

Resources for BGLTQ Students

Students who identify as bisexual, gay, lesbian, transgender, queer, and/or questioning (BGLTQ) deserve a supportive environment both in college and as they transition into the workforce. However, the inclusion of BGLTQ employees may vary by industry and geographic location. As a BGLTQ student you may encounter unique career planning challenges related to sexual orientation and gender identity and expression. When preparing for entry into the workforce, we recommend that BGLTQ students meet with representatives from the Office of BGLTQ Student Life at Harvard College and career advisers at the Office of Career Services (OCS). We are prepared to provide you with resources and support as you begin thinking about issues regarding job searching, interviewing, and navigating the culture of the workplace. Regardless of how you identify, we are here to meet you where you are and to help you determine what is right for you as you plan and prepare for your next step.

Below is an overview of possible career-related challenges BGLTQ students may face and a variety of resources to help address these concerns. We recognize that the BGLTQ experience is a diverse one, and that students' experiences may vary.

- ***BGLTQ students may need to conduct preliminary research in order to identify BGLTQ-friendly employers.***
 - There are several things that BGLTQ candidates can do to determine if a company or organization is BGLTQ-friendly. Some employers are intentional about diversifying and being more inclusive toward BGLTQ candidates in their employment recruitment while others are largely silent about their support. Depending on the industry and the type of job, students should conduct preliminary research to learn about each organization's values and employment policies.
 - Here is an [article](#) on "Six Steps to Finding LGBTQ-friendly Employers" and check out [this compilation](#) of resources from Oberlin College that can be used to find BGLTQ friendly employers. The following are also job boards where you can find more internships and jobs that are BGLTQ-friendly: [LGBT CareerLink](#) and [Out for Work Internship and Job Board](#). Along with researching each employer's policies, we also advise students interested in working outside the United States to research the laws and norms of each particular country.
- ***Transgender or gender non-conforming candidates may benefit from additional resources to address challenges throughout their job search process.***
 - What one member of the BGLTQ community experiences throughout their job search may or may not be true for another member. Transgender, genderfluid, and gender non-conforming candidates encounter a variety of unique challenges that may at times make it difficult to include things like job references and their legal name. Such candidates need to determine how comfortable they are disclosing their gender identity in their application documents. Talking to fellow transgender or gender non-conforming working professionals who have been through the job search process may answer some of your questions.

- To begin, here is an [article](#) on “How to Manage a Job Search as a Transgender Candidate.” [The National Center for Transgender Equality](#) is also an excellent resource, and you may be interested in looking at their sections on [employment rights \(general\)](#) as well as [employment rights \(federal\)](#).
- ***BGLTQ students may struggle in deciding whether or not to disclose gender identity or sexual orientation or may at times experience inappropriate interview questions.***
 - Throughout the interview, hiring, and employment process you are under no obligation to disclose certain personal information about your gender identity or sexual orientation. It is illegal for employers to ask you information regarding your gender identity and sexual orientation. Only you can determine your comfort level of disclosure. Some candidates may choose to do so to determine the friendliness of an employer or because of its relevance to the job description; others may choose not to mention it until after being hired. Regardless of your decision, a job interviewer should only ask you about your qualifications as a candidate based on your skills and expertise.
 - To determine whether or not to disclose your identity here is an [article](#) entitled “Job Search Advice for LGBT Job Seekers.” To help answer inappropriate interview questions read this [article](#) on “Illegal Interview Questions and How To Respond” and this [article](#) on “LGBT Candidates and Interview Success.”
- ***BGLTQ students may benefit from knowing how to respond to gender bias and/or anti-BGLTQ discrimination during the job search process.***
 - If you feel uncomfortable with a question during an interview, you can professionally deflect questions and say that you do not feel comfortable answering that question.

Resources @ Harvard:

- [Harvard College Office of BGLTQ Student Life](#)
- [Harvard Office of Career Services](#)
- [Harvard Queer Student Organizations](#)
- [Harvard Graduate School of Arts & Sciences \(GSAS\) LGBTQ Resources at Harvard and Beyond](#)
- [Harvard Gazette Stories Tagged LGBT](#)

LGBT Professional Networks:

- [LGBT- Gay, Lesbian, Bisexual, Trans, Queer, Questioning and Allies Networking](#)
- [LGBT-Friendly Professional Network](#)
- [Boston LGBT Professional Network](#)
- [Harvard Alumni Directory](#) & [LinkedIn Alumni Search Tool](#): Connect with BGLTQ alumni and professionals working in industries/organizations that are of interest to you.

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