

Sexual Orientation in the Public Sector: Issues of Inclusion and Identity in the Workplace

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Abstract:

Two key strategic objectives contained within the Scottish Government's National Performance Framework are to "tackle the significant inequalities in Scottish society" and to build a "strong, fair and inclusive national identity". From a research perspective, dialogue about the workplace experiences of lesbian, gay, bisexual, transgender and intersex (LGBTI) people remains underexplored. Moreover, in recent times, the word "trans" has emerged to recognise a spectrum of transgender identities, including transsexual, genderqueer, genderfluid and asexual. As Scottish public sector organisations strive to provide services and build workplaces that are accessible and inclusive, this presentation reports on research studies examining a range of workplace issues and experiences affecting LGBTI people and discusses how practices and policies are evolving to meet the needs of these individuals in the workplace.