

Work Environment prompt

Please read the following text.

Supportive condition

The executive board of a large multinational, called Globel, has recently made several policy decisions that reflect their values regarding diversity and inclusiveness. For example, they have decided to increase the budget that is available for the organization of LGBT-related activities, meaning that the local Pride celebration, as well as the LGBT+ staff support network receive more financial support. According to the board, this is an important step to take, because of the ‘rich contributions that members of the LGBT+-community make to our company.’ Additionally, they decided in favor of raising the rainbow flag during Pride month.

Unsupportive condition

The executive board of a large multinational, called Globel, has recently made several policy decisions that reflect their values regarding diversity and inclusiveness. For example, they have decided that there is no budget available for the organization of LGBT-related activities, meaning that the local Pride celebration, as well as the LGBT+ staff support network, will not be funded. According to the board, this is an important step to take, because of the ‘preferential treatment that members of the LGBT+-community would otherwise get in our company.’ Additionally, they decided against raising the rainbow flag during Pride month.

[next screen]

Please indicate to what extent you agree with the following statements

This company, Globel, is accepting of LGBTQ+ workers.

Globel is supportive of LGBTQ+ workers.

Globel cares about LGBTQ+ workers.

Globel gives LGBTQ+ workers the feeling that they belong.

Globel encourages LGBTQ+ workers to be authentic.

Globel allows LGBTQ+ workers to present themselves the way they are.

Strongly disagree - Strongly agree (5 point)

Globel is characterized by values that are

|-----|-----|-----|-----|
Very conservative Conservative Neither conservative nor progressive Progressive Very progressive

[next screen]

[Instructions for vignette rating]

In the following you will read 8 conversations that Charlie, who works at Globel, recently had with several different colleagues. Please read each conversation, after which you are asked to answer some questions.

[next screen]

Explicit

The following conversation took place between Charlie and Jack, a colleague of his at Globel

Explicit 1: A very gay night.

- Charlie:** How was the rest of your night?
- Jack:** Really good. Had a couple of drinks with the others, then headed home.
- Charlie:** Sounds fun. Shame I had to leave early.
- Jack:** Right? It was really nice [*except*], there were these two guys making out at the next table. [*It was super cute. / I was really disgusted.*]

The following conversation took place between Charlie and Dave, a colleague of his at Globel

Explicit 2: He's a gay man now.

- Charlie:** How was your Easter?
- Dave:** Much less eventful than John's, I think. Did you hear? His brother brought his boyfriend home.
- Charlie:** Oh really, how did that go down?
- Dave:** It was a bit tense at first, because no one suspected it. Honestly, if he was my brother, I would be [*very proud. / devastated.*]

The following conversation took place between Charlie and Ryan, one of his two managers at Globel

Explicit 3: Bathrooms.

- Charlie:** It sucks, the bathrooms on our floor are closed.
- Ryan:** Yeah. They are remodeling our bathrooms to become gender neutral.
- Charlie:** Alright, I must have missed that email.
- Ryan:** [*I think it is great that everyone is becoming more accepting of trans people. / I think it's a bad idea that we have to adapt just for a few trans people.*]

The following conversation took place between Charlie and Luke, one of his two managers at Globel

Explicit 4: Poor Rob.

- Charlie:** I was missing Rob at our meeting today. Do you know where he is?
- Luke:** Didn't you hear? He and his boyfriend got beat up in front of some club on Saturday.
- Charlie:** Oh wow, really?
- Luke:** Yeah. [*It is absolutely terrible, that two people who love each other can't show that. / It is pretty bad, but that's why they shouldn't flaunt their sexuality in public.*]

Implicit

The following conversation took place between Charlie and Fred, a colleague of his at Globel

Implicit 1: Will boys be boys?

- Charlie:** How is your family?
- Fred:** They're good. My brother Paul just turned 16.
- Charlie:** Oh, did he? That's a tough age.
- Fred:** Yeah. You can say that twice. He's been starting to paint his nails, [*Can you believe it? / It's nice that he gets to experiment.*]

The following conversation took place between Charlie and Steve, a colleague of his at Globel

Implicit 2: What a Drag.

- Charlie:** Had a rough night?
- Steve:** Urgh. Yeah, it was good though. It was my flatmate's birthday and we went out to celebrate.
- Charlie:** Oh nice. Any place to recommend?
- Steve:** Haha, we just hopped from bar to bar, ended up in this place that had a drag-show there. [*When I realized, I headed home. / I think we had the*

most fun there.]

The following conversation took place between Charlie and Ted, a colleague of his at Global

Implicit 3: Queer Eye for the homophobe.

Charlie: What are your plans for after work?

Ted: Nothing planned yet, got a free evening.

Charlie: Stacey wants to go to this bar that does a marathon for the new season of *Queer Eye*. Do you want to join?

Ted: [*Oh cool, I absolutely loved the last season. / I'll pass; I find the show really off-putting.*]

The following conversation took place between Charlie and Harry, a colleague of his at Global

Implicit 4: Pride and Prejudice.

Charlie: Your aunt and her kids are visiting you this weekend, right?

Harry: Yeah. We're going to a museum on Saturday.

Charlie: Make sure to check your route beforehand, there is a pride parade on Saturday.

Harry: Really? I didn't know that. [*Maybe we'll go to the parade instead of the museum then. The kids will love it. / Maybe we'll just stay at home then, the kids are too young to understand all of that.*]

Post Vignette Measures - presented after each individual vignette

How likely is it that Charlie will disclose in this situation?

Not at all Likely - Extremely Likely (anchor 5 as
midpoint with “neither likely nor unlikely”)

0-10 scale

If you want to, you can use this space to motivate your answer:

[open-ended question]

Please indicate to what extent you agree with the following statements.

This person is accepting of LGBTQ+ people.

This person has conservative opinions.

This person has progressive opinions.

This person would be accepting if Charlie decided to come out.

Strongly disagree - Strongly agree (5 point)

[next screen]

Demographics

About the study

[Age]

How old are you? _____

[Ethnicity]

Choose one option that best describes your ethnic group or background

White

1. English/Welsh/Scottish/Northern Irish/British
2. Irish
3. Gypsy or Irish Traveller
4. Any other White background, please describe: _____

Mixed/Multiple ethnic groups

5. White and Black Caribbean
6. White and Black African
7. White and Asian
8. Any other Mixed/Multiple ethnic background, please describe: _____

Asian/Asian British

9. Indian
10. Pakistani
11. Bangladeshi
12. Chinese
13. Any other Asian background, please describe: _____

Black/ African/Caribbean/Black British

14. African
15. Caribbean
16. Any other Black/African/Caribbean background, please describe: _____

Other ethnic group

17. Arab
18. Any other ethnic group, please describe: _____

Prefer not to answer

[Nationality]

What is your nationality? _____

[next screen]

[Education Level]

Which of these is the highest level of education you have completed?

- No formal qualifications
- Secondary education (e.g., GED/GCSE)
- High school diploma/A-levels
- Technical/community college
- Undergraduate degree (BA/BSc/other)
- Graduate degree (MA/MSc/MPhil/other)
- Doctorate degree (PhD/other)
- Don't know/not applicable
- Prefer not to say

[Employment Sector]

Which of the following best describes the sector you primarily work in?

- Agriculture, Food and Natural Resources
- Architecture and Construction
- Arts
- Business Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Medicine
- Hospitality & Tourism
- Information Technology
- Legal
- Policing
- Military
- Manufacturing
- Marketing & Sales
- Retail
- Science, Technology, Engineering & Mathematics
- Social Sciences
- Transportation, Distribution & Logistics
- Other, namely _____

- Prefer not to say

[Organizational Tenure]

How long have you worked for your current organization?

- Less than 2 months
- 2-4 months
- 5-6 months
- 7-12 months
- 1-2 years
- 2-5 years
- More than 5 years
- Other (e.g. I work for more than one organization)
- Don't know
- Not applicable / prefer not to say

[Leadership/Position of power]

At work, do you have any supervisory responsibilities? In other words, do you have the authority to give instructions to subordinates?

- Yes
- No

[next screen]

Below you see a number of statements, each of which starts with "I see myself as someone who". For each statement, indicate how much you agree with this.

I see myself as someone who ...

- worries a lot
- gets nervous easily
- remains calm in tense situations
- is talkative
- is outgoing, sociable
- is reserved
- is original, comes up with new ideas
- values artistic, aesthetic experiences
- has an active imagination
- is sometimes rude to others
- has a forgiving nature
- is considerate and kind to almost everyone

- does a thorough job
- tends to be lazy
- does things efficiently

Strongly disagree - Strongly agree (7 point)

[next screen]

[Gender identity]

What is your current gender identity?

- Male
- Female
- Transgender Male
- Transgender Female
- Genderqueer/Gender-nonconforming
- Prefer to self-describe as _____.
- Prefer not to answer

What sex were you assigned at birth, meaning on your original birth certificate?

- Male
- Female
- Prefer not to answer

[Sexual identity - self defined]

How would you describe your sexual identity? _____

[Sexual identity]

Of the terms below which describes your sexual identity best?"

- Heterosexual/straight
- Lesbian
- Gay
- Bisexual
- Prefer to self-describe as _____
- Prefer not to answer

"Please indicate how sexually attracted you are to men and women independently. You can choose any number that best expresses your attraction on a scale from 0-100 for both men and women; the scores do not need to add up to 100."

Women

Men

0 = not attracted at all and 100 = very attracted

[Relationship status]

What is your relationship / marital status?

- Single
- In a relationship
- Engaged
- Married
- Widowed
- Divorced
- Separated
- Never married
- Rather Not Say
- In a civil partnership/civil union or similar
- Prefer to describe as _____.

[Relationship status - self defined]

My relationship(s) is/are best described as:

[Gender identity - partner]

What is your partner's current gender identity?

- Male
- Female
- Transgender Male
- Transgender Female
- Genderqueer/Gender-nonconforming
- Prefers to self-describe as _____.
- Prefer not to answer

[next screen]

The following statements are related to your own experiences at your own work. Please indicate to what extent you agree with each statement.

My employer is accepting of LGBTQ+ workers.

My employer is supportive of LGBTQ+ workers.
My employer cares about LGBTQ+ workers.

My employer appreciates me.
My employer gives me the feeling that I belong.
My employer allows me to present myself the way I am.
My employer encourages me to be authentic.
I feel comfortable working at my workplace.

Strongly disagree - Strongly agree (5 point)

[next screen]

For each of the following questions, please mark the response that best indicates your current experience as an LGB person. Please be as honest as possible: Indicate how you really feel now, not how you think you should feel. There is no need to think too much about any one question. Answer each question according to your initial reaction and then move on to the next.

- If it were possible, I would choose to be straight.
- I'm not totally sure what my sexual orientation is.
- I keep careful control over who knows about my same-sex romantic relationships.
- I am glad to be an LGB person.
- My sexual orientation is a central part of my identity.
- My sexual orientation is a very personal and private matter.
- To understand who I am as a person, you have to know that I'm LGB.

1 - Disagree strongly, 2 - disagree, 3 - disagree somewhat, 4 - agree somewhat, 5 - agree, 6 - agree strongly

[next screen]

[General Outness (GO) → following Meidlinger & Hope, 2014].

In general, how open are you about your sexual identity?

|-----|
0% 100%
Not at all Completely

Use the following rating scale to indicate how open you are about your sexual orientation to the people listed below. Try to respond to all of the items, but leave items blank if they do not apply to you. If an item refers to a group of people (e.g. work peers), then indicate how out you generally are to that group.

- Parent(s)
- Siblings
- Straight friends
- Coworkers
- Managers/Supervisors
- Subordinates
- Strangers and acquaintances

1 (person(s) definitely do(es) NOT know about your sexual orientation status),

2 (person(s) might know about your sexual orientation status, but it is NEVER talked about),

3 (person(s) probably know(s) about your sexual orientation status, but it is NEVER talked about),

4 (person(s) probably know(s) about your sexual orientation status, but it is RARELY talked about),

5 (person(s) definitely know(s) about your sexual orientation status, but it is RARELY talked about),

6 (person(s) definitely know(s) about your sexual orientation status, and it is SOMETIMES talked about), or

7 (person(s) definitely know(s) about your sexual orientation status, and it is OPENLY talked about).

Not Applicable.

[next screen]