



# Organisation management theory

with Professor You-Ta Chuang

## Talking points

### Knowledge

1. What are organisational policies?
2. What are microaggressions?
3. What are the key challenges faced by LGBTQ+ individuals in the workplace?

### Comprehension

4. What impact can organisational policies have on the experiences of LGBTQ+ employees at work?
5. How can legislations influence LGBTQ+ inclusivity in different US states?
6. What impact do you think microaggressions have on LGBTQ+ employees in the workplace? How do these subtle actions contribute to a hostile culture?

### Application

7. What do you think would be an example of an LGBTQ+ friendly policy? How would this policy contribute to equality in the workplace?
8. How can organisations bridge the gap between LGBTQ+ friendly policies and the actual experiences of LGBTQ+ employees in the workplace? What research methodologies would you use in order to capture the lived experiences of LGBTQ+ employees in the workplace?

### Evaluation

9. How important are LGBTQ+ activists in challenging workplace norms, and why?
10. To what extent do you think external factors, such as societal attitudes and global events, impact the success of LGBTQ+ friendly policies within organisations?

## Activity

### LGBTQ+ inclusivity awareness campaign

In our dynamic communities, diversity is our strength and inclusivity is our heartbeat. Yet, as You-Ta explains, the journey towards true equality is ongoing, especially in the workplace. Now, consider this unique opportunity: by developing a creative campaign to raise awareness about LGBTQ+ inclusivity, you have the chance to step into the shoes of a real activist. This allows you to become the voice of positive change, shaping perceptions and contributing to a workplace that values everyone.

### Poster creation

- Design an informative and visually appealing poster highlighting the importance of LGBTQ+ inclusivity in the workplace.
- Consider including key statistics, impactful quotes and symbols representing diversity. What key messages do you want to convey?
- Think about the target audience – for example, students, teachers or employers?
- How can your poster educate viewers about common challenges faced by LGBTQ+ individuals in the workplace? What symbols or imagery can represent a truly inclusive workplace for LGBTQ+ individuals? In what ways can your poster encourage open dialogue and allyship within the workplace regarding LGBTQ+ issues?

### Presentation

- After designing your poster, showcase it to your class or to a friend.
- Present the design choices, visual elements and the key message you aim to convey.
- Encourage open dialogue and questions during the presentation to gather diverse perspectives on LGBTQ+ inclusivity.

### Social media campaign

- Create a social media campaign advocating for LGBTQ+ inclusivity in the workplace.
- Design a model Instagram, X (Twitter) or Tik Tok account where you could upload your poster and other multimedia elements such as images and videos.
- Devise comments you could post as part of an ongoing campaign, including relevant hashtags to amplify the campaign's reach.

## More resources

- Read more about workplace inclusivity:  
[www.forbes.com/sites/forbesbusinesscouncil/2023/01/10/how-to-build-lgbtq-inclusivity-within-your-company](https://www.forbes.com/sites/forbesbusinesscouncil/2023/01/10/how-to-build-lgbtq-inclusivity-within-your-company)  
[www.forbes.com/sites/forbesbusinesscouncil/2023/08/16/the-power-of-diversity-and-inclusion-driving-innovation-and-success/?sh=4411a1fb2505](https://www.forbes.com/sites/forbesbusinesscouncil/2023/08/16/the-power-of-diversity-and-inclusion-driving-innovation-and-success/?sh=4411a1fb2505)