

5. “Reconsidering the LGBT Climate Inventory: Understanding Support and Hostility for LGBTQ Employees in the Workplace” by Elizabeth Grace Holman, Jessica N. Fish, Ramona Faith Oswald, Abbie Goldberg

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Authors of “Reconsidering the LGBT Climate Inventory: Understanding Support and Hostility for LGBTQ Employees in the Workplace”, drew attention to the LGBTCI, which is an acronym for the Lesbian, Gay, Bisexual, and Transgender Climate Inventory. This is an inventory that “is a measure of workplace climate for LGBQ individuals” that is used to better understand the hostility and support that occurs within an office. Elaborating more on employee experiences, the authors provide a breakdown of those said stories into different sub-categories, one focusing on stories that exemplify the hostility faced within the workplace and another focusing on the support that is received. The intended use of the LGBTCI is to collect more data that derives directly from the source, those who identify with the community, to better assess the environment they work in. Using subscales of support and hostility within the inventory, the authors were able to ask discretely about the participants primary workplace. The results of the study showed that each class of individuals used reported a slightly different opinion on their primary workplace in response to the hostility and support they feel. Addressing the limitations for the study as well, the authors concluded that while the results did produce a more accurate understanding of the workplace climate for LGBTQ members, it did not procure a concrete amount of evidence to point to certain measures that would produce less hostility and more support.

Overall, I found the article to be quite interesting, but for the most part I found the results and the study itself to be a bit bland. Asking for opinions on a workplace environment from those who are discriminated against is a great way to received and analyze information, but a survey can only tell so much. Surveys are quick and easy, and with this said ease it is also the reason why surveys may not be the best collector of data. While other articles staged natural observation and group work to collect data on the climate of the workplace, a survey can procure skewed results as individuals would show less honesty and instead choose the answers, they feel would be acceptable to write on the survey.