

See discussions, stats, and author profiles for this publication at: <https://www.researchgate.net/publication/247428022>

# BOOK REVIEW: Lesbians and Gay Men on the Job

Article in *PsycCRITIQUES* · January 1994

DOI: 10.1037/034582

---

CITATIONS

0

---

READS

23

1 author:



**Suzanna M Rose**

Florida International University

74 PUBLICATIONS 1,411 CITATIONS

SEE PROFILE

Some of the authors of this publication are also working on these related projects:



LGBT Hate Crimes [View project](#)



Intersectionality of Men in STEM [View project](#)

Contemporary Psychology: A Journal of Reviews  
1994, Vol. 39, No. 8, 832–833

## Lesbians and Gay Men on the Job

A Review of

Homosexual Issues in the Workplace

by Louis Diamant (Ed.)

Washington, DC: Taylor & Francis, 1993. 268 pp. ISBN 1-56032-038-9. \$49.50

<http://dx.doi.org/10.1037/034582>

Reviewed by

Suzanna Rose

Recent political controversy over lifting the ban against lesbians and gays in the military has brought workplace issues to the forefront of public debate concerning lesbian and gay male civil rights. Numerous questions have been raised. What role should the workplace play in implementing social change through nondiscrimination policies and other means? What are the psychological and economic consequences for lesbians and gay men of revealing or concealing their identity on the job? What vocations are most hospitable to lesbians and gay men and why?

Simultaneously, research on lesbian and gay male concerns has been a rapidly expanding area within psychology. A body of knowledge is now available addressing the normalcy of lesbians and gay men, particularly in terms of sexual identity formation and mental health. More recently, research from a lesbian- and gay male-affirmative standpoint has begun to dominate the field, shifting the focus to issues such as relationship development, parenting, racial diversity, HIV and AIDS, and victimization. Attention to employment issues is virtually absent, however.

*Homosexual Issues in the Workplace* is a welcome contribution within this context, bringing into focus how gay men and lesbians fare in a variety of work contexts, including corporate, military, religious, educational, and mental health professions. A strong conceptual basis for developing new theory and research related to employment is provided by chapters on lesbian and gay male concerns in career development (Elliott); gay men, lesbians, and bisexuals in the military (Anderson and Smith); and stress, mental health, and the workplace (Gonsiorek). Case studies of gay athlete David Kopay (Barrett), a gay male academic (Savin-Williams), and lesbian and gay clients (Gonsiorek), as well as accounts of gay men's relationships in prison (Long), add depth and human interest to the book. The remaining chapters offer a careful and thorough descriptive analysis of the social and legal climate associated with different jobs, the impact of HIV and AIDS in the workplace, and problems of older gay male employees.

Less well developed throughout is a consistent emphasis on gender balance or attention to race or social class. It is perhaps understandable that the chapters on HIV and AIDS focus on gay men but it is not understandable that those on athletics, religion, prisons, attitudes toward homosexuality, and older employees fail to address lesbians in the same depth as gay men. Furthermore, workplace issues confronting White, middle-class gay male professionals are stressed almost exclusively. The experience of gay men and lesbians of color or in working-class or blue-collar occupations is not represented. Although research is lacking in some of these areas, an acknowledgment of their importance would have enhanced the conceptual framework greatly.

In summary, I highly recommend the book for use in courses on lesbian and gay male psychology, particularly if used in conjunction with a more comprehensive text such as *Psychological Perspectives on Lesbian and Gay Male Experiences* by Garnets and Kimmel (1993). Overall, *Homosexual Issues in the Workplace* is an important contribution because it breaks

new ground. As Gonsiorek notes, "Job discrimination continues to pose one of the gravest civil rights threats in the lives of gay and lesbian citizens" (p. 245), yet employment issues have been a seriously neglected topic of research. In editing this volume, Louis Diamant has taken a major step toward addressing this oversight.

## Reference

---

Garnets, L., & Kimmel, D. (Eds.). (1993). *Psychological perspectives on lesbian and gay male experiences*. New York: Columbia University.

Louis Diamant is professor emeritus at the University of North Carolina at Charlotte, consultant to that university's athletic department, and a psychologist in private practice. Diamant is editor of *Mind-Body-Maturity: Psychological Approaches to Sports, Exercise and Fitness*, *Psychology of Sports, Exercise and Fitness: Social and Personal Issues*, and *Male and Female Homosexuality: Psychological Approaches*.

Suzanna Rose, associate professor of psychology and women's studies at the University of Missouri at St. Louis, is recipient of a Christine Ladd-Franklin Award for feminist activism from the Association for Women in Psychology. Rose is author of the chapter "Sexual Pride and Shame in Lesbians" in B. Greene and G. Herek (Eds.) *Psychological Perspectives on Lesbian and Gay Issues Vol. 1*; coauthor, with D. Zand and M. Cini, of the chapter "Lesbian Courtship Scripts" in E. Rothblum and K. Brehony (Eds.) *Boston Marriages: Romantic But Asexual Relationships Among Contemporary Lesbians*; and editor of *Career Guide for Women Scholars*.





