



Workplace Divided

Craig M. McGill, Jennifer Joslin



Workplace Divided:

How to Build LGBTQ+ Inclusive Workplaces Binna Kandola, Ashley Williams, 2025-03-25 Bringing together the latest research with practical insights from the authors professional experience this important book provides a context for the conversations that are needed within organisations and offers practical guidance towards action that can be taken to improve the working life of LGBTQ employees The book begins by asking how we got here It outlines the development of stigma towards the LGBTQ community from both a historical and psychological perspective before going on to explore the ways in which societal attitudes manifest in the work environment It then looks specifically at LGBTQ experiences in the workplace covering discrimination and exclusion and their impact at both an individual and organisational level before taking an intersectional view of LGBTQ identity and particularly how it interacts with race disability and age The book then provides clear and practical guidance on how to build an LGBTQ inclusive workplace covering organisational policy and culture leadership and allyship Throughout the authors use case studies to demonstrate how to implement policies across a range of regions and offer strategies to minimise homophobic and discriminatory attitudes Taking a psychological approach to this important topic the book is essential reading for all those looking to build and sustain welcoming and inclusive workplaces across all sectors It will also be of interest to students in psychology management and human resources studying workplace attitudes and culture

Seasonal Trades Sidney Webb, Arnold James Freeman, 1912

Alcohol and Drugs in the Workplace Barbara Butler, 1993 It provides guidance on the policy development process what should go into a workplace policy and ways in which it can be implemented employee education awareness and assistance programs and methods of problem identification the entire range of alcohol and drug detection options

Gender Equality at Work Nitasha Ramparsad, 2019-12-24 Gender Equality at Work is a practical easy to implement guide for HR practitioners on how to use gender mainstreaming as a strategy to address gender equality in the workplace Gender Equality at Work will show you how to circumvent many of the barriers to implementing gender mainstreaming You ll also learn how to create a more enabling environment at work for gender equality initiatives as well as how to Get senior management buy in Implement company gender policies and practical corporate guidelines Develop a gender equality action plan Operationalise gender equality Implement sustainable gender equality campaigns And more This is an essential handbook for any executive who wants to change the gender equality initiatives in their organisation Unlock practical easy to implement solutions to address gender equality in the workplace

Hiring for Diversity Arthur Woods, Susanna Tharakan, 2021-07-27 You want to build a more diverse organization but how will you shift your hiring practices Learn the playbook from the world s top talent executives and the global leader in diversity recruiting Hiring for Diversity The Guide to Building an Inclusive and Equitable Organization brings together the most cutting edge practices for implementing a diversity hiring strategy that leaves your organization with a comprehensive view and an actionable plan Using the author s research backed Equal Hiring Index and

work with hundreds of leading employers the book offers readers the most actionable examples of the policies and practices that inclusive hiring leaders employ today You ll learn How to take stock of your existing hiring and retention practices to identify the most urgent and high impact opportunities Where to enact tactical changes to your hiring practices and policies that will reduce bias and improve accessibility How to develop a comprehensive diversity sourcing strategy by building a holistic understanding of underrepresented communities How to shift the mindset and behavior of people in your organization to collectively advance your diversity hiring efforts How to measure your progress and report your impact in your diversity hiring Perfect for human resources professionals managers executives and board members and existing and aspiring leaders passionate about diversity Hiring for Diversity will also earn a prominent spot on the bookshelves of anyone interested in making the company they work in more inclusive fair and equitable *Advising Lesbian, Gay, Bisexual, Transgender, and Queer College Students* Craig M. McGill, Jennifer Joslin, 2023-07-03 Co published with NACADA Changes on college and university campuses have echoed changes in U S popular culture politics and religion since the 1970s through unprecedented visibility of LGBTQA persons and issues In the face of hostile campus cultures LGBTQA students rely on knowledgeable academic advisors for support nurturance and the resources needed to support their persistence This edited collection offers theoretical understanding of the literature of the field practical strategies that can be implemented at different institutions and best practices that helps students staff and faculty members understand more deeply the challenges and rewards of working constructively with LGBTQA students In addition allies in the field of academic advising both straight cis identified and queer reflect on becoming an ally describe obstacles and challenges they have experienced and offer advice to those seeking to deepen their commitment to ally hood **A Workplace Divided** Carl E. Van Horn, Kenneth E. Dautrich, 2002-02 [The Oxford Handbook of Queer and Trans Music Therapy](#) Colin Andrew Lee, 2024-07-03 Music therapy is an established profession that is recognized around the world As a catalyst to promote health and wellbeing music therapy is both objective and explorative The Oxford Handbook of Queer and Trans Music Therapy QTMT is a celebration of queer trans bisexual and gender nonconforming identities and the spontaneous creativity that is at the heart of queer music making As an emerging approach in the 21st century QTMT challenges perspectives and narratives from ethnocentric and cisheteronormative traditions that have dominated the field Raising the essential question of what it means to create queer and trans spaces in music therapy this book presents an open discourse on the need for change and new beginnings The therapists musicians and artists included in this book collectively embody and represent a range of theory research and practice that are central to the essence and core values of QTMT This book does not shy away from the sociopolitical issues that challenge music therapy as a dominantly white heteronormative and cisgendered profession Music as a therapeutic force has the potential to transform us in unique and extraordinary ways In this book music and words are presented as innovative equals in describing and evaluating QTMT as a newly defined approach **The Savvy Ally** Jeannie

Gainsburg,2023-03-14 Bursting with passion and humor The Savvy Ally A Guide for Becoming a Skilled LGBTQ Advocate is a treasure trove for allies to the LGBTQ communities This fully revised second edition includes The most current information on identities and LGBTQ language Tips for respectfully sharing gathering and using pronouns LGBTQ etiquette including common language bloopers to avoid Tools for navigating difficult conversations Best practices for creating LGBTQ inclusive spaces Appropriate actions to take after messing up Techniques for self care and sustainable allyship The Savvy Ally is a vital resource for teachers mental health professionals healthcare providers college professors faith leaders family members and friends who want to support and advocate for the LGBTQ people in their lives and help make the world a safer more inclusive place This informative encouraging and easy to understand guidebook will jump start even the most tentative ally 100% of the royalties from the first year of sales of this 2nd edition will be donated to nonprofit organizations working to build a safer and more inclusive world for LGBTQ people

Writing in the Workplace Jo Allen,1998 Writing at work is made easier with this all inclusive guide Offering a practical approach to writing in print and electronic formats these pages explore organizational images and cultures a writing strategy researching revising incorporating graphics letters and memos design employment communication reports proposals and instructions and oral communication

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