



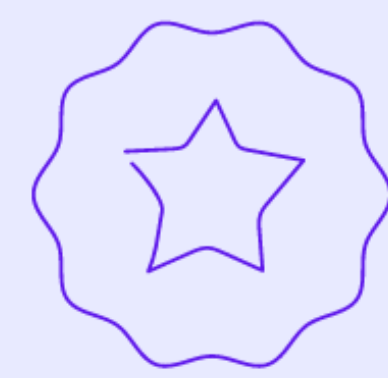
## CTQA's Job Search Series

# Looking for a job?

This week we'll be posting a series of tips for LGBTQIA+ people looking for jobs. Check back later for tips on job searching and interviewing!



## How inclusive is this employer?



When researching a company. . .

- Check their websites, publications, and social media regularly.
- Keep an eye out for initiatives focused on diversity including any value statements, non-discrimination clauses, and sponsorships of programs and events.

Networking can help to find people in your field who hold similar identities to your own. These people can be great resources if they are comfortable sharing their experiences with you.



## What should I wear?

Here are some options for business casual or professional dress attire that you can consider depending on how you would like to express your gender identity.

### Masculine

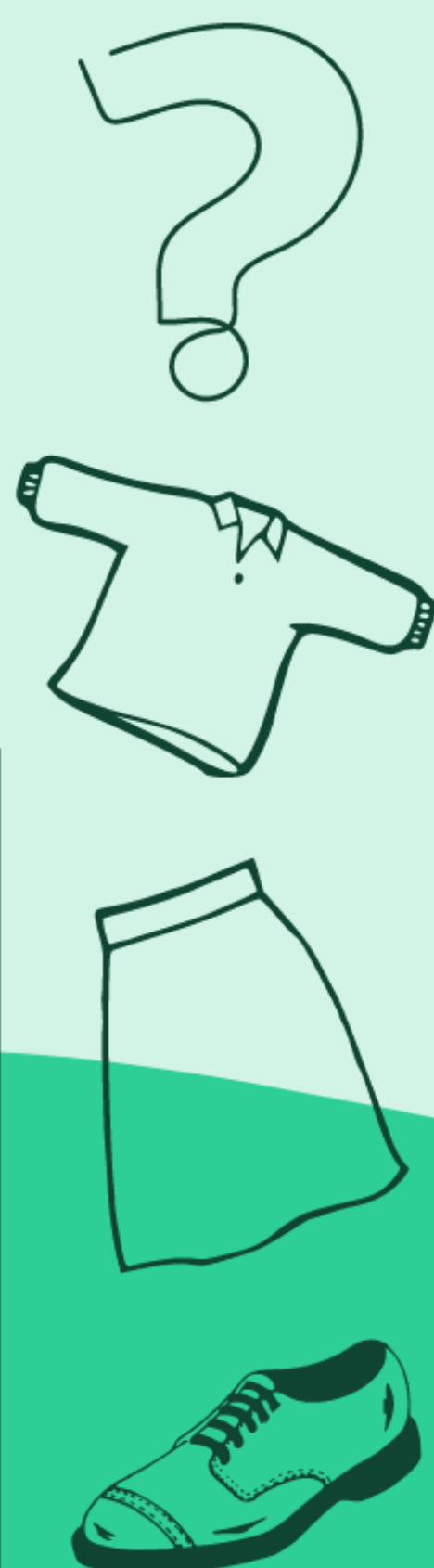
- Tops**
- Suit Jacket
  - Dress Shirt
- Bottoms**
- Dress Pants
  - Slacks
- Shoes**
- Dress Shoes
  - Loafers
- Accessories**
- Tie
  - Watch
  - Belt

### Neutral

- Tops**
- Blazer
  - Button down
  - Sweater
- Bottoms**
- Khaki Pants
  - Slacks
- Shoes**
- Loafers
  - Ankle Boots
- Accessories**
- Tie
  - Jewelry
  - Watch
  - Belt

### Feminine

- Tops**
- Cardigan
  - Blouse
  - Dresses
- Bottoms**
- Long skirts
  - Slacks
- Shoes**
- Flats
  - Heels
  - Boots
- Accessories**
- Jewelry
  - Purse/Bag
  - Makeup



## More Dress Tips



### MOST IMPORTANT!

This list is by no means exhaustive and you can mix and match whatever you'd like from these categories!



Choose colors carefully! Black, brown, and navy can be seen as more professional while other colors are more casual.

When in doubt, dress up! Typically for an interview you would dress one step up from the average dress code for a workplace. If you're unsure of what the dress code is, then better to be overdressed than underdressed!



## Should I disclose my identity?



### Pro:

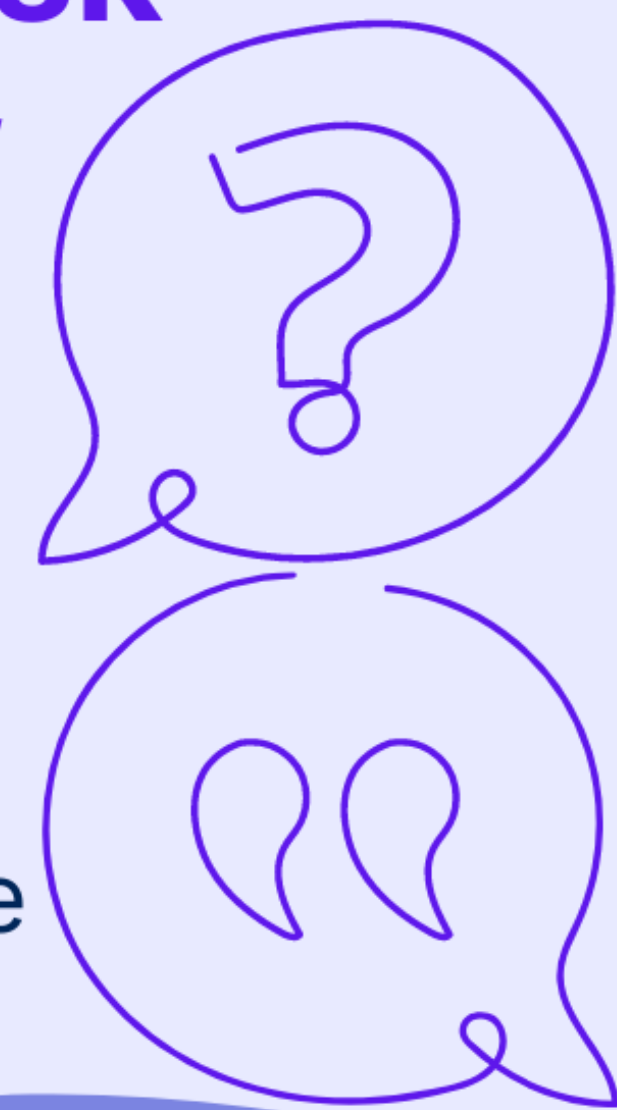
If it is clear during the hiring process that your identity would be an issue, then you know not to take a job at that place.

### Con:

If it doesn't directly relate to your ability to do the job, you may be opening yourself up to potential bias and discrimination.

Whether or not you disclose your identity during the interview process is a very personal choice, and these are just some of the things to consider when making that decision.

## Questions to ask in an interview



- What identities are represented in company leadership?
- What sort of ongoing commitment have you made to cultural competency?

- What employee resource groups are available?
- Do you have healthcare options that are trans-inclusive, and those that are inclusive of same-sex couples?