

LGBTQ Career Planning Resources

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Are you unsure whether or how to disclose your gender or sexual identity during your job search? Or are you concerned that you will experience discrimination in your new workplace? In this section, you will find resources and organizations that support lesbian, gay, bisexual, transgender, and queer (LGBTQ) individuals with their job search, including resources that will help you understand issues around disclosure and discrimination. You will also learn about employers and find supportive professional networks.



UNDERSTANDING DISCLOSURE

- **GenEQ Guide to Entering the Workforce**
Human Rights Campaign
tinyurl.com/yy3uzpzh

This guide is for LGBT people who are transitioning to the workplace. The guide helps job seekers understand the considerations around disclosing gender identity and/or sexual orientation during the job search process and after starting a new job.

It also offers detailed information and links to help job seekers understand employment laws, employer non-discrimination policies, and how to evaluate employer benefits.

- **LGBTQ Vocabulary: Pronouns**
Mossier
mossier.org/lgbtq-vocabulary-pronouns

A person’s identity doesn’t always fit into binary gender descriptions. Use the correct personal pronouns to create an inclusive workplace. This resource discusses why pronouns are important and offers examples of how to share personal pronouns in a professional setting.

LGBTQ Career Planning Resources (Continued)

NETWORKING AND EMPLOYERS

- **Proud to Work Career Fair**

Mossier

mossier.org/proud-to-work

Attending a career/job fair is a great way to learn about the workplace culture of employers who are hiring. The Proud to Work Career Fair is a free annual event in October that features employers who are actively prioritizing the inclusion of LGBTQ talent.

- **Twin Cities Quorum**

twincitiesquorum.com

Quorum is Minnesota's LGBTQ+ and Allied Chamber of Commerce. Members include businesses, corporations, nonprofits and professionals throughout the state of Minnesota. Memberships are available for young professionals and other individuals.

- **Corporate Equality Index**

Human Rights Campaign

hrc.org/resources/corporate-equality-index

This national benchmarking tool measures policies, practices, and benefits that impact on LGBTQ people in the workplace for LGBTQ people. An employer search is available. Download the report document to see top ranked employers. You will also find information about nondiscrimination policies and equal benefits that can help you evaluate an employment offer.

EMPLOYMENT DISCRIMINATION

- **Employment and Rights in the Workplace**

Lamda Legal

tinyurl.com/y5jssoxw

In June 2020, the United States Supreme Court [tinyurl.com/y6z28gly] decided that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination. This blog topic covers current legal issues, like the June 2020 decision, that impact LGBTQ workplace rights.

- **LGBTQ Friendly Attorneys | Employment & Discrimination**

OutFront Minnesota

tinyurl.com/y4kxfmte

Find LGBTQ friendly attorneys in Minnesota. Look for the category Employment & Discrimination to find those that have expertise with workplace discrimination.

- **Legal Help Desk**

Lamda Legal

lambdalegal.org/helpdesk | 312-663-4413

Get confidential online or phone help related to discrimination based on sexual orientation, gender identity/expression, and HIV status. You will also find a list of crisis hotline numbers on this page.

LGBTQ Career Planning Resources (Continued)

- **Lesbian, Gay, Bisexual, and Transgender (LGBT) Law**
Minnesota State Law Library
tinyurl.com/yxqpdhwn
The Minnesota Human Rights Statute includes protections from discrimination on the basis of sexual orientation. The language in the statute includes protections for transgender people. Find links to specific sections of the statute related to employment and education.
- **What You Should Know: The EEOC and Protections for LGBT Workers**
U.S. Equal Employment Opportunity Commission
eeoc.gov/laws/guidance/what-you-should-know-eeoc-and-protections-lgbt-workers
Find information about the enforcement of Title VII of the Civil Rights Act against sex discrimination for LGBTQ people. In addition to information about Title VII you will find contact information for starting the complaint process if your rights have been violated.

IDENTITY DOCUMENTS

Federal and state legal identity documents can be updated to show your correct name and gender information. The process for updating documents differs in each state and may take time. Use the resources below to learn the steps needed to fix documents you will use when applying for a job.

- **Birth Certificates**
OutFront Minnesota
outfront.org/birth-certificates
Learn how to amend sex information and name on a Minnesota birth record.
- **Identity Documents**
Transgender Law Center
transgenderlawcenter.org/resources/id
Detailed information about the process and issues around amending the name and gender associated with both federal and state identity documents.

OTHER COMMUNITY RESOURCES

- **LGBTQ Community**
National Alliance on Mental Illness (NAMI) Minnesota
namimn.org/education-and-public-awareness/nami-resources-lgbtq-community
A successful job search requires that you take care of yourself physically and emotionally. NAMI offers information about LGBTQ community resources, including local support groups that you can connect with.
- **LGBTQIA Resources**
Gender and Sexuality Center for Queer and Trans Life, University of Minnesota
gsc.umn.edu/resources/campus
The Gender and Sexuality Center for Queer and Trans Life at the University of Minnesota keeps a comprehensive listing of community resources for lesbian, gay, bisexual, transgender, queer, intersex, and allied or asexual (LGBTQIA) people.

LGBTQ Career Planning Resources (Continued)

- **JustUs Behavioral Health Clinic**

justushealth.org

JustUs Health works to provide equitable health care access and outcomes. Services offered include individual and group therapy as well as chemical health services.

1000 University Avenue West #20, St Paul, MN

612-373-9160

clinic@justushealth.org

Teletherapy options are available.

- **LGBTQ Health**

Family Tree Clinic

familytreeclinic.org/services/lgbtq-health

Family Tree Clinic is a non-profit clinic that provides outreach, education, and clinic services, including sexual health services and specialized care for LGBTQ individuals.

1619 Dayton Ave #205, St Paul, MN

651-645-0478

Telehealth appointments are available.