“It’s not always possible to live your life openly or honestly in the same way” – Workplace inclusion of lesbian and gay humanitarian aid workers in Doctors without Borders

Julian Rengers, Liesbet Heyse, Sabine, Otten, and RafaelWittek

Categories and subcategories in the codebook

1. **Inclusiveness climate**
	1. *attitudes colleagues*
	2. *contact with colleagues*
	3. *cooperation with colleagues*
	4. *support from colleagues*
2. **Inclusive leadership**
	1. *attitudes supervisors*
	2. *contact with colleagues*
	3. *support from supervisors*
3. **Inclusiveness practices**
	1. *diversity and equality*
		1. *(queer) invisibility*
	2. *policy*
	3. *awareness*
		1. *debate*
	4. *barrier*
	5. *facilitation*
		1. *initiatives*
		2. *start*
		3. *agenda*
	6. *façade*
	7. *organizational culture*
	8. *organizational support*
		1. *lack of organizational support*
4. **Disclosure dilemma**
	1. *heteronormativity*
	2. *fear of disclosure*
	3. *degree of openness*
	4. *outed*
	5. *stress*
5. **Belonging**
	1. *thick description*
	2. *lack of belonging*
6. **Authenticity**
	1. *thick description*
	2. *lack of authenticity*
7. **Context**
	1. *office*
		1. *Rainbow Network*
			1. *questionnaire*
			2. *activities*
			3. *role*
	2. *field*
		1. *cultural framework*
		2. *legal framework*
		3. *expat status*
		4. *(queer) community*
			1. *LGBeneficiaries*
			2. *LGB national staff*
	3. *outside of work*
		1. *support – external*
8. **Discrimination**
	1. *related to MSF*
		1. *homophobia*
	2. *not related to MSF*
9. **Features of the interview**
	1. *clarification*
	2. *doubt*
10. **Information on the organization**
	1. *briefing*
	2. *image*
	3. *interorganizational comparison*
	4. *intraorganizational comparison*
	5. *mission*
		1. *principles*
		2. *témoignage*
	6. *patronizing*
	7. *research*
	8. *association*
11. **Personal information**
	1. *background information*
		1. *age*
		2. *country of origin*
		3. *education*
		4. *family life*
		5. *gender*
		6. *living situation*
		7. *married*
			1. *not married*
		8. *residence*
		9. *tenure*
	2. *personal beliefs, perspectives, opinions, and ideas*
		1. *consideration*
		2. *experience*
		3. *future*
		4. *motivation*
		5. *respect*
		6. *responsibility*
		7. *shared experience*
		8. *unclearness*
		9. *valence*
			1. *positive*
			2. *negative*
	3. *about the job*
		1. *personal safety*
		2. *strategy*
		3. *team*
		4. *understanding*
		5. *work*
			1. *current*
			2. *history*
			3. *characteristic*