

## Call for book chapter proposals

You are cordially invited to consider contributing a chapter for a forthcoming book entitled:

### **Sexual Orientation and Transgender Issues in Organizations – Global Perspectives on LGBT Workforce Diversity**

Editor: Thomas Köllen (Vienna University of Economics and Business)

Book publisher: Springer ([www.springer.com](http://www.springer.com))

Each chapter will be assigned a unique DOI name. Publication is anticipated for early spring 2016.

Over the last decade workforce diversity has attracted much scientific attention. Given the shortage of literature on issues related to homosexual, bisexual and transgender employees, compared with other facets of workforce diversity, this book aims at opening up new perspectives on this issue. Emphasis is placed on the equal consideration of gay, lesbian, bisexual, and transgender issues. In management practice many organizations use the term LGBT to designate the target group of organizational practices (e.g. diversity management), although, in reality, these usually only aim at lesbian and gay employees. As transgenderism is not related to a certain sexual orientation, subsuming this phenomenon into one umbrella term, together with different sexual orientations, marginalizes the unique stressors transgender employees have to face. Unique experiences of transgender employees, for example, can appear before, within, and after transitioning. In this context, this book encourages researchers to submit contributions that broaden the understanding of both issues related to employees' sexual orientation (such as being bisexual, lesbian, gay, and also being heterosexual), and/or issues that are specifically related to transgender employees.

Contributions should provide deeper insights into the differing experiences of the whole spectrum of LGBT employees in the workplace in different national and occupational contexts. Furthermore, contributions are welcome that offer contextualized insights for evaluating and conceptualizing organizational initiatives aiming at a higher level of inclusion for LGBT employees. Theoretical or conceptual contributions on these issues are appreciated as well. In order to broaden the predominantly Anglo-American perspective on LGBT workforce diversity, contributions reflecting the situations in African, Asian, Continental European, or South and Central American countries are strongly encouraged; however contributions from all nations will be very warmly welcomed.

Chapters proposed may address (but are not limited to) one or more aspects or sub-aspects of the following topics. Chapters that address other aspects of LGBT workforce diversity are welcome as well.

1. LGBT workplace issues: employees' perspective  
(e.g. stressors, experiences of discrimination/micro-aggressions/support, identity management /disclosure decisions, career paths, barriers, intersectional perspectives, etc.) – different occupational or national contexts
  - a. Gendered perspectives on lesbian and/or gay employees
  - b. Homosexual employees (joint perspectives)
  - c. Bisexual employees
  - d. Transgender employees
  - e. LGBT employees (joint perspectives)
  - f. Issues related to LGBT supervisors or entrepreneurs
  
2. LGBT workplace issues: organizational perspective (in different occupational or national contexts)
  - a. (Diversity) management initiatives aimed at homosexual and/or bisexual and/or transgender employees (best practice, conceptualization, evaluation)
  - b. Organizational working climates for homosexual, bisexual and/or transgender employees (layers, conceptualizing measurement, etc.)

### 3. Theoretical approaches

- a. The relation of L, G, B, and T within organizational LGBT discourses and practices
- b. Comparative works on the legal situation of, L, G, B, and/or T employees in different countries (e.g. anti-discrimination legislation)
- c. Theoretical perspectives on L, G, B, and/or T workplace issues (e.g. queer theory, postmodern approaches, psychological and/or intersectional approaches, business case vs. moral case, etc.)

Contributions that deal with these and related issues from a variety of perspectives are warmly welcomed. Chapters may take a range of forms, may be empirically based or conceptual, may focus on different levels of analysis, and may be based on quantitative and qualitative approaches.

#### Submission Guidelines

- Book chapter proposals received: **November 10, 2014**
- Notification of accepted chapter proposals: December 5, 2014
- Receipt of full book chapters: **April 1, 2015** (Earlier submissions are welcome).
- Review book chapters and revision feedback: May 10, 2015
- Receipt by editor of final draft of book chapters: **July 1, 2015**
- Anticipated publication: Spring 2016

**Length:** Chapter proposals should not exceed 500 words. Book chapters should not exceed 6,000 words including figures, tables and graphs.

**Format of citations:** Harvard Reference Style (detailed information will be provided after proposal acceptance)

**Language/Spelling:** American English

Please submit your chapter proposal by Microsoft Word email attachment no later than **November 10, 2014**. Please note that submitting authors whose proposals are accepted, may be asked later to anonymously provide constructive feedback on one other chapter. Please note also that authors will be primarily responsible for correct spelling and grammar within their own chapters, and that the use of a native English-speaking proof-reader is strongly urged prior to the final draft stage.

Please send proposals and inquiries to:

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