i>
AllianceBernstein LP	<i>Fidelity Investments</i>	<i>PepsiCo Inc.</i>
Alliant Energy Corp.	<i>Fidelity National Information Services Inc.</i>	<i>Perkins and Will Inc.</i>
Alston & Bird LLP	<i>First American Financial Corp.</i>	<i>Perkins Coie LLP</i>
Altice USA, Inc.	<i>Fisher & Phillips LLP</i>	<i>Pernod Ricard USA LLC</i>
Altria Group Inc.	<i>Fitch Group Inc.</i>	<i>PetSmart LLC</i>
Amalgamated Bank	<i>FMC Corp.</i>	<i>Pfizer Inc.</i>
Amazon.com Inc.	<i>Foley Hoag LLP</i>	<i>PGA TOUR, Inc.</i>
AMC Entertainment Inc.	<i>Food Lion LLC</i>	<i>Phillips 66</i>
American Airlines	<i>Ford Motor Co.</i>	<i>Pillsbury Winthrop Shaw Pittman LLP</i>
American Greetings Corp.	<i>Fortive Corp.</i>	<i>PIMCO LLC</i>
Ameriprise Financial Inc.	<i>Fredrikson & Byron</i>	<i>Pitney Bowes Inc.</i>
AmerisourceBergen Corp.	<i>Fried, Frank, Harris, Shriver & Jacobson LLP</i>	<i>Point32health, Inc.</i>
Amgen Inc.	<i>Frost Brown Todd LLC</i>	<i>Portland General Electric Co.</i>
Anschutz Entertainment Group, Inc.	<i>Fujitsu America, Inc.</i>	<i>PPG Industries Inc.</i>
Aon plc	<i>Gannett Co. Inc.</i>	<i>PricewaterhouseCoopers LLP</i>
Apollo Global Management Inc.	<i>Gartner Inc.</i>	<i>Procter & Gamble Co.</i>
Apple Inc.	<i>GE Appliances</i>	<i>Proskauer Rose LLP</i>
Applied Materials Inc.	<i>Genentech Inc.</i>	<i>Prudential Financial Inc.</i>
AQR Capital Management LLC	<i>General Mills Inc.</i>	<i>QIAGEN LLC</i>
Aramark Corp.	<i>General Motors Co.</i>	<i>Quarles & Brady LLP</i>
Arcadis U.S. Inc.	<i>Genesco Inc.</i>	<i>Quest Diagnostics Inc.</i>
Arconic	<i>Gerson Lehrman Group Inc</i>	<i>Quickbase LLC.</i>
Ares Management LLC	<i>Giant Eagle Inc.</i>	<i>Qurate Retail Group</i>
Arnold & Porter Kaye Scholer LLP	<i>Giant of Maryland LLC</i>	<i>R1 RCM Inc</i>
Arthur J. Gallagher & Co.	<i>Gilbane Building Company</i>	<i>Randstad</i>
Arup US, Inc.	<i>Gilead Sciences Inc.</i>	<i>Raymond James Financial Inc.</i>

Associated Banc-Corp	<i>Global Payments Inc.</i>	<i>Raytheon Technologies Corp.</i>
Assurant	<i>Goldman Sachs Group Inc., The</i>	<i>RBC Wealth Management</i>
Asurion LLC	<i>Goodwin Procter LLP</i>	<i>Reckitt</i>
AT&T Inc.	<i>Google Inc.</i>	<i>Reed Smith LLP</i>
Atkore International Inc.	<i>Gordon Rees Scully Mansukhani, LLP</i>	<i>Relias LLC</i>
Autodesk Inc.	<i>Goulston & Storrs</i>	<i>Relx Inc.</i>
AvalonBay Communities Inc.	<i>Government Employees Health Association, Inc.</i>	<i>Replacements Ltd.</i>
Avantor, Inc.	<i>Grant Thornton LLP</i>	<i>Restaurant Brands International</i>
Avery Dennison	<i>Grantham, Mayo, Van Otterloo & Co. (GMO) LLC</i>	<i>Riot Games Inc.</i>
Avita Care Solutions	<i>Great River Energy</i>	<i>Rivian Automotive</i>
Axiom Global Inc.	<i>Greenberg Traurig LLP</i>	<i>Robert W. Baird & Co. Incorporated</i>
Bain & Co. Inc./ Bridgespan Group	<i>Guardian Life Insurance Co. of America, The</i>	<i>Roche Diagnostics Corp.</i>
Baker & Hostetler LLP	<i>H&R Block Inc.</i>	<i>Rockland Trust Co.</i>
Baker & McKenzie LLP	<i>Hannaford Supermarkets</i>	<i>Ropes & Gray LLP</i>
Baker Botts LLP	<i>Hanover Insurance Group Inc., The</i>	<i>Ross Stores Inc.</i>
Bank of America Corp.	<i>Hartford Financial Services Group Inc., The</i>	<i>RSM US LLP</i>
Barilla America Inc.	<i>Health Care Service Corp.</i>	<i>S.C. Johnson & Son Inc.</i>
BASF Corp.	<i>Henry Schein Inc.</i>	<i>Salesforce</i>
Battelle Memorial Institute	<i>Hershey Co., The</i>	<i>Sally Beauty Holdings Inc.</i>
Bayer U.S. LLC	<i>Highmark Blue Cross Blue Shield Delaware</i>	<i>Samsung Electronics America Inc.</i>
BDO USA, PC	<i>HILTON</i>	<i>Sanofi</i>
Beam Suntory	<i>Hinshaw & Culbertson LLP</i>	<i>SAP America Inc.</i>
Ben & Jerry's Homemade Inc.	<i>HKS INC.</i>	<i>SAS Institute Inc.</i>
Berkeley Research Group LLC	<i>Hogan Lovells US LLP</i>	<i>Saul Ewing LLP</i>
Best Buy Co. Inc.	<i>Holland & Hart LLP</i>	<i>Schulte Roth & Zabel LLP</i>

Biogen	<i>Holland & Knight LLP</i>	<i>Scotts Miracle-Gro Company</i>
BioMarin Pharmaceutical Inc.	<i>Honeywell International Inc.</i>	<i>Seagate Technology plc</i>
BlackRock	<i>Hormel Foods Corp.</i>	<i>Securian Financial Group Inc.</i>
Blank Rome LLP	<i>HSBC USA</i>	<i>Sephora</i>
Blue Cross & Blue Shield of Rhode Island	<i>Humana Inc.</i>	<i>ServiceNow</i>
Blue Cross Blue Shield Association	<i>Huntington Bancshares Inc.</i>	<i>Seyfarth Shaw LLP</i>
Blue Cross Blue Shield of Florida Inc.	<i>Huron Consulting Group Inc.</i>	<i>Shake Shack Inc.</i>
Blue Cross Blue Shield of Minnesota	<i>Husch Blackwell LLP</i>	<i>Shearman & Sterling LLP</i>
BlueTriton Brands, Inc.	<i>Hyatt Hotels Corp.</i>	<i>Shell USA, Inc.</i>
Boeing Co.	<i>Hyve Solutions Corporation</i>	<i>Sheppard, Mullin, Richter & Hampton LLP</i>
Boies Schiller Flexner LLP	<i>IBM Corp.</i>	<i>Shure Incorporated</i>
Boston Consulting Group	<i>IGT</i>	<i>Shutterstock Inc.</i>
Boston Scientific Corp.	<i>IHG Hotels & Resorts</i>	<i>Sidley Austin LLP</i>
Braze, Inc.	<i>Illinois Tool Works Inc.</i>	<i>Siemens Medical Solutions USA Inc.</i>
Brighthouse Financial, Inc.	<i>Impossible Foods</i>	<i>Simpson Thacher & Bartlett LLP</i>
Bristol Myers Squibb	<i>Indeed Inc.</i>	<i>Skadden, Arps, Slate, Meagher & Flom LLP</i>
Broadridge Financial Solutions Inc.	<i>Infosys Limited Inc.</i>	<i>Skidmore, Owings & Merrill LLP</i>
Brooks Sports Inc.	<i>Ingredion Inc.</i>	<i>Slalom</i>
Brown Advisory	<i>Insight Enterprises Inc.</i>	<i>Smartsheet</i>
Brown-Forman Corp.	<i>Instacart</i>	<i>Société Générale</i>
Burlington Northern Santa Fe Corp.	<i>Intel Corp.</i>	<i>Sodexo Inc.</i>
C&S Wholesale Grocers Inc.	<i>Interpublic Group of Companies Inc.</i>	<i>Softchoice Corp.</i>
Cadence Design Systems	<i>Intuit Inc.</i>	<i>SONOS, INC.</i>
Cadwalader, Wickersham & Taft LLP	<i>J. M. Smucker Co.</i>	<i>Southern Co.</i>
Caesars Entertainment Inc	<i>Jacobs Engineering Group Inc.</i>	<i>Southwest Airlines Co.</i>

Caleres	<i>Janus Henderson Investors</i>	<i>Spencer Stuart</i>
Cambridge Associates LLC	<i>Jenner & Block LLP</i>	<i>Splunk Inc.</i>
Capgemini America, INC	<i>Johnson & Johnson</i>	<i>Squire Patton Boggs</i>
Capital Markets Company NV, The	<i>Johnson Controls Inc.</i>	<i>Standard Chartered</i>
Capital One Financial Corp.	<i>Johnson Financial Group</i>	<i>Stanley Black & Decker Inc.</i>
CareFirst Inc.	<i>JPMorgan Chase & Co.</i>	<i>Starbucks Corp.</i>
CareSource	<i>K&L Gates LLP</i>	<i>State Farm Group</i>
Cargill Inc.	<i>Kearney</i>	<i>Steelcase Inc.</i>
Cargo Transporters Inc.	<i>Keurig Dr Pepper Inc.</i>	<i>Stinson LLP</i>
CarGurus, Inc.	<i>KeyCorp</i>	<i>Sun Life</i>
Carlson Inc.	<i>Kimberly-Clark Corp.</i>	<i>Sweetgreen, Inc.</i>
Carlyle Group LP, The	<i>Kimco Realty Corp.</i>	<i>Synchrony</i>
Carnival Corp.	<i>King & Spalding LLP</i>	<i>TD Bank, N.A.</i>
Carrier Global Corporation	<i>Kirkland & Ellis LLP</i>	<i>TD Securities (USA) LLC</i>
CBRE Inc.	<i>KKR & Co. LP</i>	<i>TD SYNEX Corporation</i>
Centene Corp.	<i>Kobre & Kim</i>	<i>Teradata Corp.</i>
CGI	<i>Kohler Co.</i>	<i>Terex Corp.</i>
Chapman and Cutler LLP	<i>Korn Ferry</i>	<i>Teva Pharmaceuticals USA Inc.</i>
Charles Schwab & Co. Inc.	<i>KPMG LLP</i>	<i>Texas Instruments Incorporated</i>
Chevron Corp.	<i>Kraft Heinz Company, The</i>	<i>The Bank of New York Mellon Corp.</i>
Chipotle Mexican Grill Inc.	<i>Kroll, LLC</i>	<i>The GIANT Company</i>
Choate, Hall & Stewart LLP	<i>Kutak Rock LLP</i>	<i>The Neiman Marcus Group Inc.</i>
Chobani	<i>L3 Harris Technologies</i>	<i>The ODP Corporation</i>
Citigroup Inc.	<i>Lam Research Corp.</i>	<i>Thermo Fisher Scientific Inc.</i>
Citizens Financial Group	<i>Lane Powell PC</i>	<i>Thompson Coburn LLP</i>
Claire's Stores Inc.	<i>Levi Strauss & Co.</i>	<i>Thomson Reuters</i>
Cleary Gottlieb Steen & Hamilton LLP	<i>Lexmark International Inc.</i>	<i>T-Mobile USA Inc.</i>
CME Group Inc.	<i>Liberty Mutual Group</i>	<i>TowerBrook Capital Partners</i>

CNA Financial Corporation	<i>Lincoln National Corp.</i>	<i>Toyota North America</i>
CNO Financial Group Inc.	<i>Littler Mendelson PC</i>	<i>TPG Global LLC</i>
Coca-Cola Co., The	<i>Lockheed Martin Corp.</i>	<i>TransUnion</i>
Cognizant Technology Solutions Corp.	<i>Loeb & Loeb LLP</i>	<i>Travel + Leisure Co.</i>
Colgate-Palmolive Co.	<i>Lord, Abbett & Co. LLC</i>	<i>Travelers Companies Inc., The</i>
Colliers International Holdings (USA) Inc.	<i>Lowenstein Sandler LLP</i>	<i>Tripadvisor Inc.</i>
Comcast NBCUniversal	<i>Lowe's Companies Inc.</i>	<i>Truist Financial</i>
Comerica Inc.	<i>LPL Financial Holdings Inc.</i>	<i>Turnberry Solutions Inc.</i>
Community Care Behavioral Health Organization	<i>Lumen Technologies</i>	<i>U.S. Bancorp</i>
Cooley LLP	<i>Lyft Inc.</i>	<i>Uber Technologies Inc.</i>
CooperCompanies	<i>Macmillan Learning</i>	<i>UBS AG</i>
Corning	<i>Macquarie Group Ltd.</i>	<i>UKG</i>
Coty Inc.	<i>Macy's Inc.</i>	<i>UL Solutions</i>
Covington & Burling LLP	<i>Mallinckrodt LLC</i>	<i>Unilever</i>
Cox Enterprises Inc.	<i>ManpowerGroup</i>	<i>Union Pacific Corp.</i>
Creative Artists Agency LLC	<i>Marathon Petroleum Corp.</i>	<i>United Launch Alliance</i>
CrowdStrike Inc.	<i>Marriott International Inc.</i>	<i>United Natural Foods, Inc.</i>
Cruise	<i>Mars Inc.</i>	<i>United Services Automobile Association</i>
CSAA Insurance Group	<i>Marsh & McLennan Companies Inc.</i>	<i>United States Steel Corp.</i>
Cue Health	<i>Mastercard</i>	<i>United Talent Agency, LLC</i>
Cummins Inc.	<i>Mathematica Policy Research</i>	<i>UnitedHealth Group Inc.</i>
Cushman & Wakefield	<i>Mattel Inc.</i>	<i>Univar Solutions Inc.</i>
CVS Health Corp.	<i>McDermott Will & Emery LLP</i>	<i>UPMC Health Plan</i>
Daniel J. Edelman Inc.	<i>McDonald's Corp.</i>	<i>Urban Outfitters Inc.</i>
Danone North America	<i>McGraw Hill LLC</i>	<i>UW Credit Union</i>
Darden Restaurants Inc.	<i>McKesson Corp.</i>	<i>Vanguard Group Inc.</i>

Debevoise & Plimpton LLP	<i>McKinsey & Co. Inc.</i>	<i>Verizon Communications Inc.</i>
Dechert LLP	<i>McKinstry Co. LLC</i>	<i>Vertex Pharmaceuticals Inc.</i>
Del Monte Foods, Inc.	<i>Medallia Inc.</i>	<i>VF Corp.</i>
Dell Technologies Inc.	<i>Medtronic PLC</i>	<i>Victoria's Secret & Co.</i>
Deloitte LLP	<i>Meijer Inc.</i>	<i>Visa</i>
Deluxe Corp.	<i>Messer North America, Inc.</i>	<i>Vizient Inc.</i>
Dentons US LLP	<i>Meta Platforms, Inc.</i>	<i>VMware Inc.</i>
Depository Trust & Clearing Corp., The	<i>Michael Best & Friedrich LLP</i>	<i>Vox Media Inc.</i>
Designer Brands	<i>Michael Page International Inc</i>	<i>Voya Financial</i>
Diageo North America	<i>Micron Technology Inc.</i>	<i>Vynamic LLC</i>
Dickinson Wright PLLC	<i>Microsoft Corp.</i>	<i>W. L. Gore & Associates Inc.</i>
Dick's Sporting Goods, Inc.	<i>Milbank LLP</i>	<i>W.W. Grainger Inc.</i>
Discover Financial Services	<i>MillerKnoll</i>	<i>Wabtec Corporation</i>
Domino's Pizza Inc.	<i>Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC</i>	<i>Walmart Inc.</i>
DoorDash, Inc.	<i>Moderna Inc.</i>	<i>Walt Disney Co., The</i>
Dorsey & Whitney LLP	<i>Molson Coors Beverage Company</i>	<i>Warby Parker</i>
Dow	<i>Momentive</i>	<i>Warner Music Group</i>
Doximity, Inc.	<i>Moody's Corp.</i>	<i>Waters Corp.</i>
Duke Energy Corp.	<i>Moore & Van Allen PLLC</i>	<i>WE Communications</i>
Dun & Bradstreet Corp., The	<i>Morgan Stanley</i>	<i>Weil, Gotshal & Manges LLP</i>
Dupont de Nemours, Inc.	<i>Morgan, Lewis & Bockius LLP</i>	<i>West Monroe Partners LLC</i>
Eastern Bank Corporation/Eastern Bankshares, Inc.	<i>Morningstar Inc.</i>	<i>WestRock</i>
Eastman Chemical Co.	<i>Morris, Manning & Martin LLP</i>	<i>Whirlpool Corp.</i>
Eastman Kodak Co.	<i>Morrison & Foerster LLP</i>	<i>William Blair & Company LLC</i>
Eaton Corp.	<i>Munger, Tolles & Olson LLP</i>	<i>Williams Mullen Clark & Dobbins</i>
eBay Inc.	<i>NASDAQ Inc.</i>	<i>Willis Towers Watson</i>
Ecolab Inc.	<i>National Grid USA</i>	<i>Willkie Farr & Gallagher LLP</i>

Edward Jones	<i>National Railroad Passenger Corporation</i>	<i>Wilson Sonsini Goodrich & Rosati PC</i>
Egon Zehnder International Inc.	<i>Nationwide</i>	<i>Winston & Strawn LLP</i>
Electronic Arts Inc.	<i>Nestle Health Science</i>	<i>Womble Bond Dickinson (US) LLP</i>
Eli Lilly & Co.	<i>Nestlé USA Inc.</i>	<i>Workday Inc.</i>
EMD Serono, MilliporeSigma and EMD Electronics	<i>Neuberger Berman Group LLC</i>	<i>Xcel Energy Inc.</i>
Empower	<i>New Belgium Brewing Company</i>	<i>Xerox Corp.</i>
Equinix	<i>New York Life Insurance Company</i>	<i>Xylem Inc.</i>
Ericsson Inc	<i>Nielsen</i>	<i>Yahoo! Inc.</i>
Ernst & Young LLP	<i>Nike Inc.</i>	<i>Yelp Inc.</i>
Estée Lauder Companies Inc., The	<i>Nixon Peabody LLP</i>	<i>Zebra Technologies Corporation</i>
Etsy Inc.	<i>Nomura</i>	<i>Ziff Davis</i>
Eversheds Sutherland (US) LLP	<i>Nordstrom Inc.</i>	<i>Zimmer Biomet Holdings Inc.</i>
Experian North America	<i>Northern Trust Corp.</i>	<i>Zoetis Inc.</i>
<i>Factor Systems, LLC dba Billtrust</i>	<i>Northrop Grumman Corp.</i>	<i>ZS Associates Inc.</i>
<i>Farmers Insurance Group</i>	<i>Northwestern Mutual Life Insurance</i>	<i>Zurich North America</i>