

4. “Diversity Networks: Networking for Equality?” by Marjolein Dennissen, Yvonne Benschop, and Marieke van den Brink  
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The work of authors Marjolein Dennissen, Yvonne Benschop, and Marieke van den Brink introduced a newfound term that had yet to be used in any other article: diversity networks. In the article “Diversity Networks: Networking for Equality?”, the authors examined the use of these diversity networks and how they could be beneficial in the workplace when used alongside other means of inclusion. Not only seeing the benefits and consequences of diversity networks for those in the LGBTQ community, the authors also took into account how these networks could be beneficial for other minority groups such as women, ethnic minorities, disabled individuals, and young employees. Focusing on five different diversity networks within a Netherland business, the authors aimed to find the potential results of implementing these networks within the workplace. These networks would do more than promote equality and inclusion, but these networks could be used to help bridge more communication between company employees whether they identify with the minority group or not. Focusing on the effects of these diversity networks from an individual level to an organizational level, the authors were able to conclude a few things after the study had been conducted. Results from the LGBTQ network showed that the organization wanted to promote “the visibility and inclusion of homosexuality” within the workplace, but what would first need to be addressed is the organization’s heteronormative behavior which conflicts with their claim for wanting to promote all sexual identities.

This article, in comparison to the others, was not as detailed as the authors were focusing on the idea of diversity groups for minorities, and not specifically focusing on the LGBTQ community. Except, I found this article to be the most influential to my research as it brought the use of a new term “diversity network”. The concept and introduction of this said idea makes absolute sense, in my opinion, as it would generate some communication between the gaps within the company. Having these supportive networks of like individuals allows others to see reflections of themselves amongst their co-workers, also exhibiting that there is someone else like another within the office space.