

Stream Proposal:
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Stream Proposal: Sexual and gender identity at work: are LGBTQ+ workers' voices heard in the workplace?

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In recent decades, many Western countries have made significant progress in advancing the rights of LGBTQ+ people in all areas of their lives. However, heteronormativity and cisnormativity are still rooted in social spaces (Anderson, 2024; Habarth, 2015), silencing the voice of LGBTQ+ people. Although the workplace is a context where LGBTQ+ people have gained more visibility, they still face many challenges. For example, (non-hetero) sexual identity is still considered an issue that belongs to the private sphere (Gray, 2013), which can lead to an unwanted segmentation of personal and professional lives (Di Marco et al., 2024; Ragins, 2008), with negative consequences at the individual and organizational level (Wax et al., 2018). Trans and gender non-conforming people still face many difficulties when looking for a job, and their career choices may be influenced by the expectation of stigmatizing experiences (Beauregard et al., 2018; Corlett et al., 2023; McFadden, 2015). According to a recent survey by the European Union Agency for Fundamental Rights (2019), in Spain, one of the most advanced countries in terms of the recognition of LGBTQ+ people's rights, 38% of trans people experienced discrimination when looking for a job in the last 12 months, higher than the European

average (32%). In addition, trans and gender nonconforming people are often excluded from organizational diversity policies, if they exist (Beauregard et al., 2018). LGBTQ+ families might also be victims of unfair treatment in cases where work-family balance policies and practices exclude non-heteronormative families.

Thus, organizational discrimination can take different forms. It may be blatant or subtle. While overt forms of mistreatment are less common, they still exist, especially in countries where the rights of LGBTQ+ workers are not fully recognized (Di Marco et al., 2020). In other countries, social desirability leads to covert forms of discrimination, and uncivil behavior and microaggressions are more prevalent (Resnick & Galupo, 2019). Another common distinction is often made between formal or institutional discrimination, which includes those acts that undermine LGBTQ+ employees through organizational processes, policies, and practices such as recruitment, selection, and career development, and interpersonal discrimination, which occurs during social interactions (Hebl et al., 2002; Jones et al., 2017). Discrimination can also be exacerbated by the intersection of different stigmatized identities (Bowleg, 2008; Corrington et al., 2019).

In order to shape inclusive workplaces where people feel comfortable expressing themselves in authentic ways, it is important to shape a supportive context through organizational LGBTQ+ policies and practices, an inclusive climate, and supportive interpersonal relationships (Webster et al., 2018). However, more research is needed to understand how to improve the work experiences of LGBTQ+ people and how organizations can work to create safe work environments for sexual and gender diversity.

Abstracts, working and full papers will be considered for this stream and may include, but are not limited to, the following topics.

- Sexual identity and gender identity management at the workplace
- LGBTQ+ diversity policies and practices.
- Facilitators and barriers to the inclusion of LGBTQ+ workers
- LGBTQ+ people's career choices and career development
- LGBTQ+ organizational networks and allies
- Voice mechanisms and silence dynamics
- Interpersonal, team and organizational discrimination and stigma
- LGBTQ+ work- life balance
- Deconstructing heteronormativity and cisnormativity in the workplace

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