Movement Advancement Project
Maps LGBTQ Equality by State

Human Rights Campaign’s (HRC) State Maps of Laws & Policies
Maps the laws and policies that affect the LGBTQ communities and where states stand on important issues

The National LGBTQ Workers Center
The National LGBTQ Workers Center is a Lesbian, Gay, Bisexual, Trans, and Queer organization where workers can go to stand up to workplace discrimination and fight for economic justice.
NerdWallet
The Top 20 Most LGBT-Friendly Cities in the U.S.

Realtor.com
Top Places for LGBTQ Folks to Live

Thrillist
The Most LGBTQ-Friendly City in Every Red State in America
HRC’s [Corporate Equality Index](#) Rated list of inclusive employers

HRC’s [Corporate Equality Index: List of Businesses with Transgender-Inclusive Health Insurance Benefits](#)

Glassdoor’s “[Amazing Companies That Champion LGBTQ Equality Hiring Now](#)”

[LGBT Connect](#) (job site)

[Transgender Job Bank](#) (job site)

[Out and Equal](#) (organization dedicated to LGBTQ workplace equality)
In addition to reviewing indexes and inclusive job boards, candidates may wish to conduct additional research related to employer inclusivity.

While no method is perfect, candidates have found success with the following:

- Tracking organization donations ([OpenSecrets.org](https://OpenSecrets.org))
- Using internet search tools or reviewing organization websites to find:
  - Employer’s affinity groups
  - Employer’s non-discrimination policies or statements
  - Employer’s participation in Pride events
  - Employer benefits
  - Same-sex partner coverage
You have the right to choose whether to disclose your sexual identity, gender identity, or gender expression to an employer.

The decision to disclose is up to you and will depend on your comfort sharing your identities with others in specific settings. Your approach to the disclosure process can be individualistic. We welcome you to discuss what this process might look like for you with a Career Advisor.

What are some of the risks of disclosure in the hiring process?

- Resume audit literature has revealed employment discrimination against LGBTQIA+ candidates (Mishel 2016; Tilcsik, 2011)
- Resumes with “signifiers” or “signals” of LGBTQIA+ identities produced fewer invitations to interviews (Mishel 2016; Tilcsik, 2011)

Though not generalizable to all employers, these studies shed light on potential biases in the recruitment process
When can you disclose? **Whenever you feel that the time is right.**

Opportunities for disclosure during recruitment include but are not limited to the following:

- During networking opportunities
- In a cover letter
- On a resume
- During an interview
- After accepting or starting a job or internship
When deciding to “come out” to an employer during the recruiting process, many LGBTQIA+ applicants have given special consideration to certain aspects of resume and cover letter documents:

- Names (If you use a name other than your legal name)
- Note: You have the right to choose which name you use on resumes or cover letters
- Pronouns (if listed)
- Leadership Experiences in LGBTQIA+ Affiliated Groups or Organizations
- Achievements / Awards related to LGBTQIA+ Organizations

We welcome you to discuss your strategy for resume and cover letter construction with a Career Advisor.
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USE OF NAMES: COVER LETTER

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Mark Ivanov
Legal Name: Yelena Ivanov
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If you use a name other than your legal name, you will need to know when you need to list your legal name on documents. While resumes and cover letters don’t require legal names, you can expect to use your legal name on all legal documents, such as:

- Job Applications (most)
- Contracts
- Background check forms
- Social security documents
- Tax documents
- Insurance documents

It’s important to note that most organizations will allow you to choose which name appears on your email account and in organization directories. You may wish to consult with a human resources contact who is bound by confidentiality for company specific policies and options.
When interviewing with organizations, many LGBTQIA+ applicants have given special consideration to certain aspects of the interview process:

- **Names / Introductions** (If you use a name other than your legal name)
- **Pronouns** (if sharing)
- **Professional Dress** (You should dress professionally for your identity)
The interview process should be focused on demonstrating your qualifications for the position based on your education, skills, and experience and determining whether an employer meets your criteria.

Interviews allow you to ask questions about employers’ inclusivity, such as:

- Does your organization offer same-sex partner benefits?
- Does your organization offer gender-inclusive restroom access?
- Does your organization offer trans-inclusive healthcare benefits?
- Does your organization provide LGBTQIA+ affinity groups or networking opportunities?
- How does your organization support diversity, equity and inclusion in the workplace?
Deciding to “come out” at work is a personal choice and one that may be influenced by many factors. How you approach this process can be individualistic.

Though the Bostock v. Clayton County Supreme Court ruling made clear that discrimination on the basis of sexual orientation and gender identity is prohibited under the federal employment non-discrimination law (Title VII), you may still wish to consider the following as outlined by the HRC Foundation:

- Does your employer have a written non-discrimination policy?
- Is there a LGBTQ employee resource group at your workplace?
- What’s the overall climate in your workplace?
- What are your work relationships like?
- Does your state or locality have a non-discrimination law including sexual orientation and gender identity/expression?
- Is your company ranked on the Human Rights Campaign Corporate Equality Index?
If you decide to “come out” at work, you may wish to employ some of the practical steps outlined by the HRC Foundation:

- Identify someone who is LGBTQ or LGBTQ-supportive, and talk to them first
- Make a plan
- Talk about LGBTQ-related media or other topics as a way to signal your views or start the conversation
- Bring a partner or date to organization functions, or have them meet you at work one day
- Put a pride sticker/symbol or a picture of your partner on your desk

Additionally, you may wish to consult with a confidential human resources professional.
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