



Equality, Diversity and Inclusion Conference 2022

Cape Town: Disruption

Stream 4:

Moving LGBTQ Research to the Mainstream

Oscar Holmes IV, Erhan Aydin, Richard Gregory Johnson III, & Emir Ozeren

Paper submissions for this stream to be emailed in Word format to:

oscar.holmesiv@rutgers.edu

Submissions to the stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022. Please process your registration and paper submission online via the [EDI registration page](#).

Heteronormativity is a foundational system of oppression across societies (Holmes, 2019). Since the 1990s, organizational scholars have increasingly investigated the issues that LGBTQ employees face in the workplace (Anteby & Anderson, 2014). The research in this area generally conclude that LGBTQ employees face increased discrimination due to their stigmatized sexual minority identity, current career theories do not adequately address the unique challenges these individuals face, and that LGBTQ workers employ several identity management strategies to manage their experiences (King, Mohr, Peddie, Jones, & Kendra, 2017; Pichler & Holmes, 2017; Ragins, 2004).

Furthermore, the historical progress of LGBTQ people and their movements demonstrate how they fight to gain legal rights by adopting the goal of legitimization of being LGBTQ in society. Increasingly, more organizations aim to protect LGBTQ rights against unethical and unjust implementation of a state and society's laws and practices and set out to gain more LGBTQ rights as they become legitimately institutionalized (Ozeren and Aydin, 2016). As Rumens et al. (2016) state, LGBTQ movements have adopted some mainly shared political and civil goals such as challenging heteronormative constructionist of femininity and masculinity, homophobia, heterosexism, the decriminalization of homosexuality and securing legal protection and rights. In order to achieve these goals, the LGBTQ movement established NGOs, and worked to affirm LGBTQ identities within institutions such as the family, work and education.

Academics and community activists have long argued that society needs to be concerned with the lives of LGBTQ persons, particularly those navigating multiple identities, including homelessness and race; aging and job discrimination; loneliness and isolation; food insecurities and queerness. In order to advance our knowledge, this area of research needs to be seen as

mainstream research as opposed to relegated to a niche research area. LGBTQ identities are core social identities that greatly impact people's perspectives and experiences (Holmes et al., 2016). As such, researchers across disciplines should pay greater attention to how sexual orientation and gender identity might impact the people they study. The purpose of this stream is to highlight research and practical tools that address not only the challenges that LGBTQ individuals currently face, but also identify opportunities and the unique contributions members of these communities can bring to organizations. In addition to the traditional presentation of research papers, we also encourage scholars to submit proposals that focus on practical tools that can assist members of these communities and those who do work in this area. Abstracts, working, and full papers will be considered for this stream and might include, but are not limited to the following topics:

- Legitimizing LGBTQ organizations and their work in cross-national research
- The role of NGOs and governments in promoting and securing LGBTQ rights at work and in society
- The role of National/International/Supranational LGBTQ organizations regarding institutional entrepreneurship, employment and activism
- Methodological issues and opportunities in conducting LGBTQ research
- Contribution of digital media (the internet and social platforms) in legitimizing creating and opposing homonormative institutions in heteronormative structures
- Migration, LGBTQ organizations and political institutions
- Bias, Discrimination, harassment and violence against LGBTQ people
- Intersectionality, diversity and activism: LGBTQ organizations
- Cross-cultural studies on institutionalization of LGBTQ people at work
- LGBTQ employees at work and their roles in organizations through friendship, corporate networks/support and trade union groups
- Power and organization: LGBTQ movements challenging and reframing constructions of sexuality and gender

- Exploring romantic relationships and well-being and career implications of LGBTQ employees
- Interrogating heteronormativity and its role and impact in society
- Specific impact of Covid-19, remote work, on LGBTQ individuals, couples, and families
- The impact that LGBTQ ERGs have on employees and organizations

References

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