

2. “The organisation of sexuality and the sexuality of organisation: A genealogical analysis of sexual ‘inclusive exclusion’ at work” by Priola Vincenza and Diego Lasio [https://journals-sagepub-com.libezproxy2.syr.edu/doi/full/10.1177/1350508418790140?utm\\_source=summon&utm\\_medium=discovery-provider](https://journals-sagepub-com.libezproxy2.syr.edu/doi/full/10.1177/1350508418790140?utm_source=summon&utm_medium=discovery-provider)

Turning to the problems faced when focusing on sexual inclusion, authors Priola Vincenza and Diego Lasio explore the heteronormativity within the workplace and how homogeneity is seen as an oddity even in today’s society. To begin, the authors identify how society has started to move towards more inclusion for all sexual identifications but fail to promote inclusion with minority groups in correspondence with sexual identity minorities. By addressing the assumptions and stereotypes many still carry today, the authors primarily focus on four Italian business organizations to help them identify how these standards flood into the workplace. Beginning their research, the authors tried to explore the understanding of heteronormativity, as how anything that skews away from being heterosexual is still seen as an oddity by some. The research, taking place within these four unnamed businesses, used participant observations from meetings and activities to examine the communication between those who are heterosexual and those who identify as anything other than hetero. From the data collected, the authors found the need for more interventions to change the normal heterosexual identity in place for one that does not focus on sexual orientation. They also noticed that individuals who were discreet with their sexuality made the notion of sexual identity less imposing on others as it was not an automatic identifier of an individual. Overall, the authors were able to use the complexities and contradictions of the workplace to understand the reason for such treatment and emphasis on sexual identity.

The conversation from the article was interesting, one that had me further think about how businesses differ especially when the article was looking closely at Italian companies, not American industries. Nonetheless, I would assume that the results from the research would parallel with results if done in the United States with companies that work within the country. Throughout the article, I found the approach the authors took to be different in comparison to other articles I read as they focused on interactions amongst employees in four different organizations. The conversation of heteronormativity within the office was something that was not brought up in other articles, the idea that it is considered normal to express means of a heterosexual identity but anything other than that is looked down upon or scolded for. I think progressively combatting this norm is crucial to defining the workplace in society today as we move towards more inclusion for all minorities, whether sexual, religious, or race/ethnicity.