



Young **LGBTQIA+** entering the workplace

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The working closet

“A working closet is, by definition, the notion of the basic rhetorical practices that allow LGBT and queer individuals to navigate a heteronormative world for success, livelihood, and survival.”

- 48% are not out at work (US)
- People stay in the closet at work due to fear that coming out might hinder their career
- Issues of Intersectionality
- 14% Queers in NL were discriminated in the workplace
- 35 % Queers in NL were discriminated in other areas of life



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“I might have to sign an NDA and can't talk about me being queer.”

“What if my mentor or supervisor is trans/homophobic?”

“What if my colleagues make inappropriate comments and the person I should report this to is one of them”



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- Training for mentors & staff
- Independent (HR) office
- Protection against external parties

Conclusion

Be kind and respectful

Participating in queer social life is not a threat to professional appearances

Let us get rid off the working closets

Questions & answers

