



# TRANS AND QUEER CAREER RESOURCES

*Feeling comfortable in your potential place of employment is a large component of your overall ability to be successful in a role. Workplace discrimination is a significant issue faced by the LGBTQ+ community. As of 2018, 48% of LGBTQ+ workers were closeted at work, and 50% of non-LGBTQ+ workers reported that there were no employees at their company who were open about being LGBTQ+.*

While everyone is different and looks for distinctive qualities in their places of employment, here are some strategies and tips to consider as you apply for jobs as a trans or queer person and search for an affirming employer and welcoming environment.

## DO YOUR RESEARCH

When you check out a company's websites and social media, evaluate their public support for the LGBTQ+ community. Is there a non-discrimination policy inclusive of sexual orientation and gender identity? Do they offer an employee resource group that focuses on LGBTQ+ issues? Once you've been given an offer, reach out to human resources and ask for details that might include domestic partner benefits or other health benefits offered.

## LOOK BEYOND COMPANY PAGES

There are several websites that highlight organizations that are inclusive and supportive of LGBTQ+ employees. [The Human Rights Campaign](#) offers several resources around companies' benefits that pertain to LGBTQ+ employees. They released a Corporate Equality Index report that shares details on the best corporate environments, focusing on companies that have policies that are LGBTQ-inclusive.

## FIND COMMUNITY

Many organizations have identity groups where workers of different backgrounds come together through social events and professional development. While at DePaul, there is also a LGBTQIA+ Resource Center for students. Finding community outside of work is also essential to establishing a healthy support system. Chicago-based community based resources include Brave Space Alliance, Trans Chicago, and the Center on Halsted.

## ASK QUESTIONS

Know that these strategies are meant to simply serve as a starting point along your journey. Ask questions and take your time when choosing a job that's the best fit for you. DePaul's career advisors are also here to help! In any situation, do your research and evaluate if a company is going to provide an inclusive environment that will make you feel welcomed and affirmed.

## Know your rights: The job search and beyond

You are not required to disclose any information regarding your sexual orientation or gender identity during the job search. You can decide for yourself what you feel comfortable sharing with a prospective employer. Also know that LGBTQ+ employees in the U.S. are protected by the Civil Rights Act of 1964.

Ultimately the choice of whether to be open or not is entirely up to the individual, and the choice to come out or not is informed by a variety of

factors. Coming out at work can be a challenge, but it may also relieve the daily stress of hiding who you are.

In 2020, the Supreme Court of the United States issued a decision in *Bostock v. Clayton County* making it clear that discrimination on the basis of sexual orientation and gender identity is **prohibited** under the federal employment non-discrimination law known as Title VII.

### On Campus:

DePaul's Office of Multicultural Student Success (OMSS), [go.depaul.edu/omss](http://go.depaul.edu/omss), has a fantastic LGBTQIA+ Resource Center that hosts SPECTRUM's Annual Drag Show, as well as Lavender Graduation and other year-round programming. There are also policies in place that encourage students to prevent deadnaming in on-campus systems.

If you have not undergone a legal name change, or are in the middle of the legal name change process, you can abbreviate your name to a first initial in DePaul's systems without a government-issued document. Follow the Personal Information Change link to abbreviate your name to a first initial. For the documentation field, provide current valid identification.

You can also elect to add a name to your Campus Connect profile. The name applies to first name only and will be utilized in most university's information systems including Campus Connect pages, Class Roster, D2L and Directory Information.

For more information, please see the Preferred Name Information Page. Add a preferred name in Campus Connect at the following location: Campus Connect > Student Center > Personal Information > Names.

### For Alumni Elsewhere in the US:

In the United States, each state has separate legislation regarding LGBTQ+ people and workplace discrimination. Some states do not have any protections where others have passed anti-discrimination legislation protecting only sexual orientation while still others include both sexual orientation and gender identity. The Movement Advancing Project features an interactive map delineating these differences at [lgbtmap.org/equality-maps](http://lgbtmap.org/equality-maps).

### For Alumni in Chicago:

For folks in the Chicago area, Chicago Worker's Rights is an advocacy group that acts as a resource for helping people understand their rights as an LGBTQ+ professional. They have both a website ([lgbtqworkerscenter.org](http://lgbtqworkerscenter.org)) and a volunteer-staffed phone hotline where "workers can turn to know their rights, learn about resources, find community and begin to organize for change."

*When LGBTQ+ professionals can bring their full selves to work, they give greater visibility to their full spectrum of creativity and illuminate the untapped potential of a more inclusive world. Whether you are looking for your first ever full time position or pivoting after decades in the industry, the DePaul Career Center is here to support you in your journey.*