

**LGBTQIA Resources**  
**SoACE Conference – December 7, 2015**

**Informational Interview Questions:**

1. Does your company have a written non-discrimination policy covering sexual orientation in its employee handbook or manual?
2. Does your company have a written non-discrimination policy covering gender identity and/or expression?
3. Does your company typically offer health insurance coverage to employees' same-sex partnerships?
4. Does your company currently have an LGBTQIA employee resource group?
5. Does your company support the formation of an LGBTQIA employee resource group?
6. Does your company offer diversity training that includes sexual orientation and/or gender identity and expression in the workplace?
7. Does your company market to the LGBTQIA community?
8. Does your corporate foundation support LGBTQIA organizations and/or events?
9. Has your company ever engaged in the undermining of equal rights for LGBTQIA employees?
10. Does promotional material represent the LGBTQIA community?
11. Are staff openings and services advertised in publications where the LGBTQIA community can find them?
12. Is there diversity amongst current employees?
13. Would an employees feel comfortable disclosing their sexual orientation?
14. Who might be other individuals at your organization or other organizations who might be good to conduct an information interview with?
15. What questions have I not asked that I should be asking when researching potential employers?
16. Does your company have transgender inclusive health benefits?

## **LGBTQIA Resource List:**

- Human Rights Campaign – Equality Index - [www.hrc.org/campaigns/corporate-equality-index](http://www.hrc.org/campaigns/corporate-equality-index)
- National Center for Transgender Equality - [transequality.org](http://transequality.org)
- Gay, Lesbian & Straight Education Network - [www.glsen.org](http://www.glsen.org)
- PFLAG - [community.pflag.org](http://community.pflag.org)
- Gay & Lesbian Advocates & Defenders - [www.glad.org](http://www.glad.org)
- Out at Work - [outforwork.org/default.asp](http://outforwork.org/default.asp)
- National Gay & Lesbian Chamber of Commerce - [www.nglcc.org/corporate-partners](http://www.nglcc.org/corporate-partners)
- Pride@Work - [www.prideatwork.org](http://www.prideatwork.org)
- Lambda Legal - [www.lambdalegal.org](http://www.lambdalegal.org)
- National Gay & Lesbian Task Force - [www.thetaskforce.org](http://www.thetaskforce.org)
- Out & Equal Workplace Advocates - [www.outandequal.org](http://www.outandequal.org)
- LinkedIn – LGBTQIA Professional Groups – [www.linkedin.com](http://www.linkedin.com)
- The Advocate – 100 Best Companies for LGBTQIA employees to work for - [www.advocate.com](http://www.advocate.com)
- Out for Undergrad - [www.outforundergrad.org](http://www.outforundergrad.org)
- Annual National LGBTQ & Ally College Student Career Conference - [outforwork.org/conferences/2013/national](http://outforwork.org/conferences/2013/national)
- Echelon Magazine - [www.echelonmagazine.com](http://www.echelonmagazine.com)
- Aptus Insurance – Personal Financial Guide for LGBT - [www.aptusinsurance.com/lgbt.html](http://www.aptusinsurance.com/lgbt.html)
- American Civil Liberties Union LGBT Project - [www.aclu.org/issues/lgbt-rights?redirect=lgbt-rights](http://www.aclu.org/issues/lgbt-rights?redirect=lgbt-rights)

**Books:** *A Fundamental Freedom: Why Republicans, Conservatives, and Libertarians Should Support Gay Rights* by David Lampo

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