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In the article “LGBTQ+ voices: Learning from lived Experiences” the authors, P. Bailinson, W. Decherd, D. Ellsworth, and M. Guttman, research LGBTQ+ employees’ lives in the workplace and recommend six concepts that companies and offices should try to implement to make the workplace more comfortable and safer for their employees. They conduct research through surveys and focus groups to get the proper data that would emphasize the everyday experiences of LGBTQ+ employees. They discuss main challenges that employees face like coming out – some employees are scared to come out due to fear or need to do it multiple times which can become psychologically draining – they experience discrimination, they must listen to microaggressions, and they are isolated since they are “an only” as the authors put meaning the only gay or transgender. The authors note that the first step in improving the workplace is to understand the challenges that LGBTQ+ employees are experiencing, then they list and elaborate on the concepts that will make employees more comfortable and safer.

I feel like this article is similar to another article that I read “Widespread Discrimination Continues to Shape LGBT People’s lives in Both Subtle and Significant Ways”. Both articles shared specific experiences that people who are part of the LGBTQ+ community have had. What this source did that the other one did not is these authors used these experiences as examples and evidence of the challenges that LGBTQ+ people are facing. They then used the challenges and experiences to provide ways that companies can make their workplace more comfortable and safer. I think that the best way to understand these experiences is to hear about them from people who have had them which is why I loved these two articles and knew that they would contribute so much to my portfolio.

Bailinson, Peter, et al. “Lgbtq Voices: Learning from Lived Experiences.” *McKinsey & Company*, McKinsey & Company, 20 Oct. 2020, www.mckinsey.com/business-functions/organization/our-insights/lgbtq-plus-voices-learning-from-lived-experiences#.