



Career Knowledge for LGBTQ+ Students

Part One: Introduction to Employment Issues and Trends



DREXEL UNIVERSITY

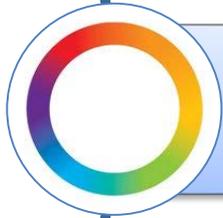
Steinbright

Career Development Center

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:

National Center for Transgender Equality, 2015. <http://www.ustranssurvey.org/reports>
<http://www.thetaskforce.org/injustice-every-turn-report-national-transgender-discrimination-survey/>
http://www.thetaskforce.org/downloads/reports/reports/ntds_full.pdf, 2011
<http://www.hrc.org/resources/the-cost-of-the-closet-and-the-rewards-of-inclusion>

Recent Improvements

It's getting better...

A record number of major companies in the United States are taking steps to support LGBTQ+ employees

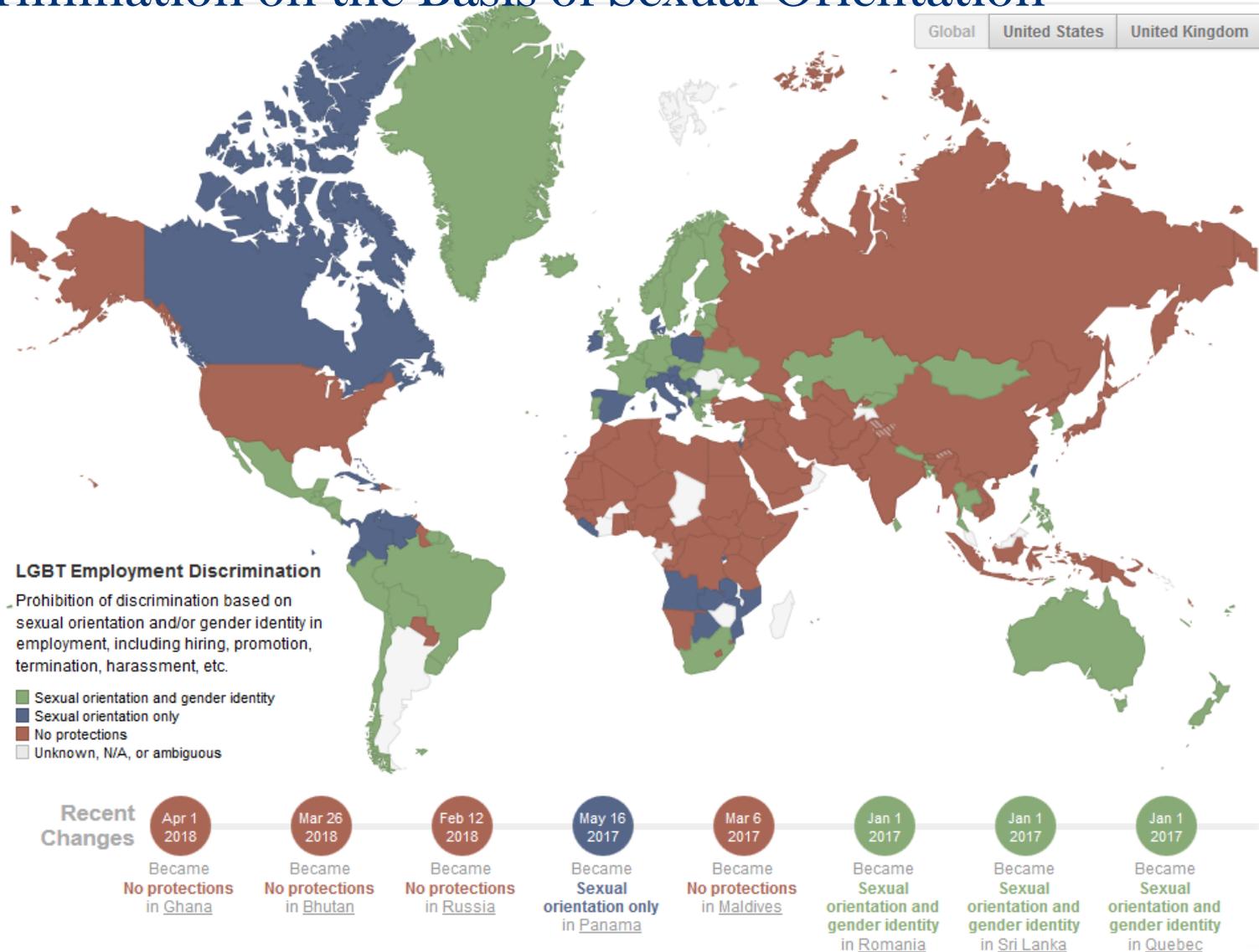
- 609 businesses earned a top score of 100 in the [Human Rights Campaign 2018 Corporate Equality Index](#) – a one year increase of 18%

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

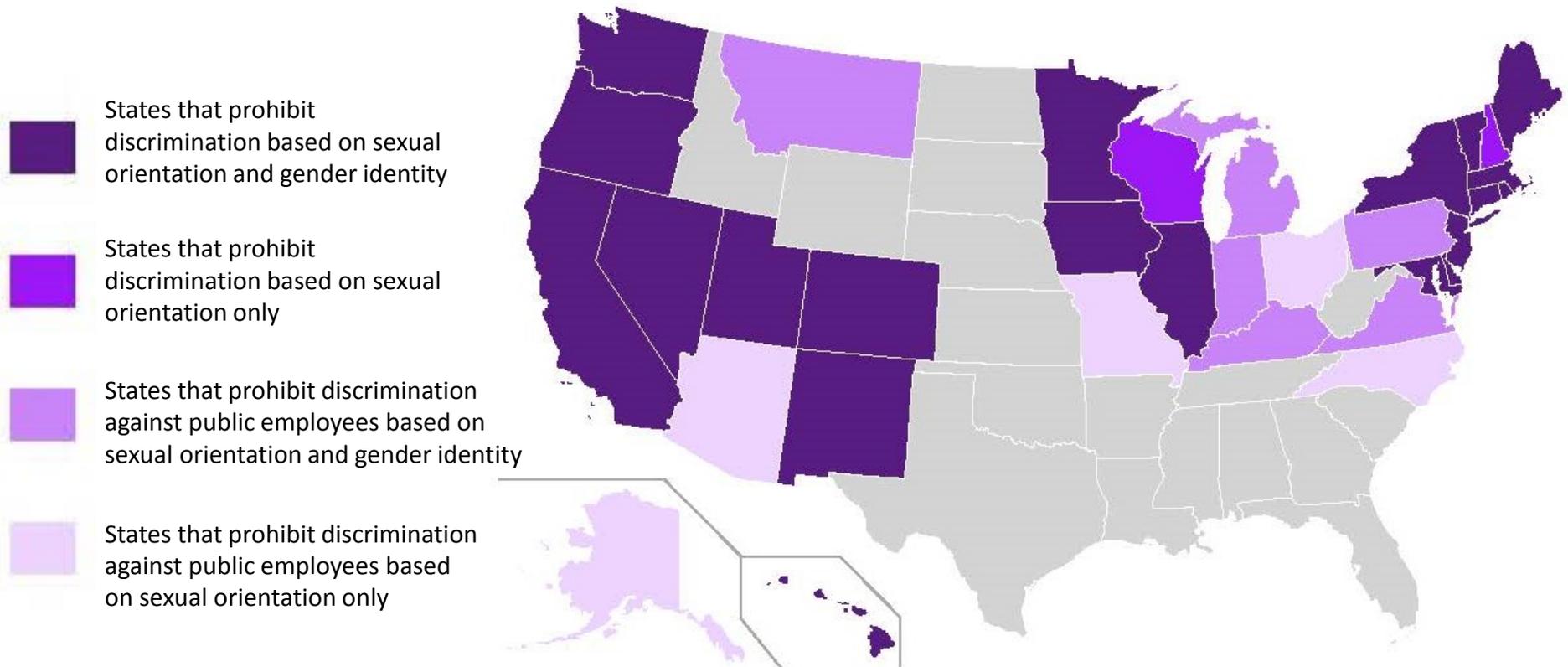
78% of transgender people reported being more comfortable in the workplace after transitioning and feel that their work performance improved as a direct result of transitioning

Global Employment Laws Prohibiting Discrimination on the Basis of Sexual Orientation



Source: [Equaldex](#)

State Laws Regarding Sexual Orientation and Gender Identity in the Workplace





Pennsylvania State Non-Discrimination Laws

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

