Career Knowledge for LGBTQ+ Students

Part One: Introduction to Employment Issues and Trends
First off...What is LGBTQIA+?

Lesbian, Gay, Bisexual, Trans*, Questioning/Queer, Intersex, Asexual/Ally......grows with cultural change

Refers to any person who identifies with this group and may also include advocates for LGBTQIA+ community

Inclusive of sexual orientation, gender identity and cultural identification

Sources
Human Rights Campaign (HRC) Terminology and Definitions
GLAAD Ally’s Guide to Terminology
LGBTQ+ Employment Trends

According to the Human Rights Campaign:
• More than half (53%) of all LGBTQ employees nationwide hide their sexual orientation or gender identity at work
• 70% of non-LGBT employees said it was “unprofessional” to discuss sexual orientation or gender identity in the workplace
• One in ten LGBTQ employees left a job because of a hostile work environment

According to the National Center for Transgender Equality:
• 80 percent experienced harassment or mistreatment on the job in 2015
  • Improvement of 10% since 2011
• 27% of the transgender population said they were not hired, were fired, or were not promoted in 2015 due to their gender identity and/or expression
• 47% experienced an adverse job outcome, such as being fired, not hired or denied a promotion because of being transgender/gender non-conforming

Sources:
Recent Improvements

It’s getting better...

A record number of major companies in the United States are taking steps to support LGBTQ+ employees
  • 609 businesses earned a top score of 100 in the Human Rights Campaign 2018 Corporate Equality Index – a one year increase of 18%

As of 2017, 92% of Fortune 500 companies have non-discrimination policies that include sexual orientation
  • 83% have policies that include gender identity......extraordinary considering that number was only 3 percent in 2002

78% of transgender people reported being more comfortable in the workplace after transitioning and feel that their work performance improved as a direct result of transitioning
Global Employment Laws Prohibiting Discrimination on the Basis of Sexual Orientation

Source: Equaldex
State Laws Regarding Sexual Orientation and Gender Identity in the Workplace

- States that prohibit discrimination based on sexual orientation and gender identity
- States that prohibit discrimination based on sexual orientation only
- States that prohibit discrimination against public employees based on sexual orientation and gender identity
- States that prohibit discrimination against public employees based on sexual orientation only

Source: Human Rights Campaign, April 2017
Pennsylvania State Non-Discrimination Laws

Local Municipalities & Counties with Non-Discrimination Ordinances Covering Private Employers

SEXUAL ORIENTATION

32% of population protected

GENDER IDENTITY

32% of population protected

Source: Movement Advancement Project