



# Career Corner

February 13, 2006

## CAREER TIPS

### Being “Out” at Work

By Sarah Tigerman

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### OFFICE HOURS:

**Monday – Friday**

**9:30 a.m. – 5:00 p.m.**

*The Career Corner is edited by*

*Maria Galarza*

For those of you planning to remain in the Bay Area after graduation, you may be thinking, “What’s the big deal?” And perhaps, for the most part, you’re right. Generally speaking, the bay area is socially progressive and rather accepting of LGBT people and issues. In fact, many local attorneys have confided that they found being gay an advantage in their job searching (I certainly did and you’re welcome to ask me about it). Many of the local offices of even the largest law firms are concerned with diversity and their reputation as being, well, “cool.” Thus, simply being gay may not be much of an obstacle to employment around here.

However, law students and attorneys still have to consider how “out” to be on their resume, in interviews, and at work. This is, of course, an individual choice, that may be influenced by many factors. First, remember that being happy at work is important. You are going to spend most of your waking time at your workplace. In researching an employer, find out as much as you can about how they approach LGBT issues. Do they have an LGBT group? Do they support LGBT organizations and events? Are there any out lawyers in the firm? Another factor to consider is how out you want to be at work. If you are a rather private or shy person, you may not be terribly interested in sharing much about your personal life. If you are a ‘loud and proud’ or simply

gregarious type, it may be very important that people at work really know who you are. It’s all okay, it’s just for you to consider and decide.

One approach is to wait until after you have a job to come out. If you are out on your resume or in interviews, the employer has the opportunity to reject you (while, of course, citing other reasons). The purpose of job searching is landing a job, and that should be your focus. You can always educate your employer and the world once you have your job. On the other hand, some people feel it is important that potential employers know they are gay to be sure of being comfortable at work. And if your LGBT status is relevant to the job, then being open may be the way to go.

Job seekers should keep in mind that no matter who you are, you will be expected to conform to some degree at most law firms. Firms will expect you to dress, speak and present in a professional and “lawyerly” manner, especially with clients. In fact, how you will be perceived by clients will likely be a large factor in the hiring decision. This may be more of an issue for LGBT folks who are not readily perceived as straight. Outlaw, ELLSA and the CSO are co-sponsoring a panel of speakers today to address these edgier issues. The panel is Monday, Feb. 13th at 3:40 in the Clara Foltz Lounge.

And you always can come talk to a CSO counselor! All of our counselors are knowledgeable and happy to discuss issues LGBT students face, and Phil Marshall and I are out, gay and have worked in many environments and fields of practice.

**Want to make an appointment with a career counselor? Call the CSO Front Desk at (415) 565-4619.**

### **JOBS! JOBS! JOBS!**

*Everyday, the Career Services Office receives new listings.*

*Log onto:  
**HastingsCareers.com**  
and check often for new postings.*

*Just a few highlights:*

### **SPRING POSITIONS**

#### **AIDS Legal Referral Panel**

Law Clerk. Unpaid. Interest in working with extremely low-income clients w/disabilities, good communication skills, experience with MS Office, strong writing skills and a general knowledge about HIV and AIDS. Perform direct client services, participate in legal clinics, do legal writing and research. Spanish-speaking a +. **Years**

**Required:** 2L, 3L

**Contact Info:** Bill Hirsh, Executive Director: [bill@alrp.org](mailto:bill@alrp.org).

**Deadline:** 4/4/2006

#### **Donald P. McCullum Youth Court**

Volunteer. Part-time. Alameda-based juvenile offender diversion program. By accepting

responsibility for crimes, clients are judged by a peer jury in downtown Oakland. Trained high school students present cases. Sentences are restorative. Law students would work with / train youth attorneys.

**Years Required:** 2L, 1L, 3L

**Contact** Tim Reilly at 510-832-5858, ext. 315.

**Deadline:** 4/2/2006

### **SUMMER POSITIONS**

**Legal Momentum** Washington DC Immigrant Women Program - Legal Intern. 15-35 hr/wk for 10-12 wks. Poverty / welfare reform, violence against women, and childcare.

Strong interest in gender equality, women's legal rights and/or immigrant rights. Bilingual a plus.

**Years Required:** 2L, 1L, 3L

**Materials Requested:** Cover letter (please specify IWP and include desired start and end dates and time availability) and resume to: Attn: Internship Coordinator, Legal Momentum, 1522 K St NW, Suite 550, Washington, DC 20005. Fax: 202-589-0511. E-mail: [dcinternships@legalmomentum.org](mailto:dcinternships@legalmomentum.org). No calls please.

**Deadline:** 2/28/2006

**Yahoo! Inc.** Intern: Unpaid.

**Years Required:** 2L, 1L, 3L

**More Info:** See Hastings Careers home page under Bay Area In-House Legal Department Opportunities. **Contact:** Andy Chen: [andychen@yahoo-inc.com](mailto:andychen@yahoo-inc.com).

**Deadline:** 3/31/2006

**Wal-Mart.com** Intern: Paid.

**Years Required:** 2L

**More Info:** See Hastings Careers home page under Bay Area In-House Legal Department Opportunities.

**Contact:** Linsey Morrison: [lmorrison@walmart.com](mailto:lmorrison@walmart.com).

**Deadline:** 3/30/2006

### **GRADUATING 3LS**

#### **Superior Court of California, County of Monterey**

Research Attorney. Seeking energetic and diligent attorneys. Work under direction of judges and provide legal research on issues pending. May supervise student law clerks. Assist with media and community outreach plan. Must have transportation to alternate work sites. Experience: 1 yr legal research or law. CA Bar. Public speaking & knowledge of contract and grant administration desirable.

**Years Required:** 3L

**Apply Online at:**

[www.co.monterey.courts.ca.gov/](http://www.co.monterey.courts.ca.gov/)

**?’s:** 831-775-5540.

**Deadline:** 4/4/2006

### **THIS WEEK’S EVENTS**

#### ***Being “Out” at Work***

*Monday, 2/13*

*3:40 – 4:30 pm*

*Clara Foltz Lounge*

*(Co-sponsored by*

*Career Services, ELLSA & OUTLAW)*

#### ***Career Options in Criminal Law***

*Wednesday, 2/15*

*3:40 – 4:30 pm*

*(Panel in Room F)*

#### ***Alumni Mentor Orientation***

***Wednesday, February 15***

***3:40 pm – 4:40 pm***

***Advanced Sign Up Required!***  
*(sign up on [HastingsCareers.com](http://HastingsCareers.com) or in CSO)*