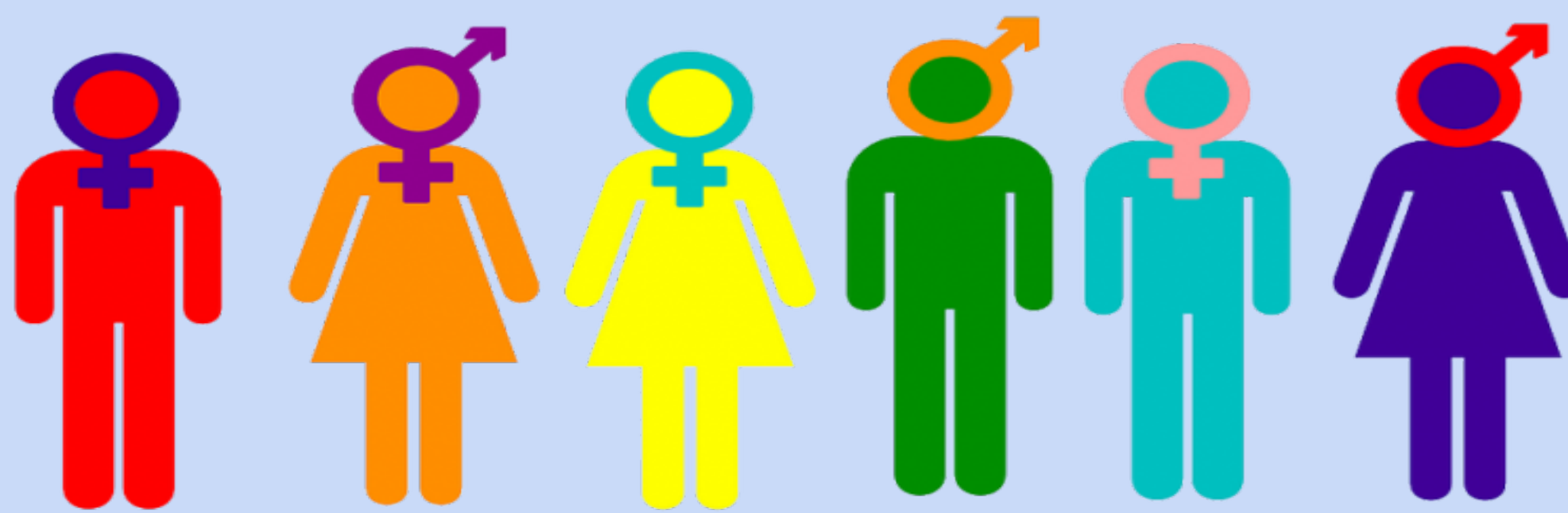


ABSTRACT

LGBTQ struggles are still a major problem today in both the LGBTQ culture and the work culture. They feel as though they are not accepted and are discriminated against. When employees do not feel safe or accepted, then not only do companies lose great employees, they also lose their reputation as a workplace.

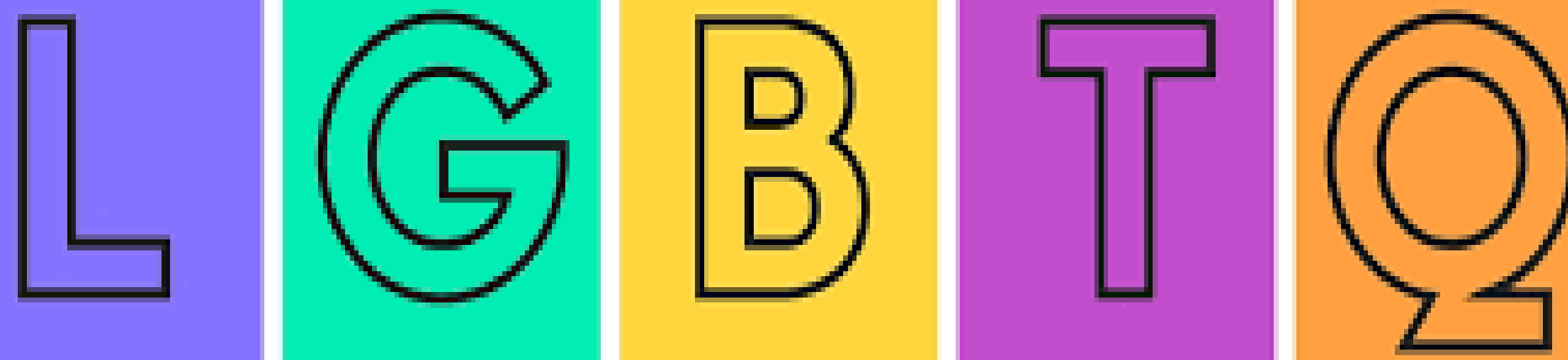
INTRODUCTION

In such a broad world, there are many people in our day to day lives that we interact with. Some we know well, and others are a complete mystery. Some of these people might be your coworkers and what they might not share is their identity in the LGBTQ lifestyle.



METHOD

Methods of research include content analysis of scholarly research, news articles, and organizational research.



LGBTQ in the Workforce

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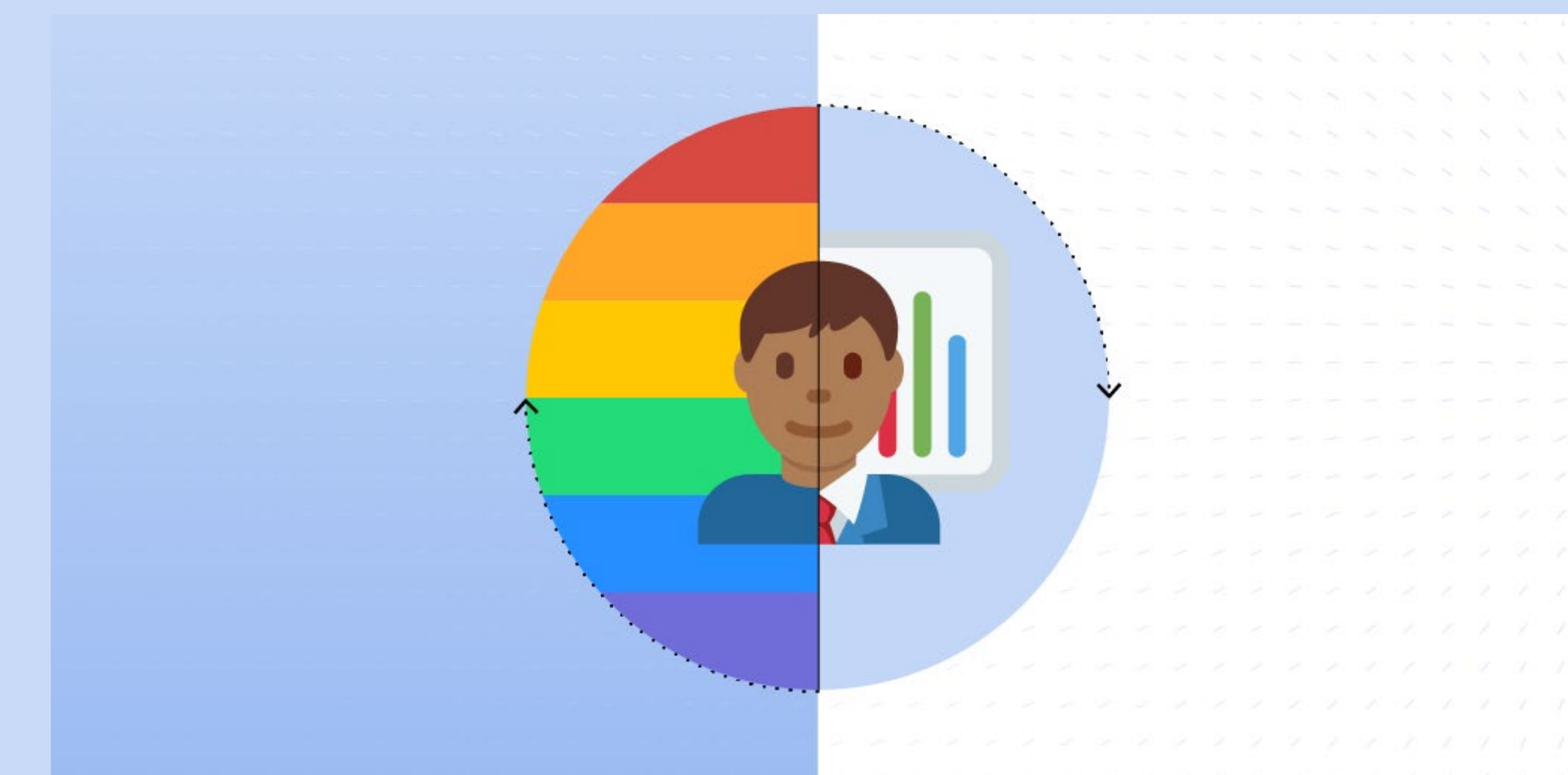
RESULTS

The LGBT community has face hardships in all aspects of life. Trying to fit into the workplace has been a struggle, but in recent years the acceptance and understanding has improved, but there is still a way to go. The road to where the opportunities and rights are today was a tough one to go on. Extremes such as making it illegal for those that identify as LGBT to work in the federal government and forcing a Technical Sergeant to be discharged because of his sexual identity [1].. One of the latest struggles for the LGBT community would be the debate over the bathroom bill. The bathroom bill has been a subject in over 20 states, with some states just bringing up the idea and others going as far as signing it into a law. Besides the fact that many feel some kind of discrimination or persecution at work, there are also those who feel as though they can not share even their personal lives with their coworkers or superiors because of the outcome of making them uncomfortable and maybe even losing a job opportunity.. 1 in 4 employees actually have faced some form of discrimination in their workplace for identifying as LGBT [2]. It is just easier for them to keep such a thing private in order to not create an uncomfortable workplace for themselves and others that could become offended by their lifestyle.. But, some places are very accepting of those in the LGBT lifestyle. Places such as Apple Inc., Tesla, and Gap scored a 100 on the Human Rights Campaign Foundation’s Corporate Equality Index for 2019. As many as 550 companies were listed in their research that scored 100. The ratings are based off a points system that grades on things like equal benefits and health coverage, prohibiting discrimination based of sexual orientation, and diversity council[3]. With so many companies that accept LGBT, one would think that it would be easy for someone that identifies as such to find a job where they felt accepted. Except that the transgender unemployment rate is 3X the national average [4] and the unemployment for LGBT is 13% nationwide. 1 in 5 LGBT employees felt discrimination at work in the past 5 year and 27% of those that identify as transgender were either fired, not hired, or not promoted because of the identity. [4]. Just because a company has acceptance in their policy, it does not mean the workers in the company will become accepting. Some companies are very passionate about their acceptance of anyone an because of this attitude, it was researched that 68% of Americans would shop/use a business that openly accepted and supported the LGBT[4]. And the same can be said for those who do not show their support for LGBT. Such as recent events in the news involving the Brunei Hotel boycott. The hotels do not have any kind of policy, but the owner who is the Sultan of Brunei just passed a law allowing gay men to be put to death. The boycott is encouraged by a range of Hollywood celebrities like Ellen and John Elton. The hotels have closed down their social medias and many people are cancelling reservations with them.



CONCLUSION

There are still discomforts for those in LGBTQ to share their personal lifestyle with their coworkers, and also those who do not identify as an LGBTQ person that might become uncomfortable after learning a coworker’s LGBTQ lifestyle. Perhaps what needs to be done to help with the divide in the workplace is a workshop to come visit or a seminar for the company. Evening having celebrations that coincide with Pride parades can be a great way to inform and have fun in the workplace. Coming to an understanding can help encourage them to come out.



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