

1. "Is it safe to bring myself to work? Understanding LGBTQ experiences of workplace dignity" by Sara J. Baker and Kristen Lucas

<https://onlinelibrary-wiley-com.libezproxy2.syr.edu/doi/epdf/10.1002/cjas.1439>

Addressing the challenges those in the LGBTQ community face when at work, authors Sara J. Baker and Kristen Lucas delve deeper into the experiences those in the sexual minority face daily. These threats are like no other, as those who identify with the majority and accepting heterosexual identity do not experience anything close to these discriminations. Examining the workplace and the dignity that comes along with it further defines the hardships those in the LGBTQ face. Providing statistical evidence to strengthen their argument, both authors elaborate more on how the research and surveys collected allude to their own experiment. The study performed intended "to examine the LGBTQ employees' experiences regarding workplace dignity" through interviews and analyzed the results with open and axial coding to then look for semantic relationships between them specifically focusing on patterns, connections, and contradictions from each of the interviews performed. From the research, the authors were able to identify social harm, autonomy violations, career harm, and physical harm. To conclude their research, they provided various dignity protecting strategies companies could implement into the workplace to provide a more encompassing environment for those who feel threatened.

This article was one that raised tons of questions as I continue to understand the discrimination of those who identify with the LGBTQ community face. Through Baker and Lucas's research, I was able to further understand how the workplace can hack away at one's dignity. The interviews conducted were also primary sources, people who are part of the LGBTQ community who could report on their own experiences. Throughout the article, I found it captivating to read the plethora of connections made through the interviews which only further proved how this dignity crisis can be seen in a variety of workspaces. Exemplifying the stigmatized social identities that are seen within an office only further proved that as a society there should be a much stronger movement towards providing inclusivity to people of all gender identifications.