

Sexual Orientation, Diversity and Equality in Organisations: Lesbian, Gay, Bisexual and Heterosexual Perspectives

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Stream Outline

Sexual orientation is an issue of growing importance for organizations. It has become an important source of employee and customer diversity, as people increasingly feel able to self-identify as lesbian, gay or bisexual in organizations and society. The legislative and policy framework concerning equality and discrimination on grounds of sexual orientation has been undergoing a transformation in many parts of the world including the European Union, Australia and New Zealand, South Africa, Canada and in parts of the United States. Where strong legislation protecting the rights of LGB people has been introduced, including the right for a legal partnership, attitudes towards LGB people have been found to be more positive and inclusive. However, despite a liberalisation in social attitudes and a more comprehensive anti-discrimination legislative framework in many parts of the world, research indicates that heterosexism and homophobia remain problematic.

Although sexuality pervades every aspect of organisation and society, this is still not conventionally acknowledged. The stream aims to consider the implications of the growing visibility of the sexual orientation strand for individuals and organisations. Dunne (2000) suggests the importance of moving beyond a 'theoretical heterosexism' in studies of organisations, work and family life. We would welcome theoretical, discussion and empirical papers from researchers from a range of disciplines who would like to explore themes on sexual orientation and sexuality. It welcomes a focus on heterosexual, lesbian, gay and bisexual perspectives on the transformations taking place. The list of topics below is suggestive rather than exhaustive

Possible Themes include: Organisation theory; equality, management and diversity; trade unions and diversity; organisation politics, gendered lives at work; service delivery; men and masculinities; women and femininities; sexuality at work; ethics; narratives/stories of sexuality at work; the body; emotions at work; methodology; leadership and management; religion or belief; entrepreneurship; harassment and discrimination; work/life balance; unequal pay; networks; race/ethnicity; social inclusion/exclusion; disability; intimacy at work; friendship; professionalism; organisation culture; international comparisons; careers; employment/equality law; corporate social responsibility; age and generational issues; learning & development.

Keywords: Sexual orientation, sexuality, work, organisation, equality, diversity, discrimination, harassment

Publication plans: A special issue in the journal, Equality Diversity and Inclusion (Emerald Press) and an edited book proposal for Routledge.