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## Call for Papers **LGBTs in the Workplace**

**Deadline for Submissions:** October 30, 2015

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*The Canadian Journal of Administrative Sciences* welcomes submissions to a special issue on “LGBTs in the workplace.”

### **About the topic:**

As the workforce becomes increasingly diverse, a lot of attention has been paid to the career issues of women and racial minorities. In contrast, comparatively little research has been conducted on lesbian, gay, bisexual, transgendered (LGBT) people in the workplace. Maher and colleagues (2009) tracked empirical research in the LGBT domain and observed three distinct phases: Early work (1800s-1972) focused on homosexuality as a disease; the second phase (1972-1990) targeted negative attitudes towards homosexuality (e.g., combatting homophobia, violence and discrimination against LGBTs); and the third phase (post-1990) focused on changing institutions to foster a positive climate in the workplace. Consistent with this, recent research in this domain has also shifted from employment discrimination, identity management, and career counselling for LGBT individuals (Chung, et al., 2009; DeJordy, 2008; Ragins, 2008) to countering heteronormativity in the workplace, the adoption of LGBT-friendly practices, and understanding the career choices of LGBT individuals (Chuang, et al., 2011; Ng et al., 2012; Ozturk & Rumens, 2014). The purpose of this special issue is to take LGBT scholarship to the next stage by gathering new knowledge and extending theory on LGBT individuals in the workplace.

We invite broad submissions for papers that focus on sexual orientation, gender identity and LGBT individuals within the work domain. Submissions can be conceptual or empirical (qualitative or quantitative), and review work is especially welcomed. In particular, we seek research that is thought provoking, fills a gap in the literature, or crosses boundaries particularly from critical and/or queer studies to management literature. Papers should appeal to management readers, add value through theory building, and provide implications for HRM practice for organizations and employers. We offer a list of topics below as a catalyst to encourage potentially impactful scholarship on LGBT issues in the workplace, but welcome other topics not specifically mentioned. We also use LGBT as a shorthand for sexual minorities as a group, but papers can focus on one type of sexual orientation (e.g., transgendered employees) or sexual minorities collectively.

## **Suggested topics:**

### **LGBT – what about TTIQQ2SA<sup>1</sup>?**

1. “Sexual minorities” is a catch-all phrase to capture an expanding list of individuals who face societal oppression on account of sexual orientation. Early activists fought for LGB rights, and T was later added on. In reality, the experiences of L, G, B, and T are different from each other. How do the different experiences affect the careers and work lives of sexual minorities, particularly for TTIQQ2S?
2. Has the advancement in LGB rights and protection benefited the TTIQQ2S community? Do TTIQQ2S individuals face other forms of prejudice and discrimination in the workplace not faced by LGBs?
3. To what degree are organizations and employers aware of the diversity in the sexual minority community? What policies and practices are required to create a climate of inclusion for the TTIQQ2S community?
4. What are the roles of Allies in the workplace, and in what ways can they support LGBT workers? How do LGBT employees and organizations benefit from Allies?

### **Organizational Climate, Individual and Group Dynamics**

1. Organizations and employers are aware of the “business case,” and adopt LGBT-friendly policies and practices, but to what extent, and under what circumstances do LGBT employees feel “safe” to take advantage of these workplace provisions?
2. What are the reactions of non-LGBT employees towards organizational acceptance and promotion of an LGBT-friendly workplace, and how does that affect interpersonal work relationships, team/group dynamics, and/or workplace climate?
3. How does employer support of LGBT-friendly policies affect the perceptions, attitudes, and performance of LGBT and non-LGBT employees such as trust, commitment, and helping behaviours?
4. How can LGBT-friendly policies and practices enhance organizational performance?

### **Stereotypes of LGBT Leadership and Effectiveness**

1. How are LGBT leaders perceived in the workplace? Are there differences in leadership styles and perceived effectiveness among LGBT and non-LGBT leaders and followers?
2. How does the attribution of gay men as effeminate or lesbians as “butch” fit with the hegemonic masculinity stereotype of leadership?
3. What are some ways to promote an LGBT-representative leadership?

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<sup>1</sup> TTIQQ2SA denotes Transsexual, Intersexed, Queer, Questioning, 2 Spirited, and Allies, and are recent additions to Lesbian, Gay, Bisexual, and Transgendered.

## **Legal Discrimination, Sexual Citizenship, and Heteronormative Environments**

1. What are some ways in which organizations and employers can foster a climate of inclusion in jurisdictions that sanction discrimination against LGBTs?
2. How do LGBT individuals exercise sexual citizenship and negotiate their identities in an LGBT-alien work environment (e.g. non-metropolitan areas)?
3. How do LGBT individuals negotiate their personal-professional identities in a hyper-heteronormative work environment, such as the military, sports, or the construction industry?

### **Journal Submission guidelines:**

Consideration will be given to theoretical and empirical papers for this special issue. The format of papers should not exceed 40 pages including references, tables, and figures. All papers should conform to American Psychological Association (APA format) guidelines.

Please submit your manuscripts through the Manuscript Central online system <http://mc.manuscriptcentral.com/cjas1> and specify that your submission is for the special issue on LGBTs in the workplace. Please do not submit to the special issue any earlier than **September 30<sup>th</sup>, 2015**.

All submitted papers to CJAS will undergo a “double-blind” peer review. If a topic of an article does not fit with the special issue, the author(s) will be contacted to determine if the paper should be forwarded to the review process for a regular CJAS issue. Both French and English papers will be accepted for review.

### **References**

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