

Book View
by David Wigglesworth

Sexual Orientation in the Workplace, Gay Men, Lesbians, Bisexuals & Heterosexuals Working Together by Amy J. Zuckerman and George F. Simons, International Press, 740 Front Street Suite 335, Santa Cruz, CA 95060

This is a book that most trainers need! It tells us that if we are in an organization of any size, conservative statistics report that at least 3% to 12% of the people in that organization are gay, lesbian, or bisexual. Human resource personnel, trainers, and managers in these organizations need to have facts, learn approaches for the most effective management of all personnel and need to know what resources are available.

This book does this and more! Here in a clear and lucid way, the authors address:

Today's Diverse Workforce looks at: workplace realities; digesting the facts; finding the right words with a lexicon of terms, definitions, and suggested uses; new views on old words: homophobia - counting the costs; our organization's climate; setting the tone - who's responsible? This section provides basic information, opens up areas of dialogue, and helps to set the stage for following sections.

The Personnel Challenge that faces: job stereotypes; myths and facts; how we act around each other; gender bending; identity; a fascinating reverse questionnaire; religion and sexual orientation; diversophy; diverse dimensions of sexual orientation; and becoming allies.

How Organizations Respond addresses: is our vision broad enough?; mission statement and antidiscrimina-

tion policies; bias vs. poor management; blaming the SWUMs/peer fear; "Out" in corporate America; policies & politics; HIV, AIDS & the workplace; sexual harassment concerns; domestic partners benefits; best practices; and gay, lesbian & bisexual marketing.

Resources provides detailed information about books, articles, films & videos; networks; helpful organizations; religious and AIDS related organizations; domestic partners benefits resources, landmark events; and training resources.

This is a very easy to use, non-threatening workbook that can be used for individual study, or as a text in a training program. It is clear, concise, instructional and thought provoking.

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