

JOB ANNOUNCEMENTS

SAMPLE LANGUAGE

Organizations may include a qualification or an equal opportunity statement that explicitly encourages LGBTQ candidates and people with experience working in LGBTQ communities to apply for open positions. Advertising job openings in media outlets with LGBTQ readership and circulating job advertisements to local LGBTQ organizations can also help reach qualified LGBTQ candidates.

The following statements are offered as samples only. Employment laws vary by state and organizations are advised to consult legal counsel on labor related practices.

LGBTQ Related Knowledge / Skills Desired:

- “Knowledge and experience working with underserved groups, including LGBTQ communities [and other relevant communities/groups] is required.”
- “Demonstrated leadership within LGBTQ communities is preferred.”
- “Demonstrated commitment to equity and social justice.”

Equal Opportunity examples:

- “[Organization] affords equal employment opportunity and does not discriminate on the basis of race, color, sex, marital status, sexual orientation, gender identity or expression, political ideology, age, religion, ancestry, national origin, and the presence of any sensory, mental or physical disability in employment, volunteer opportunities, or services rendered.”
- “[Organization] is an equal opportunity employer—people of color, people with disabilities, women and LGBTQ candidates are strongly encouraged to apply.”
- “[Organization] is proud to be an equal employment opportunity employer; people of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgender, and/or queer are particularly urged to apply.”