

# Resources

**Future-ready workforce series:**  
Building inclusive workplaces for  
2SLGTBQIA+ students

## Benefits of 2SLGBTQIA+ Inclusive Workplaces:

- Badgett, M.V. L. (2020). *The Economic case for LGBT equality: Why fair and equal treatment benefits us all*. Beacon Press. <https://www.beacon.org/The-Economic-Case-for-LGBT-Equality-P1579.aspx>
- Fatmy, V., Kihn, J., Sihvonen, J., & Vähämaa, S. (2022). Does lesbian and gay friendliness pay off? A new look at LGBT policies and firm performance. *Accounting & Finance*, 62, 213-242. <https://onlinelibrary.wiley.com/doi/epdf/10.1111/acfi.12787>
- Hossain, M., Atif, M., Ahmed, A., Mia, L. (2020). Do LGBT workplace diversity policies create value for firms? *Journal of Business Ethics*, 167, 775-791. <https://link.springer.com/content/pdf/10.1007/s10551-019-04158-z.pdf>
- Hur, H. (2020). The role of inclusive work environment practices in promoting LGBT employee job satisfaction and commitment. *Public Money & Management*, 40(6), 426-436. <https://www.tandfonline.com/doi/pdf/10.1080/09540962.2019.1681640>
- Badgett, M. V. L., Durso, L. E., Kastanis, A., & Mallory, C. (2013). *The business impact of LGBT-supportive workplace policies*. The Williams Institute. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Impact-LGBT-Support-Workplace-May-2013.pdf>

## Surveys of 2SLGBTQIA+ experiences at work:

- Grenier, A., & Hixson-Vulpe, J. (2017). *Beyond diversity: An LGBT best practices guide for employers*. Pride at Work. <https://prideatwork.ca/wp-content/uploads/2017/09/Beyond-Diversity-LGBT-Guide.pdf>
- Ipsos. (2024). *IPSOS LGBT+ pride 2024*. Ipsos. <https://www.ipsos.com/sites/default/files/ct/news/documents/2024-05/GA%20Pride%202024pptx.pdf>
- Jeffrey M. Jones. (2024, March 13). LGBTQ+ identification in U.S. now at 7.2%. *Gallup*. <https://news.gallup.com/poll/470708/lgbt-identification-steady.aspx>
- Sasso, T., & Ellard-Gray, A. (2015). *In & out: Diverging perspectives on LGBT inclusion in the workplace*. Canadian Centre for Diversity and Inclusion. <http://www.ccdi.ca/wp-content/uploads/2015/05/20150515-Report-LGBT-In-and-Out-Diverging-Perspectives-on-LGBT-Inclusion-in-the-Workplace.pdf>

## Research in the co-operative education context:

- Hay, K., & Fleming, J. (2024). An inclusive workplace framework: Principles and practices for work-integrated learning host organizations. *International Journal of Work-Integrated Learning*, 25(1), 83-94. [https://www.ijwil.org/files/IJWIL\\_25\\_1\\_83\\_94.pdf](https://www.ijwil.org/files/IJWIL_25_1_83_94.pdf)
- Khan, T. H., Drewery, D., Ademuyiwa, I., Fannon, A. M., & Phillips-Davis, C. (2024). An investigation of barriers experienced by students from equity-deserving groups in a Canadian co-op program. *International Journal of Work-Integrated Learning*, 25(1), 51-65. [https://www.ijwil.org/files/IJWIL\\_25\\_1\\_51\\_65.pdf](https://www.ijwil.org/files/IJWIL_25_1_51_65.pdf)
- Mallozzi, R., & Drewery, D. (2019). Creating Inclusive co-op workplaces: Insights from LGBTQ+ students. *International Journal of Work-Integrated Learning*, 20(3), 219-228.
- Sengstock, B., & Maria, S. (2024). Not 'Out and Proud': LGBTQIA+ paramedic student invisibility in the off campus clinical setting. *International Journal of Work-Integrated Learning*, 25(1), 167-448.

## Employer resources:

- Grenier, A., & Hixson-Vulpe, J. (2017). *Beyond diversity: An LGBT best practices guide for employers*. Pride at Work. <https://prideatwork.ca/wp-content/uploads/2017/09/Beyond-Diversity-LGBT-Guide.pdf>
- Pride at Work Canada. (2018). *Hiring across all spectrums: A report on broadening opportunities for LGBTQ2+ job seekers*. Pride at Work Canada. [https://prideatwork.ca/wp-content/uploads/2018/01/PrideAtWork\\_2018\\_Round\\_FINAL-s.pdf](https://prideatwork.ca/wp-content/uploads/2018/01/PrideAtWork_2018_Round_FINAL-s.pdf)