

Navigating Workplace Bias: Exploring LGBTQIA+ Stereotypes, Microaggressions, and the Role of Microaffirmations

Manaswi Rathore

Department of Psychological Sciences, CHRIST (Deemed to be University), Bengaluru, Karnataka, India

Abstract

This research explores the interplay between workplace stereotypes, microaggressions and microaffirmations experienced by employees identifying with the queer community. It dives into gauging the extent to which microaffirmations—small, purposeful acts of validation—can mitigate workplace discrimination experienced by LGBTQIA+ workers in multinational corporations (MNCs). Stereotypes and microaggressions continue, even with increased diversity efforts, and negatively impact mental health, job satisfaction, and career advancement. From reflexive thematic analysis of semi-structured interviews among LGBTQIA+ professionals, the study finds common biases (e.g., promiscuity assumptions, misgendering) and points out how microaffirmations (e.g., using inclusive language, being an ally) can promote feelings of belonging and reduce harm. In closing knowledge gaps in workplace inclusion research, this work provides actionable findings for corporations to transcend performative policy and develop truly affirming spaces.

Keywords

LGBTQIA+, microaffirmations, microaggressions, queer policies.