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**UNIVERSITÄT
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Stream 5

Charting New Courses in LGBTQ Research

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Since the 1990s, organizational scholars have increasingly investigated the issues that LGBTQ employees face (Anteby & Anderson, 2014). The research in this area generally concludes 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 movement(s) 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 LGBT 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. 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- cross-national research,
- The role of NGOs 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,
- Dirty work within and/or against LGBTQ organizations,
- 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.

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 1 March 2020. Please process your registration and paper submission online via www.edi-conference.org.

References

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- Ozeren, E. and Aydin, E. (2016) 'What Does Being LGBT Mean in the Workplace? A Comparison of LGBT Equality in Turkey and the UK', in Klarsfeld, A., Ng, E.S., Booysen, L.A.E., Christiansen, L.C. and Kuvaas, B. (eds.) *Research Handbook of International and Comparative Perspectives on Diversity Management*. 1st edn. UK: Edward Elgar.
- Pichler, S., & Holmes IV, O. (2017). An investigation of fit perceptions and promotability in sexual minority candidates. *Equality, Diversity and Inclusion: An International Journal*, 36(7), 628–646. <http://doi.org/10.1108/EDI-02-2017-0037>
- Ragins, B. R. (2004). Sexual orientation in the workplace: The unique work and career experiences of gay, lesbian, and bisexual workers. *Research in Personnel and Human Resources Management*, 23, 35–120.
- Rumens, N., Aydin, E. And Todd, B. (2016). LGBT and Queer Workplace Activism in the New Millennium. *Gender, Work & Organization Conference 2016, Keele University, UK*