**Stream Title**

**Sexuality and gender identities within organisations and their service provision:**

**Diversity issues and the experiences of Lesbian, Gay, Bisexual, Transgendered (LGBT) people and non-conformist gender identities in the workplace and service provision.**

**Stream Chairs:**

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**Stream Outline:**

A dominant assumption held in many workplaces in the Western world is that an employee’s sexuality is a private concern that has no importance within organisations. And yet, in reality as Burrell and Hearn’s (1989) influential work has pointed out, organisations are not sexually neutral domains. In fact, organisations are very much sexualised structures (Mills, 1989) based upon assumptions of heterosexuality. This applies as much to employees of organisations as to potential clients and service users of these organisations. Indeed, Morgan (1992) and Pringle (1995) highlight on the example of social welfare organisations and social workers how employees part take in the construction of gender in such organisations, and Scourfield (2003) and Cowburn (2005) underline the importance of constructions of gender in social work.

Even though there has been a steady rise in research on the experiences of LGBT employees in organisations and the multiplicity of masculinities and femininities, LGBT people are often tolerated on the proviso that their sexual orientation is a private matter (Botcherby and Creegan, 2009). We live in a society where expressions of heterosexuality are pervasive and treated as the norm, whereas expressions of other forms of sexuality are either downplayed or hidden all together. As Bowen and Blackmon (2003) argue there has been a ‘spiral of silence’ surrounding the experiences and voices of sexual minorities in the workplace. Hetero-normativity reigns supreme! Hearn (2010) argues that the absence of explicit discussions of the relevance of gender in social policy contributes to the gendering of people and Scourfield (2002) emphasises how particular policies implicitly target issues around masculinities.

We would therefore welcome papers that open to view this under researched field of study. Empirical research papers, theoretical discussions from a range of disciplines including, business studies, health and social science. Novice researchers and practitioners alike are very much encouraged to submit papers.

**Possible Themes include:**

Identity management, equality, trade unions and diversity, role of LGBT networks in organisations, sexuality at work, sexual minority experiences at work, role of friendship at work, pay inequality, health inequalities, discrimination, international comparisons, impact of equality law, gay masculinities and social constructions of gender, queer theory, the relevance of gender in organisations and the provision of social welfare services.

**Keywords:** Sexuality, discrimination, diversity, equality, work, organisation

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