

Preface

Over the past decade, workforce diversity has attracted much scientific attention. Given the shortage of literature on issues related to homosexual, bisexual, and transgender employees, compared with other facets of workforce diversity, this book opens up several new perspectives on this issue. The book places special emphasis on the equal consideration of gay, lesbian, bisexual, and transgender issues, covering the unique experiences of L, G, B, and T employees (or issues that are related to them) in different contexts. In management practice, many organizations use the term LGBT (or GLBT) to designate the target group of organizational practices (e.g., diversity management), although, in reality, these usually only target lesbian and gay employees. Thus, the book itself is a critique of the usage of the term LGBT, inasmuch as the term is frequently used as a category that lumps together more or less unrelated phenomena. As one's gender identity is not directly related to one's sexual orientation, subsuming transgenderism into this umbrella term, together with different sexual orientations, marginalizes the unique stressors transgender employees have to face. Unique experiences of transgender employees, for example, can appear before, within, and after transitioning. In this context, it is especially satisfying that ten chapters focus exclusively on workplace-related trans-issues, and several more have included these issues into their analyses, thereby giving a voice to transgender employees within the (diversity) management discourse. Furthermore, many other chapters enrich the discourse on lesbian, gay, and bisexual issues in the workplace by important national perspectives that were, until now, more or less invisible, by analyses being based on innovative methodological approaches, and by applying to this field of research new and hitherto unapplied theoretical frameworks.

This book broadens the understanding of both issues related to employees' sexual orientation (such as being bisexual, lesbian, gay, and also being heterosexual), and issues that are specifically related to employees' gender identity (such as having a trans- or a cisgender identity). The book provides delineations and evaluations of organizational initiatives and practices aiming at a higher degree of inclusion for transgender, gay, lesbian, and bisexual employees and aiming at reducing the harmful effects of homophobia and transphobia by reducing

heteronormativity and cisnormativity in the workplace. Additionally, this book opens up numerous new insights upon which organizational practices can build and several new starting points for future research.

I want to thank the authors for their thoughtful contributions and for their limitless support during the review and feedback process of this book; it has been a pleasure and a privilege to work together with them on this project. I would also like to thank Alex Scott Fairley. Besides being very important to me as a person, and being very supportive and encouraging during the whole process of finishing this compilation, his immeasurable help in again and again checking and proof-reading documents has been absolutely essential for the successful outcome of the project. I would also like to thank Irene Barrios-Kežić and Rocio Torregrosa from Springer for their support and their guidance during the whole process of finalizing this book.

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<http://www.springer.com/978-3-319-29621-0>

Sexual Orientation and Transgender Issues in
Organizations

Global Perspectives on LGBT Workforce Diversity

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2016, IX, 560 p. 106 illus., 59 illus. in color., Hardcover

ISBN: 978-3-319-29621-0