Introduction
This pamphlet is meant as a supplement to other Career Services resources.

Please visit the website at: http://careernetwork.msu.edu

Choosing a Major/Career

The first big decision you make regarding your career path is what you major in. Here are some things to take into consideration:

• Many possible employers now include sexual orientation in their non-discrimination policy and more are starting to add gender identity/expression.
• Your job performance, skills and abilities are no more adversely affected by your identity than by any other life issues.
• Often, LGBT individuals fall into underemployment because of perceptions of how they will be viewed in the workplace. Live up to your dreams and deal with obstacles as they arise.

For more information, contact:
MSU Career Services
113 Student Services
East Lansing, MI 48824
(517) 355-9510
careerservices@csp.msu.edu

Please visit website for office hours and drop in hours for the current semester

Compiled and distributed by
LBGT Resource Center
302 Student Services
East Lansing, MI 48824
(517) 353-9520
http://lbgtrc.msu.edu

Last printed: November 2011
The LGBT Resume
**“to be out or not to be out”**
Everyone should have various versions of their resume tailored to each position they apply for. The LGBT resume is just one more version! Ultimately, it is your choice if you would like to ‘out’ yourself on your resume. Know that you may be asked questions about the organizations that you list on your resume. If you make an appointment with Career Services, they can assist you with this.

**Investigating an Employer/Community**
Conducting employer research is a necessary step in the job search process. To be better prepared for an interview, everyone needs to be educated about that particular employer. For an LGBT individual, issues of policies related to LGBT identity should also be researched.

Things to consider:
- Non-discrimination policies inclusive of sexual orientation and gender identity
- Domestic partner benefits
- LGBT employee groups
- Diversity training that is LGBT inclusive
- The Human Rights Campaign Corporate Equality Index figure for the organization (if they have one)

Interviewing
Should you come out or not in an interview? There is NO one definite answer that will work for everyone.
- As with any other time that you come out, determine whether or not you feel safe doing so.
- Interviews should focus on the position and your skills. Sexual orientation and gender identity are inappropriate and may be illegal topics for interviewers to introduce.
- An interview is not just the interviewer deciding if you should be hired, but it is also your opportunity to decide if you want to work for that organization.
- If you feel comfortable you can ask questions about the climate of the office and determine if marginalized groups are incorporated into professional organizations.

Coming Out on the job
For some people, being able to be open about their identity in every facet of their lives is very important. If you feel this way, working in an environment where you can be out may be best for you. Whether you want to come out to one co-worker, your team or your supervisor, remember to be prepared for anything.

**Being Closeted at Work**
People are closeted at work for reasons that need to be honored. Some individuals value privacy, while others are closeted for financial/job security reasons or fear of emotional or physical danger. However, being closeted can also come with high emotional cost. If you need or choose to remain closeted know the costs and how to cope with them.

What to do and where to go if you feel you have been discriminated against
As an LGBT individual, there is a possibility that your rights are protected — workplace discrimination is illegal in 39 of 50 states. Here are some places you may consider for additional assistance:
- In Michigan, contact Equality Michigan
- Contact your local chapter of the ACLU
- Call your local union representative if you belong to a union
- Contact a lawyer who deals with civil and/or queer rights issues