

The Significance of Awareness about Gender Diversity for the Future of Work: A Multi-Method Study of Organizational Structures and Policies Considering Trans and Gender Diversity

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Abstract : The future of work becomes less predictable, which requires increasing the adaptability of organizations to social and work changes. Society is transforming regarding gender identity in the sense that more people come forward to identify as trans and gender diverse (TGD). Organizations are ill-equipped to provide a safe and encouraging work environment by lacking inclusive organizational structures. The qualitative multi-method research about TGD inclusivity in the workplace explores the enablers and barriers for TGD individuals to satisfactorily engage in the work environment and organizational culture. Furthermore, these TGD insights are analyzed about their organizational implications and awareness from a leadership and management perspective. The semi-structured online interviews with TGD individuals and the photo-elicited open-ended questionnaire addressed to leadership and management in diversity, career development, and human resources have been analyzed with a critical grounded theory approach. Findings demonstrated the significance of TGD voices, the support of leadership and management, as well as the synergy between voices and leadership. Hence, it indicates practical implications such as the revision of exclusive language used in policies, data collection, or communication and reconsideration of organizational decision-making by leaders to include TGD voices.

Keywords : future of work, occupational identity, organisational decision-making, trans and gender diverse identity

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