

BUSINESS CAREER ARTICLE

Do Your Homework

Barbara Dozetos, Monster Contributor

NO MATTER HOW YOU DECIDE TO PROCEED, YOU SHOULD ALWAYS DO YOUR HOMEWORK FIRST. KNOW WHAT LEGAL PROTECTIONS YOU DO AND DON'T HAVE DEPENDING UPON WHERE YOU LIVE.

FORTUNATELY, IF YOU'RE LOOKING TO WORK FOR AN EMPLOYER THAT VALUES DIVERSITY AND INCLUSION—YOU HAVE MORE OPTIONS TODAY THAN EVER BEFORE.

A FULL 83% OF FORTUNE 500 COMPANIES HAVE GENDER IDENTITY PROTECTIONS IN THEIR NON-DISCRIMINATION POLICIES, ACCORDING TO THIS YEAR'S CORPORATE EQUALITY INDEX BY THE HUMAN RIGHTS CAMPAIGN, WHICH RATES WORKPLACES ON LGBT EQUALITY. IN ADDITION, HALF OF GLOBAL BUSINESSES HAVE NOW TAILORED THEIR DIVERSITY AND INCLUSION POLICIES TO SPECIFICALLY ACCOMMODATE LGBT EMPLOYEES, MERCER'S 2017 LGBT BENEFITS AROUND THE WORLD SURVEY FOUND.



DAN WOOG & LIZ WINFIELD

SHOULD YOU COME OUT ON YOUR RESUME?

Many LGBTQ rights advocates disagree about what you should reveal on your resume. What should you do?

NOW OR LATER?

"I CAN'T IMAGINE ANY JOB THAT IS SO GREAT IT'S WORTH HIDING WHO YOU ARE OR SELLING YOURSELF SHORT BY LEAVING OUT ALL THOSE ORGANIZATIONS YOU VOLUNTEERED TIME WITH, JUST SO NO QUESTIONS WOULD BE ASKED," SAYS GAY MEN, STRAIGHT JOBS AUTHOR AND MONSTER CONTRIBUTOR DAN WOOG.

WOOG ALSO FOUND SOME PEOPLE ON A MIDDLE PATH. "THEY LIST THEIR LGBT ACTIVITIES ON THEIR RESUMES BUT DON'T DRAW ATTENTION TO IT," HE SAYS. FOR INSTANCE, THE JOB SEEKER MIGHT MENTION THE RAINBOW ALLIANCE OR NLGJA, WITHOUT SPELLING OUT THE ACRONYM OR GOING INTO ADDITIONAL INFORMATION, SUCH AS "VICE PRESIDENT OF GAY CAMPUS GROUP." THE REST, SAYS WOOG, IS LEFT TO THE INTERVIEWER. IF SHE SAYS, "THE RAINBOW ALLIANCE -- TELL ME MORE ABOUT THAT," IT'S AN OPPORTUNITY TO EXPAND ON IT AND JUDGE HER REACTION.

LIZ WINFIELD, COAUTHOR OF STRAIGHT TALK ABOUT GAYS IN THE WORKPLACE, IS ADAMANT: "I THINK IT IS AS INAPPROPRIATE TO COME OUT ON ONE'S RESUME AS IT IS TO MARK DOWN ONE'S RELIGIOUS OR POLITICAL AFFILIATIONS. CHANCES ARE, THESE THINGS, WHILE BEING VERY IMPORTANT TO THE CONSTRUCT AND CHARACTER OF THE INDIVIDUAL, HAVE NOTHING TO DO WITH THE TASK AT HAND." HOWEVER, WINFIELD SAYS A RESUME SHOULD BE COMPREHENSIVE AND HONEST. "SO IF A PERSON HAS DONE WORK WITH LAMBDA OR THE HRC FOR INSTANCE -- AND THE READER EVEN KNOWS WHAT THESE THINGS ARE -- CERTAIN PRESUMPTIONS CAN BE MADE OR NOT," SHE SAYS. "IT'S THE SAME AS IF SOMEONE PUTS DOWN THAT HE IS A DEACON IN THE CHURCH OR A HEBREW SCHOOL TEACHER ON THE WEEKENDS."