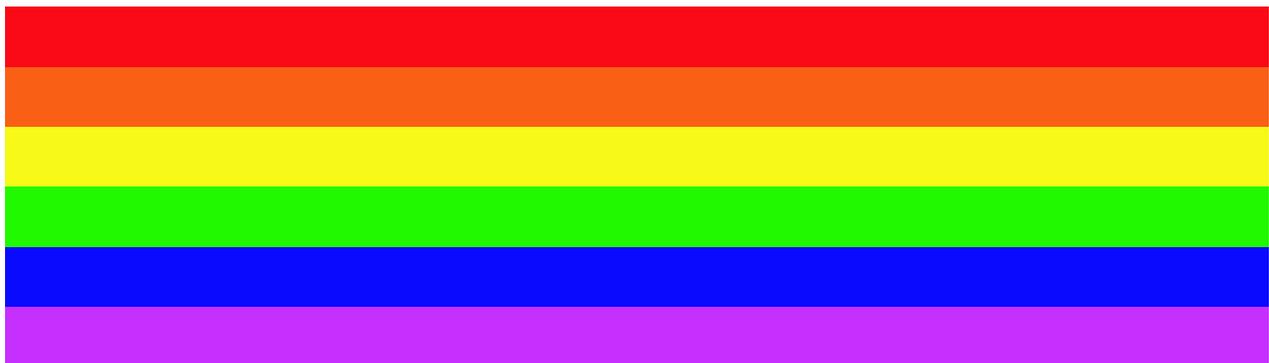




# **Career Resources for GLBTQ Students**

Office of Career Services, UIC

Graduate Intern: Vara Durbha



## **Career Resource Books for GLBTQ students**

### ***100 Best Companies for Gay Men and Lesbians*** by Ed Mickens

Mickens, editor and publisher of *Working It Out*, lists 100 companies and describes what makes them amenable to gay and lesbian employees, but that only takes a fourth of the book. Approximately half the text is an overview of the issues raised by lesbians and gays in the workplace, including changes that have occurred and what businesses need to know. The book closes with a discussion offering ways to predict in the interview whether the company in question would be a good place for a gay or lesbian to work and also deals with the question of whether to "come out" or not.

### ***Lavender Road to Success*** by Kirk Snyder

Based on a groundbreaking study of more than 300 gay, lesbian, bisexual and transgender alumni, *Lavender Road to Success* is the first career guide written specifically for the gay community. Identifying how the right career decisions can level the workplace playing field, the author presents a personal and comprehensive look at the career paths of gay professionals, giving voice to those who have experienced both success and failure as a direct result of their career decisions.

### ***Out and In: Information for Gay, Lesbian, and Bisexual Law School Applicants***

For Law School applicants. The legal profession itself has made great strides. Lesbians and gay men have found places in law firms of many sizes and types of practice, succeeded in organizing their own small law firms, risen within the ranks of legal education, taken seats on the bench, and of course, have worked in law firms specializing in the gay and lesbian rights movement. Despite all of this progress, you may be wondering what kind of reception you will receive both in the profession and, more immediately, in law school. You also may have questions about the process of selecting and applying to law school. This pamphlet is designed to address some of these questions, and to raise some issues that you may not have thought much about.

### ***Straight Jobs, Gay Lives*** by Annette Friskopp and Sharon Silverstein

Business consultants Friskopp and Silverstein surveyed over 100 gay or lesbian alumni from the Harvard Business School for this work. Their findings resemble a sort of MBA case study in which problems are presented and participants are invited to try to resolve them. Not surprisingly, given the "golden passport" of a Harvard MBA, survey respondents have all done quite well. Yet there have been instances of on-the-job discrimination ranging from the subtle (e.g., rumors, gossip, homophobic remarks) to the more blatant (gay-bashing, firing, etc.).

Those who had been open about their sexuality experienced little or no discrimination, whereas those who were totally or partially closeted reported being victimized, blackmailed, or even dismissed. The authors also discuss the importance of networking and mentoring. An excellent and comprehensive resource that includes Internet and online sources; highly recommended for larger business and nonfiction collections.

***The G Quotient: Why Gay Executives are Excelling as Leaders... And What Every Manager Needs to Know*** by Kirk Snyder

According to Snyder, whose book compiles the results of a five-year research project covering over 2,000 organizations and 3,500 professionals, openly gay male managers and executives offer a specific and effective model of leadership that he calls the G quotient, which accounts for a 25 to 30 percent higher level of job satisfaction and workplace morale among employees of gay managers. Snyder believes the gay experience teaches these managers to "place a greater emphasis on the individual value of their employees," and identifies seven qualities that gay executives bring to the workplace: inclusion, creativity, adaptability, connectivity, communication, intuition and collaboration. Snyder is perceptive and detailed in analyzing his research and discussing it with a slew of today's top gay business leaders, including a state senator, a college president, and top executives at Disney, PepsiCo and Morgan Stanley. Novel managing strategies, including "focusing on the process of work rather than the final product," "placing value on experiential learning" and "seeing inspiration as a manageable commodity," make this a practical business primer as well as a landmark study; managers looking for a fresh approach should pick this title up, as should those interested in the rising profile of gays in America.

***Changing Corporate America from Inside Out: Lesbian and Gay Workplace Rights*** by Nicole C. Raeburn

A long-overdue study of the workplace movement, Raeburn's analysis focuses on the mobilization of lesbian, gay, and bisexual employee networks over the past fifteen years to win domestic partner benefits in Fortune 1000 companies. Drawing on surveys of nearly one hundred corporations with and without gay networks, intensive interviews with human resources executives and gay employee activists, as well as a number of case studies, Raeburn reveals the impact of the larger social and political environment on corporations' openness to gay-inclusive policies, the effects of industry and corporate characteristics on companies' willingness to adopt such policies, and what strategies have been most effective in transforming corporate policies and practices to support equitable benefits for all workers.

**GayYellow Pages** - Directory of resources (business and organizational) for Gay, Lesbian, Bisexual & Transgender USA & Canada, since 1973. Updated monthly online.  
<http://gayyellowpages.com/online.htm>

### **Other GLBTQ themed books**

Baker, Daniel, Strub, S. O. and Henning, B. (1995). *Cracking the Corporate Closet: The 200 Best (and Worst) Companies to Work for, Buy from, and Invest in if You're Gay or Lesbian - and Even if You Aren't*. New York: HarperBusiness.

Dunne, G.A. (1996). *Lesbian Lifestyles: Women's Work and the Politics of Sexuality*. University of Toronto Press.

Ellis, A.L. & Riggle, E. D. B. (Eds.) (1996). *Sexual Identity on the Job: Issues and Services*. New York: Harrington Park Press.

Friskopp, A. and Silverstein, S. (1995). *Straight Companies, Gay Lives: Gay and Lesbian Professionals, the Harvard Business School, and the American Workplace*. New York: Simon and Schuster.

McNaught, B. (1994). *Gay Issues in the Workplace*. St. Martin's Press.

Mickens, Ed (1994). *The 100 Best Companies for Gay Men and Lesbians*. New York: Pocket Books.

Miriam, F. (1990) *Pride at Work: Organizing for Lesbian and Gay Rights in Unions*. New York: Lesbian and Gay Labor Network.

Powers, B. and Ellis, A. (1995). *A Manager's Guide to Sexual Orientation in the Workplace*. New York: Routledge.

Rasi, R.A. (Editor) (1995). *Pleasures and Perils of Coming Out on the Job*. Alyson Publications

Rasi, R. A & Rodriguez-Nogues, D.M.L. (Eds.) (1995). *Out in the workplace*. Los Angeles: Alyson

Vargo, M.E. (1998). *Acts of Disclosure: The Coming Out Process of Contemporary Gay Men*. Haworth Press, Inc. 1998.

Winfeld, L. and Spielman, S. (1995). *Straight Talk about Gays in the Workplace*. New York: Amacom,.

Woods, J. D. (1993) *The Corporate Closet: The Professional Lives of Gay Men in America*. New York: Free Press.

## Employee Sponsored GLBTQ Groups

### [Gay, Lesbian, Bisexual and Transgender Employees of Verizon and Their Allies](http://www.globe-of-verizon.org) -

<http://www.globe-of-verizon.org>

For employees who are GLBT and their supportive family, friends or colleagues who work for Verizon. Promoting respect and dignity at work. Events, membership, leadership, information, history, contact details.

### [Intel Gay, Lesbian, Bisexual or Transgender Employees](http://www.glyphic.com/iglobe/index.html) -

<http://www.glyphic.com/iglobe/index.html>

A workplace organization that exists to provide a forum for Intel employees in affirmation of Intel's commitment to equality, diversity and making Intel a great place to work.

### [Gables-CU](http://www.columbia.edu/cu/gables/) - <http://www.columbia.edu/cu/gables/>

Gay, bisexual, and lesbian faculty, staff and supporters at Columbia University. Includes general information about the group, history, and current events and projects.

### [Equal!](http://www.equal.org/) - <http://www.equal.org/>

Educational and support group for gay, lesbian, bisexual, or transgendered employees of Lucent Technologies. Members in USA, Australia, China, Ireland, Netherlands, United Kingdom. Includes information on structure, officers, the Safe Space Program, local chapters, and conferences. Conferences have not been held since 2000.

### [CompaqPLUS Online](http://www.ziplink.net/~glen/compaqplus/) - <http://www.ziplink.net/~glen/compaqplus/>

The GLBT group at Compaq. Includes information about DP benefits, member's pages, help line and contact information.

### [EAGLE at IBM](http://home.earthlink.net/~eagleibm/) - <http://home.earthlink.net/~eagleibm/>

EAGLE at IBM. Mission, Chapters and contact details. Includes London branch.

### [Ford Gay Lesbian or Bisexual Employees](http://fordglobe.org/) - <http://fordglobe.org/>

A network of GLBT and allies who are hourly and salaried employees, retirees and contractors at Ford Motor Company. Includes information on mission, membership, history, chapter events and related links. Covers US, Germany and United Kingdom.

## Other Employer Sponsored GLBTQ Groups

AMR -- American Airlines / American Eagle

<http://www.amrgleam.com/>

AT&T

<http://www.league-att.org/>

Coca-Cola

<http://webpages.charter.net/kolage/>

Compaq

<http://www.ziplink.net/~glen/compaqplus/>

DaimlerChrysler

<http://members.aol.com/dcxpod/>

DuPont

<http://www.dupontbglad.com/>

Federal Government Employees

<http://www.fedglobe.org/>

Ford Motor Company

<http://fordglobe.org/>

IBM

<http://home.earthlink.net/~eagleibm/>

Intel

<http://www.intelgbt.org/>

Lucent Technologies

<http://www.equal.org/>

Microsoft

<http://www.microsoft.com/diversity/>

NCR Corporation

<http://www.league-ncr.com/>

Verizon

<http://www.globe-of-verizon.org/>

Xerox

<http://www.galaxe.org/>

## Profession-Specific Organizations

Find professional networking contacts from the GLBTQ community, including the following industries:

Psychology/Counseling/Education, Law and Government, Business, Science, Arts & Humanities

[LGBT Professional Organizations List http://www.career.uci.edu/pdf/LGBTProfOrg.pdf](http://www.career.uci.edu/pdf/LGBTProfOrg.pdf)

Association for Gay Lesbian and Bisexual Issues in Counseling (AGLBIC)

<http://www.aglbic.org/>

Association of Gay and Lesbian Psychiatrists (AGLP)

<http://www.aglp.org/>

GLBT organization that represents the interests of federal employees.

<http://www.fedglobe.org/home.html>

Gay and Lesbian Medical Association (GLMA)

<http://www.glma.org/>

Gaylesta - LGBT Psychotherapists of the Greater San Francisco Bay Area

<http://www.gaylesta.org/>

Gay Truckers Association

<http://www.gaytruckersassn.org/>

Law Enforcement Gays and Lesbians (LEGAL)

<http://members.aol.com/legalint/>

Lesbian and Gay Veterinary Medical Association (LGVMA)

<http://www.lgvma.org/>

LGBT People in Medicine -- advocacy committee within American Medical Student Association

<http://www.amsa.org/adv/lgbtpm/>

Los Angeles Gay and Lesbian Scientists

<http://www.lagls.org/>

National Consortium of Directors of LGBT Resources in Higher Education

<http://www.lgbtampus.org/>

National Gay Pilots Association (NGPA)

<http://www.ngpa.org/>

National Lesbian & Gay Journalists Association (NLGJA)

<http://www.nlgja.org/>

National Lesbian and Gay Law Association (NLGLA)

<http://www.nlgla.org/>

The National Gay & Lesbian Chamber of Commerce (NGLCC) is the exclusive certifying body for LGBT-owned businesses and entrepreneurs.

<http://www.nglcc.org/>

National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)

<http://www.noglstp.org/>

New York City Gay and Lesbian Professional Organizations -- network of professional organizations in New York

<http://www.nbpo.org/>

Out in Television and Film

<http://www.outintvandfilm.org/>

Out Professionals -- professional organization in New York City

<http://www.outprofessionals.org/>

Popcorn Film & Video Professionals -- Yahoo! group for film and video professionals emphasizing LGBT motion pictures and events

<http://groups.yahoo.com/group/pqprofessionals/>

Publishing Triangle -- association of lesbians and gay men in publishing

<http://www.publishingtriangle.org/>

Resources for LGBT doctors and medical students -- includes links to professional organizations

[http://www.geocities.com/gay\\_medics/](http://www.geocities.com/gay_medics/)

<http://www.glbworkplace.com/>

*Lesbian, Gay, Bisexual and Transgender Diversity in the Workplace* training program breaks down barriers and fosters communication between LGBT and employees and their co-workers.

<http://www.outandequal.org>

Job search engine providing employment opportunities and resources to the gay, lesbian, bisexual and transgender (GLBT) job seeker in the US.

<http://www.glpcareers.com/>

Website with resources for diverse populations - including African Americans, Asian Americans, disabled, gay & lesbian, Hispanics, Native Americans, and women.

<http://www.hirediversity.com/>

[Gays and Lesbians in Foreign Affairs Agencies](http://www.glifaa.org) - <http://www.glifaa.org>

Group for workers in U.S. State Department, Agency for International Development (USAID) and other foreign affairs agencies. Events, news, mission, links, membership, history and contact details.

[National Lesbian and Gay Law Association](http://www.lavenderlaw.org/) - <http://www.lavenderlaw.org/>

A national association of lawyers, judges and other legal professionals, law students, and affiliated lesbian, gay, bisexual and transgender legal organizations. Includes news, events, and membership and contact information.

## **Job Posting Websites, Search Engines and Magazines for GLBTQ students**

<http://www.echelonmagazine.com/>

The Gay and Lesbian Business News Magazine" offers business news and information targeted to the GLBT community. They also have an employment board.

<http://www.gayjob.biz/>

This site contains many employer profiles (corporate, college, government and community, and small business).

Equally Speaking - [http://www.hrc.org/equally\\_speaking.htm](http://www.hrc.org/equally_speaking.htm)

Examines the workplace policies of potential employers. The HRC Corporate Equality Index measures how equitably companies are treating GLBT employees, consumers and investors, while the Workplace Policies database allows you to search for companies with varies non-discrimination policies in effect. This is a service of the Human Rights Campaign.

Human Rights Campaign - <http://www.hrc.org/>

"Worknet" - This portion of the HRC site includes which employers have LGBT-friendly policies, what you should do if you've been discriminated against at work, and an extensive workplace bibliography.

Pride at work - <http://prideatwork.org>

The purpose of Pride at Work is to mobilize support between the organized labor movement and the GLBT Community around organizing for social and economic justice.

Out for Work - <http://outforwork.com/>

National nonprofit dedicated to educating, preparing, and empowering LGBT students and their Allies for the transition from academia to the workplace. Hold college student career conferences annually.

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

Provides assistance for job seekers looking for employment in LGBT-friendly work environments.

[GFN Career Central – www.GFN.com](http://www.GFN.com)

Network with professionals and reconnect with alumni from the LGBT community. You can also receive financial information.

[Transgender at Work - http://www.tgender.net/taw/](http://www.tgender.net/taw/)

Addresses workplace issues for the transgendered community.

[Out & Equal Workplace Advocates - http://www.outandequal.org/](http://www.outandequal.org/)

Provides workplace resources and a list of Employee Resource Groups (ERGs).

[GLV Reports - http://www.glvreports.com/](http://www.glvreports.com/)

Index of 2000 companies and how they are rated on gay friendly policies.

[American Civil Liberties Union - http://www.aclu.org/lgbt/index.html](http://www.aclu.org/lgbt/index.html)

[PlanetOut Inc. - http://www.planetout.com/specials/pride/](http://www.planetout.com/specials/pride/)

The leading global media and entertainment company exclusively serving the lesbian, gay, bisexual and transgender (LGBT) community. Includes a message board specifically aimed at gay and lesbian workplace issues, as well as other general issues of importance.

[RESPECT - Gay, Lesbian and Straight Education Network \(Teachers' network\)  
http://www.glsen.org/](http://www.glsen.org/)

GLSEN, the Gay, Lesbian and Straight Education Network, is the leading national education organization focused on ensuring safe schools for all students. Established nationally in 1995, GLSEN envisions a world in which every child learns to respect and accept all people, regardless of sexual orientation or gender identity/expression.

[Gay, Lesbian, Bisexual, Transgender Employees of the Federal Government  
http://www.fedglobe.org/home.html](http://www.fedglobe.org/home.html)

Federal GLOBE's chartered purpose is to eliminate prejudice and discrimination in the federal government based on sexual orientation by (1) developing and providing educational programs, materials and assistance mechanisms which address the distinctive concerns and problems of lesbians, gay men, and bisexuals in the federal government and (2) educating the general public, policy makers, and federal employees about issues of concern to lesbians, gay men, and bisexuals.

Lambda Legal Defense and Education Fund - <http://www.lambdalegal.org/>

The nation's oldest and largest legal organization working for the civil rights of lesbians, gay men, and people with HIV/AIDS. Also provides summary of states, which prohibit discrimination, based on sexual orientation. Lambda Legal's help desk staff respond directly to those seeking legal information assistance with discrimination related to sexual orientation, gender identity and HIV status.

[Out Professionals - http://www.outprofessionals.org/](http://www.outprofessionals.org/)

Leading gay and lesbian professional networking site.

[GLP Careers - http://www.glpcareers.com/](http://www.glpcareers.com/)

Job search engine for the GLBTQ populations

[Gay.com: Business & Careers](#)

Career advice, employment issues, resume writing advice, and job search tips.

[Out on a job interview? - http://www.qrd.org/qrd/www/usa/illinois/oaw/job.interview.html](http://www.qrd.org/qrd/www/usa/illinois/oaw/job.interview.html)

Brief article discussing considerations for coming out during the job application and interview

# The 2008 Diversity Inc Top 10 Companies for LGBT Employees

(From: [www.diversityinc.com](http://www.diversityinc.com))

With the California Supreme Court decision to allow same-sex marriage, LGBT issues are in the news, so the timing was perfect for the release of The Diversity Inc Top 10 Companies for LGBT Employees list.

To obtain this list, DiversityInc factored in the LGBT-related questions that they ask on the Top 50 survey, including whether a company has an employee-resource group for LGBT employees, whether the company actively recruits for LGBT employees, whether there is content on the corporate web site that reflects the LGBT community, and whether benefits are offered to same-sex domestic partners of employees. To be eligible for the Top 50, companies must offer domestic-partner health benefits, but these companies go a step further, offering partners such benefits as relocation assistance, adoption assistance and bereavement leave. They also accounted for whether a company has a specific supplier-diversity plan aimed at LGBT employees.

In addition, Human Rights Campaign (HRC)'s Corporate Equality Index score was factored in on these companies, with the HRC's permission, since that is a nationally recognized empirical assessment of support for LGBT employees.

Here's the list and a key factor about why each company was named:

**No. 1: IBM, No. 9 on [The 2008 DiversityInc Top 50 Companies for Diversity](#) list. Also No. 2 on [The Top 10 Companies for Asian Americans](#), and on [The Top 10 Companies for People With Disabilities](#) and [The Top Global Diversity Companies](#).**

IBM is a longtime advocate of LGBT rights and has made a global stand to refuse to do business in countries that don't support human rights for everyone. The company has one of the strongest supplier-diversity efforts for LGBT vendors. IBM has mandatory diversity training on orientation and gender identity/expression for all employees.

**No. 2: Johnson & Johnson, No. 8 on the Top 50. Also No. 1 on [The Top 10 Companies for Asian Americans](#) and No. 1 on [The Top 10 Companies for Executive Women](#).**

The company offers same-sex partners of its employees bereavement leave, relocation assistance, family medical leave and adoption assistance.

**No. 3: Wachovia, No. 14 on the [Top 50](#). Also No. 4 on [The Top 10 Companies for Recruitment & Retention](#), No. 4 on [The Top 10 Companies for African Americans](#) and No. 9 on [The Top 10 Companies for Executive Women](#).**

Wachovia has a specific program to recruit for LGBT employees. The bank's philanthropic contributions include The San Francisco LGBT Community Center, The Gay Men's Health Crisis, Lesbian and Gay Community Services Center, AIDS Walk Los Angeles, the Human Rights Campaign and the Equality Forum.

**No. 4: PepsiCo, No. 28 on the [Top 50](#). Also on [The Top 10 Companies for People With Disabilities](#) and [The Top Global Diversity Companies](#).**

PepsiCo has strong LGBT employee-resource groups and contributes to PFLAG and the Human Rights Campaign. The company's written nondiscrimination policy covers gender identity.

**No. 5: Toyota Motor North America, No. 48 on the [Top 50](#)**

The auto company offers same-sex partners of its employees many benefits, including bereavement leave, COBRA-like benefits, supplemental life insurance, relocation assistance, retiree health benefits and employee discounts.

**No. 6: Eastman Kodak Co., one of DiversityInc's 25 Noteworthy Companies. Also on [The Top 10 Companies for People With Disabilities](#).**

Kodak has been a longtime leader in benefits for LGBT employees, having included orientation in its nondiscrimination policy since 1992 and gender identity since 2002. The company has mandatory diversity training for all employees, including orientation and gender identity/expression. Kodak also offers health benefits for transgender treatments.

**No. 7: Deloitte, No. 16 on the [Top 50](#). Also No. 4 on [The Top 10 Companies for Asian Americans](#) and on the [Top 10 Companies for People With Disabilities](#).**

Deloitte's health benefits cover transgender treatments. The firm also provides many benefits for same-sex partners of employees, including bereavement leave, adoption assistance, employee discounts, employee-assistance programs and retiree healthcare benefits.

**No. 8: PricewaterhouseCoopers, No. 4 on the [Top 50](#). Also one of The Top Global Diversity Companies, No. 10 on [The Top 10 Companies for Recruitment & Retention](#) and No. 6 on [The Top 10 Companies for Asian Americans](#).**

The firm's diversity training includes GLBT Awareness Training. PwC also has an intranet with microsites dedicated to LGBT issues.

**No. 9: Merrill Lynch & Co., No. 7 on the [Top 50](#). Also No. 3 on [The Top 10 Companies for Asian Americans](#).**

Merrill Lynch requires employees to attend diversity training dealing with orientation and gender identity/expression. The company has offered healthcare benefits to same-sex partners of employees since 1999.

**No. 10: Ernst & Young, No. 17 on the [Top 50](#). Also No. 9 on [The Top 10 Companies for Asian Americans](#).**

The firm, which has a strong LGBT-employee group, has made inclusiveness one of its top ten global priorities.