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BLACK QUEER DIVERSITY IN THE WORKPLACE

HOW QUEER PEOPLE OF COLOR ARE TREATED IN THE
WORKPLACE ENVIRONMENT IN DUBLIN, IRELAND

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HOW QUEER PEOPLE OF COLOR ARE TREATED IN THE WORKPLACE ENVIRONMENT IN DUBLIN, IRELAND?

by

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People will forget what you said,
people will forget what you did,
but people will never forget how you
*make them feel" - **Maya Angelou.***

ABSTRACT

The goal of this study is to document how queer people of color are treated in the workplace based on their experiences and perspectives, and to see whether there is a pattern or similarity in their behavior. Also, whether or not personnel are informed of how to handle such a situation.

First, the literature will be presented the term queer people of color, how this same movement emerged, the explanation historically of this group, how this term has been used today, and the resignation of the term today by the LGBT[1] community. A comparison between queer theory and feminist theory. It also tracks LGBT legislation in Ireland and the UK. How this group has been treated, both in the workplace and outside of it, and how to deal with these conflicts.

The second part brings the interview of queer people of color in order to sharpy the question for the focus, to highlight these experiences of the participants and effectively analyze them in the search for understanding about the behaviors and situations reported by them.

The third part features a focus group and a meeting with politician Counselor, with reports and focus groups debating the participants' experiences and perceptions.

The following are some of the major findings of this research: i) How queer of color has been treated in Workplace. Similarities, patterns and trends, experiences and perceptions of queer people of color in workplace environment. Understanding conflicts and dealing with it. ii) Black Queer Diversity in workplace, Industries which are more inclusive, Legislation and enforceability, steps to report a harassment, racism or prejudice situation. iii) Enhancement of the sector and method of LGBT community dispute settlement, Institution which support queer people of color, alternatives that queer people of color can rely on.

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[1] LGBT: Acronym for Lesbian, Gay, Bisexual, and Transgender.

INTRODUCTION

The workplace, where most individuals spend the majority of their time, should be a welcoming and safe environment where everyone is treated equally. This is not the case, especially for queer people of color. Data and studies reveal that there is discrimination and prejudice against queer people of color.

Discrimination and harassment in the workplace have a severe influence on queer people's wealth and well-being. It also reduces job dedication, satisfaction, and commitment. According to Fátharta (2019), one-third of LGBT+ people have faced discrimination in the last two years. 18% of adults over the age of 18 have experienced discrimination. Lesbian, homosexual, bisexual, and transgender plus allied communities had the greatest rate of prejudice at 33.2%. Discrimination was experienced by 33.1 % of non-white ethnic backgrounds, 30.2% of unemployed people, and 26.7% of non-Irish people (Fátharta, 2019). They face a variety of challenges at work, including promotions and working conditions. LGBT individuals of color face further discrimination and harassment in the workplace, with fewer job options, career restrictions, and lower pay than white workers.

In the first chapter, through a literature review composed of academic articles, data, journal articles, and bibliographies, the definition of people of color and queer people will be presented and discussed. In order to make it possible to understand the research, it is necessary to understand how this definition came about and how its redefinition nowadays has changed its context.

As the theme is quite specific and for a broader vision, an intersection between feminist and queer theory will be addressed to understand the deep situation that these groups have been facing. It is important to highlight the presentation of the current LGBT legislation in Ireland, just by making a parallel with the LGBT legislation in the UK, being countries that are close to each other and due to their history. To understand the legislation is to see if it is being applied in the workplace. Therefore, the concept of understanding conflicts and how to deal with them in the workplace is explained.

The second chapter discusses the techniques and procedures of inquiry used in the research's data collection, analysis, and interpretation. Describing the method and techniques to be used in the formation of this work. Containing the application of the Onion model and the strategies used in the composition of the research. Also, describing and explaining the reason for the choice of participants and the steps to be taken during the research. Highlighting the components used by the author in order to neutralize any bias that may appear in the work, form consent and ethical code, and the tools used in data collection along with the qualitative analysis.

The third chapter presents the data, which includes a tabulation of the gathered replies as well as the notions that arose during the focus group and personal interviews. The pilot interview with the queer people of color activist, the focus group, and the meeting with the political counsellor are all described in this chapter. Essential information on the people who participated in this study, such as nationality, age, educational level, and industry in which they work, is disclosed while keeping their anonymity. The participants' and respondents' responses are organized by questions, with the results from the pilot interview session, focus group, and meeting with the policy adviser separated.

The fourth chapter will examine the information gathered from the interviews, the focus group and meeting. Where it will be possible to gain a more comprehensive grasp of all the data gathered through the qualitative approach, Also, the early rounds of the focus group to determine what elements were important in determining how queer people of color have been treated in the workplace environment. Also, the findings through the analyses from data collect.

The fifth chapter discusses the facts analyzed and identified through the data analysis and findings of the previous chapter. It also brings the discussion through the three objectives established in the research and how the answers to these objectives were achieved throughout the research.

The conclusion brings all the outcomes raised through the research, concluding the work and pointing out all the facts that it was possible to identify and analyze and obtain a result. It also contextualizes the general conclusion and the conclusions of the three objectives established during this research.

Finally, the work concludes with a reflection on the overall research, which includes the author's deeper and more personal perspective on how this learning journey went.

JUSTIFICATION OF STUDY

The last few years have witnessed an increase in diversity and inclusion in the corporate world. However, queer employees face discrimination, discomfort, and danger in extreme cases. This research seeks to explore the experience of queer people of color working in Dublin, Ireland. Ireland has established laws and policies such as the 'Gender Recognition Act, but the LGBT still faces harmful reactions and experiences in public, school, and the workplace.

The experiences of violation and victimization have long-lasting adverse effects on the individual and the community. It affects the mental health and safety of queer people, impacting their ability to function in social and employment spheres. LGBT workers of color are the most disadvantaged because of gender, sexual identity, lack of workplace protections, high rates of unemployment, and poverty among people of color.

The problem is exacerbated by the lack of where queer people of color can report if they are treated differently in the workplace. The study will use a qualitative study through, interviews, photography, registries, bibliographic review, and field diary.

As a result, this research based on the experiences and perceptions of queer people of color in the workplace environment in Dublin, Ireland is not only necessary but crucial, especially as certain LGBT+[2] support groups in Dublin still fail to acknowledge or see the problems that this group has faced in the workplace and beyond.

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[2] LGBT+ acronym for Lesbian, Gay, Bisexual, and Transgender. The + symbol denotes a wish to be inclusive.

RESEARCH QUESTION

As result, the following research question has been planted:

 How queer people of colour are treated in the workplace environment in Dublin, Ireland?

The practical "how" of any piece of research is referred to as research technique. It is about how a researcher designs a study in a systematic way to produce accurate and reliable results that address the study's goals and objectives (Jansen 2020).

 The goal of the study is to clearly and simply identify the problem, which should be serious and well-defined. Obtaining the required information, finding some answers, and drawing conclusions related to the problem will all be possible during the survey process. (Walliman, 2016).

The participants in this study are LGBT individuals of color who work in a variety of industries in Dublin, Ireland. They share their stories on how they were treated at work regard they identified as queer people of color.

OBJECTIVES

Three goals come from the research question:

- *To identify and analyse the treatment experienced by queer people of color employees in the workplace.*

- *To discuss, detect, and compare whether there are any trends or similarities in those treatments, as well as the level of awareness queer people of colour employees have about the options accessible to deal with it in the workplace.*

- *Enhancement of the sector and method of LGBT community dispute settlement*

CHAPTER 1: LITERATURE REVIEW

1. INTRODUCTION

In the first chapter, this will be discussed along with data, information, academic materials, and articles related to queer people of color in the workplace.

Before analyzing the proposed theme, it is necessary to understand what people of color means and how a person identifies as queer. Therefore, through this set, it will be analyzed historically how these terms started to be used, making a link with the past until the present days. Because this is a nomenclature within the LGBTQ group that is still somewhat new.

To comprehend the research, one must first comprehend what queer people of color imply, and then examine how this has impacted queer people of color using minority stress theory. Creating evaluative intersections between feminist and queer theory.

It also discusses the relationship between Ireland's LGBTQ legislation, the Employment Equality Acts of 1998 to 2015, and the UK's Safeguarding LGBTQ Legislation.

This chapter will also cover how to recognize disputes and how to deal with them in the workplace environment.

2. PEOPLE OF COLOR

People of colour represent a group of people who are neither white nor of European percentage. This term is widely used in Canada and the United States to denote a non-white person. It includes all non-white individuals as it insists on a shared experience of the extensive racism. Traditionally, the term people of color referred to people with a mixture of European and African ancestry, born into liberty. Using the term person of color seems less offensive to many non-white people than referring to a person based on their country of origin. The term person of colour plays a crucial role when denoting diverse ethnic and racial groups of people. These groups have the opportunity to come together for collective social and political actions and act on behalf of the minority groups.

In the United States, African Americans have varying physical features ranging from facial features, skin colour, body sizes, and hair colour, among other physical characteristics, than any other human race classified as a single group. African American features vary from grey-blue

eyes, light skin, cranky hair, black eyes, and some of these characteristics. Initially, Americans had long classified people with African ancestry as black to communicate their superiority as a white race. However, this term was general regardless of the differences, especially skin color. Examples of people of colour include Hispanics/Latinos, Africans, and Asians.

For one to understand people, language is an essential factor. The phrases and terms we use to describe people communicate our progress over time toward an inclusive world and respect for all people. The journey from 'coloured' to minorities and finally to 'people of color is one of such progress over time. The term people of colour was familiar in the 1970s, with minorities being common in 1997 and people of colour reaching its peak in 2003—the word people of color varied over time and in different states. However, the term is packed with confusion, prejudice, and history when it refers to somebody based on their completion to denote their ethnicity or race (Malesky 2014). The term is often seen as offensive after it was adopted in the U.S by freed slaves as a racial pride at the end of the Civil War.

The race is a social construct that divides people into groups that are either superior or inferior. Racial identity is accurate, and whether or not one knows it, they are grouped into a specific race. We all are disadvantaged or advantaged based on our race. According to a Gallup poll (2016), people of color are more likely to identify as LGBT. The LGBTQ comprises a higher population of non-whites who are relatively poor than their white counterparts. African Americans led in number by 4.6%, followed by 4.3% Asians, 4.0% Hispanics, and 3.2% Caucasians (Gallup poll 2016). The report also revealed that Americans with the lowest education levels and income groups identified more with LGBTQ. The representation of LGBTQ people of color relates slightly to age, with younger people identifying themselves more than the older ones. In the United States, people of color are more likely than whites to identify themselves as LGBTQ.

Nationally, it is estimated that one-third of the LGBTQ population are people of color (People of color n.d.). Queer people of color face distinct challenges both as people of color and LGBTQ. They are more likely than their work counterparts and non-LGBTQ peers to experience violence and discrimination in housing and workplaces. Drag queens, Hispanics, blacks, and transgender individuals played critical roles in the initial stages of gay rights movements. They were responsible for the Stonewall riots in 1969 in New York. Currently, they are not recognized for this.

Throughout history, queer people of color have fought for equality in two distinct groups, race and colorism in a gay community, transphobia and homophobia. Up until today, queer people of

color struggle for visibility and credit. Queer people of color constantly deal with mistreatment and harassment. The LGBTQ people of color are highly mistreated in their personal lives, the criminal justice system, and employment compared to their fellow white LGBTQ. People of color, more so the blacks, have been discriminated against in the American medical system throughout history. Until today, doctors are less willing to handle people of color, diagnosing and providing care to them. This discrimination in terms of healthcare has led to striking disparities in health outcomes.

In most instances, doctors are not knowledgeable of the needs of LGBTQ patients because they lack the knowledge of their specific health problems and treatment. Due to lack of knowledge, LGBTQ people get substandard care, are physically mistreated, and harsh language. The queer people of color have concerns when doctors ask invasive and unnecessary questions about their status to get appropriate medical care. Most states have no laws prohibiting discrimination among the queer community in housing.

Queer people of color are discriminated against, especially when dealing with real estate agents, seeking shelter, and asking for loans. They are victims of residential separation. Given the centuries of discrimination, it has become very hard for families and people of color to accumulate generational wealth over time-limited, their ability to escape poverty cycles, go to quality schools, and get well-paying jobs. The LGBTQ students of color struggling through college education in a predominantly white institution face challenges too. Colleges provide temporary learning environments, but this proves difficult for LGBTQ students of colour.

College-going students are at a stage where they define themselves through mannerisms, clothing, and interests. For queer students of colour, this definition could include sexual and gender expressions, which may pose risks depending on their campus environments. Additionally, such students face norms, cultures, values, and religions (Johnson et al. 2017). With lack of practices and policies that can support queer students of color and the failure to implement existing protection results in nationwide bullying, discrimination and exclusion of students of colour belonging to the LGBTQ community. Such discrimination causes many students to suffer from psychological and physical risks that limit their education. As a result, most LGBTQ students of color organize themselves in support groups to reduce the effects of such discrimination.

Sutter and Perrin (2016) state that queer people of color are at high risk of developing mental disorders like anxiety, depression, suicidal tendencies, and substance abuse. Such mental

illnesses are linked to the stigmatization and discrimination faced by this group. People who feel rejected by their friends or are unfairly treated by their employers have an increased risk of heightened mental health illnesses and reduced satisfaction with their lives. In the face of microaggressions, most feel hopeless, helpless, and fearful. Other than racism within the LGBTQ community, queer people of color face the challenge of heterosexism within their ethnic or racial minority groups, more so from their cultural groups.

3. MEANING AND HISTORY OF QUEER PEOPLE

Another word that better describes 'queer' is 'not straight.' Queer describes gender and sexual identities that are neither cisgender nor straight. Approximately 6% of minority nontransgender adults in the United States identify themselves as queer. According to Goldberg et al. (2020), queer people are different from other sexual minority individuals regarding sexuality, demographic features, and gender identities. This study looked at queer identity across more than 1500 respondents falling under three distinct age groups; the young aged 918-25), the middle-aged (24-41), and the older (52-59). The study analyzed the demographic and sexual characteristics of those who identified themselves as queer instead of those who termed themselves as bisexual, gay/lesbian, among other sexual identities. Identifying queer among the cisgender respondents reflects an openness and inclusiveness to gender identity diversification in romantic and sexual partners, particularly with transgender partners.

Over 62% of queer cisgender women claim to be attracted to transgender women, while 76% are attracted to transgender men (Goldberg et al. 2020). This figure was a higher percentage compared to that witnessed among bisexual women. The queer identity in the-cisgender group reflected lightness in gender identity. The respondents who termed themselves GQNB identified as queer than the cisgender group did. 25.9% of the GQNB interviewees, 1.5% cisgender men, and 6% cisgender women identified themselves as queer (Goldberg et al. 2020).

In terms of demographics, the younger population identified themselves as queer more than the middle and old-aged respondents with 7.1%, 6.0%, and 1%, respectively (Goldberg et al. 2020). From the results, it is proper to conclude that for specific nontransgender sexual minority people, identifying as queer is a unique sexual identity that captures a lightness in sexual partners and gender expressions. Queerness is, therefore, a general term referring to a community and an orientation of those belonging to the LGBTQIA+ spectrum

3.1   History of Queer people

The first lessons instructors focus on the history of LGBT concerns the changing definitions of 'queer' and its uses. Until the 19th century, the term queer referred to people considered acting outside social standards. In the 20th century, queer applied in areas of perceived gender or sexual non-conformity. A social movement in the 1960s and 1870s brought a profound change in the queer label in favour of titles like 'Gay Is Good.' Most LGBTQ people who felt insulted by the term 'queer' were quite surprised by this move, which encouraged the formation of political militants and activists in the LGBTQ community.

The producers of queer theory and members of the queer nation reclaimed queer the following year in their theoretical texts and manifestos. They claimed that homosexuality is specific to history and is socially constructed. Queer people coined a wide range of identities and practices contrary to the heterosexual community. They brought out a clear understanding of sexuality as self constitutive instead of outlining practices. Debates concerning the use of the term queer remained debated among scholars and activists. Later on, in 1995 and 1997, two primary interventions surfaced from Cathy Cohen and Lisa Duggan. Duggan claimed that rejecting the queer theory of progressive narratives and liberal humanism led to unanticipated challenges to history, which relied on the belief of minority identity and therefore was indebted to a new social movement.

On the other hand, Cohen noted that the use of the term had always defaulted to a knowledge of power based on homosexuality versus heterosexuality, which ignored the elements of gender, class, and race. She, therefore, stated that it broadly measures the relation of an individual to power. These two queer approaches incorporated the identities of lesbians and gays, demonstrating they cannot separate gender and sexuality from class and race. In the 20th century, the identification of gay/lesbians emerged in political and personal spheres as the term queer slowly penetrated the market and mainstream. It was a short form used to describe all market niches and student groups. Decades after the Stonewall riots, gay pride was instituted (Hanhardt, 2022). Most social movements fought to include the marginalized in terms of their gender and sexualities with an expanded acronym, GLB, LGBT, and LGBTIA. They realized that queer was a shorter-term that limited the categories of people. Queer history is crucial to identify the historical and social positions of gender and sexual identities.

According to Hanhardt (2022), Karl Ulrichs termed queer people as 'Urning.' In 1869, Karoly Maria, the Hungarian doctor, first used the word homosexual to refer to queer people. Scholars

did not use the term widely until early into the 20th century. The term 'gay' became popular in the 1960s, and they, unlike their predecessors, did not view gays as shameful. Today, the term gay refers to men attracted to men; throughout history, the term has generally referred to the whole LGBTQ community.

The social movements organized around accepting queer people's rights started as responses to persecutions. Traditional customs and laws banned homosexuality while communicating the message through exiles, sensational public trials, and medical warnings. Such persecutions caused fear among the community and made the general community aware of such differences in sexualities (Morris 2009). Those who identified as queer were at risk of identifying themselves. However, with the gradual growth of human rights ideals and public media, activists came from all corners of the world, drawing courage from current sex research, outlawed literature, and creating a climate for democracy. These developments led to a movement recognizing lesbian and gay rights that emerged in the 20th century.

3.2 Minority Stress Theory

The minority stress perspective allows the understanding of the impact of homophobia, prejudice, heteronormativity, and stigma and how they impact the lives of gays and bisexuals (Meyer & Frost, 2012, p. 252). This model posits that sexual minorities experience hostile conditions that affect their health outcomes. It is a conceptual model identifying the stressors embedded in sexual minority individuals within social positions. These stressors cause psychological issues, physical disorders, sense of well-being and influence health behaviour. Thus, the queer community experiences more stress than their heterosexual counterparts leading to mental and physical disorders. The stress experienced by minorities results from environmental circumstances such as poor socioeconomic that affect their healthy being and health. Environmental circumstances lead to job loss and lack of opportunities compared to other majority groups. The combination of race and sexual minority status increases the environmental stressors because the LGFBT communities become subject to additional factors that exacerbate the issue.

Prejudice against the LGBT results in sexual exclusion in resource allocation and other advantages available to heterosexual people. Prejudice exposes the LGBT community to chronic conditions that affect them throughout their lifetime. The queer community is subject to minor events such as verbal harassment and confrontations, which might seem minor but have longer-

lasting impacts on the individual because they communicate rejection and not being wanted in society or the workplace. It subjects the LGBT to expectations of victimization and rejection, which add to the stress because it limits their ability to report and ensure actions are taken (Meyer & Frost, 2012, p. 254). For example, the denial to marry the LGBT community denies them the ability to form meaningful full relationships that are significant in life. The above issues associated with majority identity increases the chances of mental health issues such as depression, substance use, and a high rate of suicide.

3.3   Queer Theory

Queer theory was formed to intersect multiple critical and cultural contexts, including radical movements of people of color, post-structuralist theory, feminism, the gay and lesbian movements, and postcolonialism. The queer theory is associated with gender and sexual practices, challenging the notion that heterosexual desire is normal. The queer theory explores the dominant oppressive power, particularly those relating to sexuality, and their impact on people who are not confined in those norms. Queer theory helps to navigate a world where identity is seen through binary distinctions such as guy/straight, white/person of color, educated/uneducated, man/women, which makes it uncomfortable for people existing in alternative spaces uncomfortable.

3.4   Feminist Theory

The feminist theory analyses gender inequality and the reinforcement of roles through the intersecting lenses between gender, class, and race. Social inequality is contributed by integrating biological, social, and cultural categories. Thus, discrimination of the LGBT community acts independently to form a system of oppression. Thus, the feminist theory views the social world in a way that illuminates the factors that create and support injustice, oppression, and injustice. Thus, the discrimination of queer people of color intersects sexual orientation, gender, class, and race. It makes the issue challenging for the LGBT community because addressing it requires a systematic process that moves beyond sexual orientation to all the underlying issues (Ehrt, 2019). The feminist theory is essential in this research because it goes beyond a few factors of gender identity and allows the understanding that queer people of color are affected by diverse challenges.

3.5 Intersections between Feminist and Queer Theory

According to Johnston (2018), feminists and queers state that gendered spaces and sexed bodies are mutually fundamental. Thus, this research found that despite the rapid growth of sexuality and genders, understanding heterosexism, transphobia, and homophobia are still present. Therefore, the intersection between queer and feminism helps to address institutionalized homophobia and transphobia. It allows queers and feminists to continue addressing race, genders that are beyond binaries, indigeneity, place, spaces, and bodies. Silvestro (2019) adds to this intersection by stating that feminism's proper object is gender while queer focuses on sexuality. The two theories have differentiated by the question of identities and manifestations of sexuality. Feminist and queer theories have become more theoretically mixed because they accept the increasing diversity of genders, sexualities, and identity critique.

4. WORKPLACE ENVIRONMENT

The workplace, where people spend the majority of their time, should be a safe and inviting setting where everyone is treated fairly. Unfortunately, this is not the case, particularly for queer people of color. Data and studies show that when it comes to persons of color LGBTQ, there is differentiation and sometimes prejudice.

Discrimination and harassment in the employment of queer people negatively impact their wealth and well-being. It also reduces job commitment and commitment and satisfaction. Fátharta (2019) reports that one-third of LGBT+ people have experienced discrimination in the past two years. 18% of people aged over 18 years have felt discriminated against. 33.2%, the highest rate of discrimination, was identified among lesbian, gay, bisexual, and transgender plus related communities. Non-white ethnic backgrounds experienced 33.1%, unemployed 30.2%, and non-Irish persons 26.7% discrimination (Fátharta, 2019). In the workplace, they experience different conditions in aspects of promotion and work conditions. The LGBT people of color experience additional discrimination and harassment where they are less likely to be hired, fewer job opportunities, career limitations, and less pay than white workers.

The labour market acts as a strategic entry point to a society free from discrimination. However, discrimination at work has become a source of economic, social, and political costs. It bars

people from particular occupations, job opportunities and does not reward them according to merit because of skin color and sexual orientation. These result in social and economic disadvantages that lead to inefficiency and unequal outcomes. They suffer socioeconomic inequalities because of perversive discrimination in the workplace. Discrimination creates job insecurity and a high turnover rate which in the long run results in greater unemployment, lower wage rate, and poverty rates for gay and transgender people.

There exist ill-founded assumptions and misconceptions surrounding sex characteristics, sexual orientation, and gender identity. The queer community faces more challenges, sometimes perpetuated by our communities. The cultural and social situations in Ireland's workplace make it challenging for LGBT people to share information about being LGBT. Most of them fail to share their sexual identity because of fear of bullying that denies them opportunities in the workplace and rejection by family, friends, and religious and legal implications. The hostility against queer people becomes more for individuals of color. The intersect between gender identity, and race becomes a negative aspect that disadvantages queer people of color.

The disparity between employee expectations and actual experience demonstrates how many companies are failing to foster an inclusive atmosphere and a clear path to advancement.

4.1 LGBTQ Legislation in Ireland Workplace

Ireland is remarkable for transforming from a country with conservative attitudes about LGBTQ matters to holding many liberal opinions. Ireland is one of the most liberal countries globally in matters to do with the LGBTQ community. The Employment Equality Acts 1998-2015 prohibits discrimination in diverse employment-related areas. Such areas include equal pay, promotion and recruitment, experience or training, dismissal, working conditions, and harassment such as sexual harassment (Citizensinformation 2021). According to this legislation, the definition of discrimination is treating a person as less important than another. The ruling puts forth nine discrimination grounds, including gender, the status of a family, sexual orientation, civil status, age, religion, race, disability, and traveller community membership.

According to the Irish legislation, discrimination in the workplace is when one employee is treated less favourably than others compared to the nine grounds. It can either be direct or indirect. In Indirect discrimination, comparisons have to be made, whereas, in indirect discrimination, policies do not discriminate against a specific group more than another.

Ireland's government has employed a global benchmarking tool, the Global Workplace Equality Index, to ensure workplace equality for LGBTQ employees. This tool assesses the progress of organizations and navigates the difficulties they face in upholding local inclusive values. This tool gives organizations a rigorous and clear plan of action for including LGBTQ employees in global workplace.

4.2   UK Legislation Safeguarding LGBTQ Workplace Rights

In the UK, government policies are put in place to protect LGBT people in the workplace environment. To ensure Equality and inclusivity of the LGBT community in the workplace, the UK government provides employers with free materials to be used in training. Equality helps develop uniform packages that help employees and employers manage workplace LGBT discrimination. These packages are available to organizations to adapt to them according to their specific needs. The Government Equality Office, together with the Advisory, Conciliation and Arbitration Service (ACAS) continuously act against sexual harassment at workplaces (LGBT ACTION PLAN *2018).* The Government Equality Office (GEO) convenes a group of employers to comprehend the experiences of LGBT employees working in separate sectors to improve their workplace experiences.

Last but not least, the Civil Service continuously acts as a role model in creating inclusive work environments for LGBT employees according to the inclusion strategy and the diversity required by the Civil Service. Both the UK and Ireland try to ensure inclusivity of the LBGT employees in the workplace environment. However, unlike in the UK, which involves various government ACAS and GEO offices, Ireland provides LBGT employee inclusivity in the workplace through a more diverse ACT. Unlike the Irish Act, which highlights discrimination in detail in the workplace, the UK government does not put it into finer detail to end LBGT discrimination in different areas. However, both governments play a crucial role in ensuring that each employee feels safe in the workplace irrespective of their sexual orientation.

5. UNDERSTANDING CONFLICTS

Conflict has been a big challenge for the modern generation. However, many barriers divide and keep people from having a healthy communication and solve their conflicts. Those barriers can be divided into; Culture, political, gender, economics, age and power. Communication is the bridge you need to cross to solve interpersonal relationship issue. (Cahn, D., 2014, 2).

A biased behaviour, whether internal or external, is one of the methods to start a dispute. Otherwise, everyone behaves in a biased manner, and society is based on this, with all of the cultural variations and stereotypes such as skin color, sexuality, gender, and socioeconomic differences. These disparities created barriers, putting us in a biased position, even if we don't intend to show or think differently. A person's first impression can lead to a preconception about them. However, it is understandable that each person has their own set of triggers that cause them to react negatively; therefore, do not pass judgment on others. The conflict arises in this situation as a result of the individual's poor sensitivity to recognize and feel this as a negative situation.

According to Heen, Patton and Stone (1999, pp. 25-26) when feelings of vulnerability are evoked, and other circumstances such as if an individual has low self-esteem, is addressing a sensitive matter or is placed in an unclear scenario where they might become worried, whether in an interpersonal contact or not. Another word for this is 'cognitive distortion,' which means that what a person believes is out of sync with reality. Catastrophizing (imagining the worst), Black and White Thinking (inability to reason), and Mind Reading are all examples of cognitive distortions (imagining what another person is thinking without confirming it)

Many people are afraid of conflict or unpleasant interactions with strangers, especially when they are emotionally heightened, and as a result, they may be prepared to suffer in silence despite intense negative feelings of rage to avoid an awkward or conflict situation. Again, cognitive illusions could be at work, and if the talk took place, the conflict could be easily resolved. Perhaps the dog's owner was ignorant of the amount of noise the dog was making and might have taken appropriate measures to reduce it.

5.1   How to handle with conflicts in the workplace?

Dealing with conflicts can be defined as a skill that can be enhanced through studies, specializations, and the use of specific models that aid in the understanding of the dispute itself. The ability to diagnose, or determine the core cause of a certain problem, is the first crucial skill that every practice professional must-have. When theory alone is insufficient for accurate diagnosis, specialized practice models and tools are needed to aid the professional, which; can be summarized in two steps: (1) Diagnosing a conflict effectively; and (2) acting to resolve the conflict based on the diagnosis. There are two conditions for a model of conflict analysis that is both successful and useful: (1) Simplicity vs. Complexity Diagnosis; and (2) Strategic Guidance The former refers to striking a balance between simplicity and complexity; an overly complex model will be difficulty to implement, and a shallow model will be a waste of time; the latter, on the other hand, states that the clearer the strategic direction the model provides, the more practical and applicable it will be. (Furlong, 2005).

To avoid the consequences of low-level conflict, it is of fundamental necessity to have the means to deal with it properly, and; not just quickly. Fortunately, there are a variety of resolution models available. While one model may work better than the other, the two can (and probably should) be used together to find a more effective way through the issue.

5.2   Conflict Mapping

Conflict mapping entails examining the problem and determining which tools from the toolbox may be used to not only solve the problem but also to understand and support the parties involved and help them.

The mapper begins by gathering information about the conflict's history, as well as its physical and organizational settings. Conflict does not happen by itself. One conflict may be nested within another. For example, a conflict between neighbours could be nested inside a larger context of racial conflict in the neighbourhood or society. The business environment of downsizing and job security issues may influence a conflict between coworkers. The "facts" in each of these (and many other examples) may not be as straightforward as they appear. (Wehr 2006).

Illustration N° 1: Conflict Map
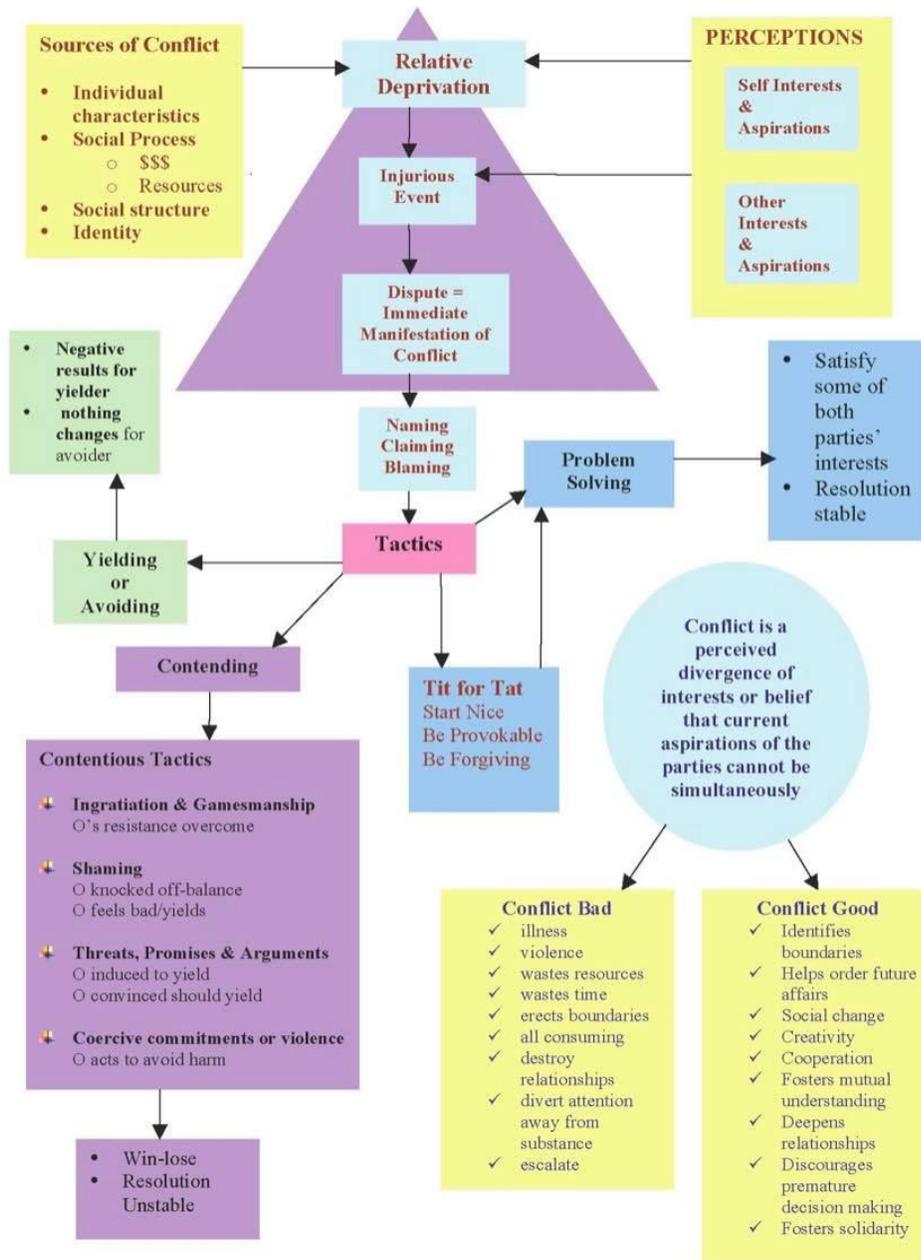
Source: Victoria Pynchon's Blog - How Conflict Develops into a Dispute & Available Tactics.

It is critical to fully understand any issue before developing an effective approach to address it; this is where conflict mapping comes into play. According to Furlong, the Dispute Resolution Toolbox includes eight Conflict Mapping Models that were chosen for their good mix of simplicity and complexity, as well as their clarity in providing direction and advice in approaching the conflict.

As a result, conflict mapping aids in expanding the ramifications of the conflict by providing a macro and minimalist picture of the problem in order to diagnosis the appropriate conflict analytical models to use in order to achieve positive outcomes.

6. ANALYTICAL TOOLS: THE CIRCLE OF CONFLICT

Chris Moore and colleagues at CDR Associates in Boulder, Colorado, created a widely used model for analyzing conflict causes in the 1980s. Moore's (1986) "Circle of Conflict" defines five types of conflict: data, relationship, value, structure, and interest. Often, characteristics from more than one of the five categories will be present in a given conflict situation. Here's a quick rundown of Moore's "Circle of Conflict." Beginning to evaluate what causes the dispute, identify which sector is key, and examine whether the cause is a genuine incompatibility of interests or perceptual problems of interested parties by investigating a conflict and grading it according to the five categories.

6.1 The Triangle of Satisfaction

The Triangle is a subset of the Circle of Conflict paradigm, and it comes from the same book, Moore's The Mediation Process. It's essentially a deeper layer for delving into the concept and idea of interests, which is crucial to the subject of dispute resolution. It examines many forms of interests and assesses them on a more functional level. It's a spin-off from the Circle of Conflict. Provides diverse solutions for three categories of interests: Result or substantive interest, Process or procedural interest, and Psychological or emotional interest.

6.2   The Boundary Model

The Boundary model proposes that "boundaries" are the common element that all things, people, and organisms share. Boundaries exist on a variety of levels. On a physical level, everything has a physical limit or boundary. On a behavioural level, every activity is constrained by a variety of factors. Laws, agreements, contracts, regulations, processes, customs, orders, and choices are all examples of human society's boundaries. It examines conflict from a structural behavioural perspective, arguing that disputes arise as a result of how people regulate their boundaries. According to this paradigm, conflict arises when parties disagree on boundaries.

6.3   Power, Rights and Interests

Power, rights, and interests are three effective ways to think about conflict. The process and outcome can be significantly influenced by framing the conflict as a power struggle, an assertion of rights, or a satisfaction of interests. When evaluating a conflict, determining how the parties perceive the problem in terms of power, rights, and interests might lead to transformational solutions that would otherwise be overlooked. The field of negotiation and dispute resolution is built on this idea. It focuses on the many conflict resolution methods humans use: interest-based, right-based, and power-based, and recommends a way of working for each.

6.4   The Dynamics of Trust

Human interactions require a high level of trust to function well. It can be found in a variety of contexts, including trust in the operation of institutions, trust in the content and sender of a message, and trust in the future behavior of a business partner. It addresses the dynamics of trust; it explains how trust is shattered and how blame and a lack of trust can stymie resolution; and it offers ways for re-establishing enough trust to make the resolution process easier.

6.5   The Dimensions of Conflict

It considers three major dimensions on which modeling might be focused: cognitive (how people perceive the conflict), emotional (how people feel about the dispute), and behavioral (how people act in response to the conflict) (what people do about the conflict).

6.6   The Social Style Model

The TRACOM Group developed the social style model, which classifies people based on personality features and how they interact with others. These approaches are used by businesses to improve team communication and collaboration. It focused on recognizing four fundamental personality and communication styles: Driving, Analytical, Amiable, and Expressive, as well as ways for working with each type.

6.7   Moving Beyond the Conflict

It examines the emotional process that people go through when attempting to let go of disagreement and move on, which is similar to the grieving process. The stages of the process are identified using this model: Denial, Anger, and Acceptance.

Aside from some of the tools being utilized in this study for a better understanding of the research, the quick presentation of the eight modes of analysis tools can be used by enterprises to improve the work environment. In addition to providing alternatives, regulations must be developed to protect not only queer people of color, but everyone who has workplace problems due to their beliefs, physical appearance, sexual orientation, or other factors.

6.8   Tools Applications

Through these models, it is possible not only to resolve conflicts that may arise along the way. But they also help in how to avoid them. If the models were incorporated into company policies, it would be possible to develop more conflict prevention methods, more inclusive policies, and a safer and more egalitarian environment. For these models are complex and powerful ways of avoiding and resolving conflicts, both professionally and personally.

CHAPTER 2: RESEARCH METHODOLOGY AND METHODS

This chapter discusses the techniques and procedures of inquiry used in the research's data collection, analysis, and interpretation. According to Polit and Beck (2004), methodology refers to obtaining, systematising, and analysing data. Creswell (2003) portrays methodology as a coherent group of methods that harmonize one another and can deliver data and findings that will reflect the research question and suit the researcher's purpose. This research will use a qualitative approach that allows the identification of experiences of the queer community.

Research is regarded as any kind of investigation to find out the facts through the interpretation of the results in a systematic way (Walliman, 2017).

The keywords "investigation, interpretation, and systematic" are used to define the features of the search in this description. The literature contains well-documented definitions, classifications, assumptions, methodology, and research implications. What makes research special is that it is systematic and organized, and the hierarchical order of research design is what makes it systematic and structured. Simply defined, research gathers data through certain procedures that are based on a methodology that is based on a paradigm. As can be seen, research is based on a generic framework that encompasses everything from paradigm to methodology to procedures. A paradigm describes how reality is seen (whether objective or subjective), a methodology describes how information is obtained, and procedures are specifically tied to data collection techniques.

This study will employ the Research Onion Model. Saunders, Lewis, and Thornhill presented the research onion model in their book Research Methods for Business Students. This model seeks to clarify the many stages of dissertation writing in order to assist students in developing a more organized technique. The Research Onion model below symbolically depicts the various aspects of the research that could be explored in order to construct the ultimate research design.

Figure N° 1: Onion Model
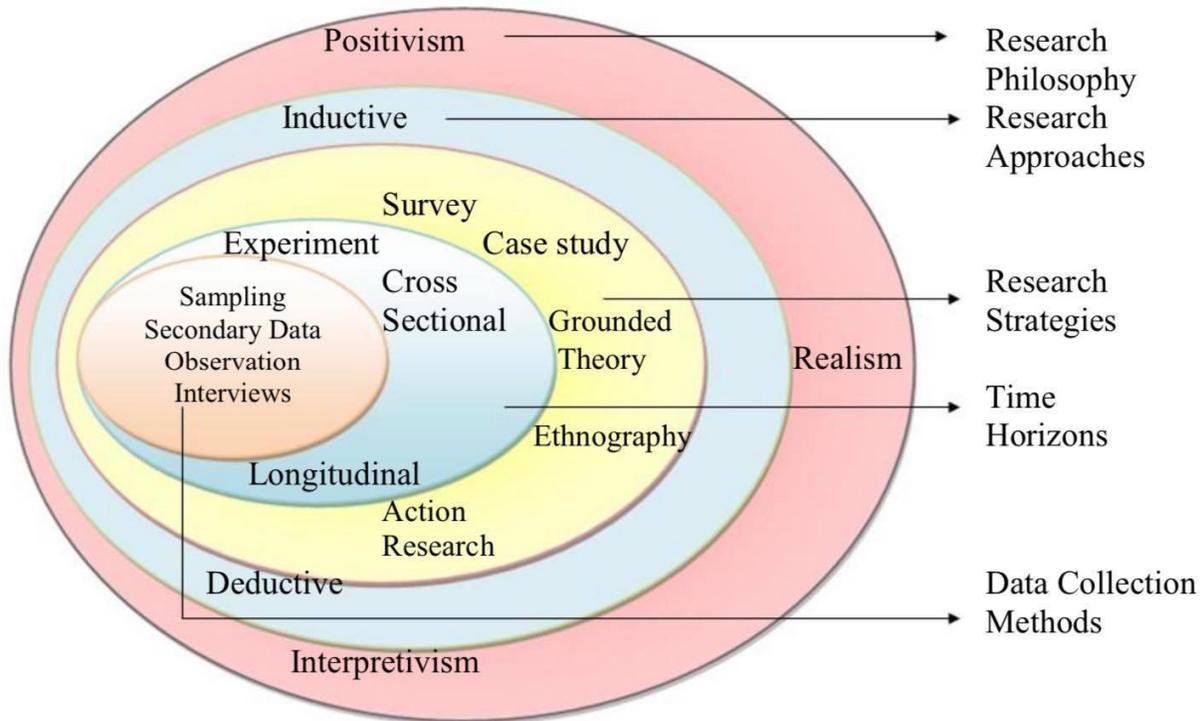
Source: Research Methods for Business Students, (p.124), by Mark Saunders, Philip Lewis and Adrian Thornhill, 2016, England, Pearson Education Limited.

This approach is perfect for this study since it provides for a more thorough knowledge, more precise analysis, and, most importantly, non-biased research

1. PHILOSOPHY

The relativism ontology, which relates to people's feelings and perceptions, is the basis for this study. Ontology and epistemology are two main paradigms that comprise the philosophy of research. While ontology's primary focus is on truth, epistemology is concerned with the knowledge (Patton, 1990).

The methodology is related to how you can discover the knowledge systematically by relying upon the assumptions of ontology and epistemology. Guba and Lincoln (1994).

Male employees between the ages of 20 and 40 are the subjects of this study. People who consider themselves queer people of colour and work in Dublin, Ireland. For this study, the definition of queer people of colour that will be used for a more accurate and non-biased analysis will be people with black skin pigmentation who do not fit the heteronormative model. The focus of the study will be black homosexual males.

2. APPROACH

This study will be conducted using the ontology method, which is based on people's experiences. That is, no conjectures, hypotheses, or biased assumptions shall be made. Every study will be examined using the most appropriate approach, with pre-interviews, interviews and focus groups used to date people's experiences.

3. STRATEGIES AND KEYS

The strategy to be used, first of all, will be a pilot interview, then the pre-interview. For many people this subject can be delicate and triggered. And the goal of the research is to report people's experiences. People who have experienced some situation or conflict in the workplace where they have identified that the reason for that treatment was based on, their color and sex orientation. So, there will be one pilot interview, pre-interview, one focus group and a meeting.

An extremely important key that must be highlighted in this research, and which will be critical in the development of this project: people's willingness to give their time and be willing to participate in this research, contributing essential information for the development of a more concrete and truthful basis, which will be held through two pilot interviews and a focus group containing four participants, where the experiences and opinions of the participants will be discussed via an online meeting.

Throughout the reseach, the interviews and focus groups will be centred on the four basic stones by the author:

- **Neutrality** - Conduct the interviews in an objective and impartial manner, free of external and internal factors, in order to report what is being reported.

- **Voluntariness** - The respondents' involvement in the study is entirely voluntary, and there is no ulterior motive on their part other than to record their experiences. If they believe it is necessary, they can withdraw their participation.

- **Self-awareness** – It is self-awareness and our actions when confronted with situations that may trigger our reactions, as well as being aware of all factors that may act as triggers or yield skewed findings.

- **Confidentiality** - Because this may be a sensitive subject for the participants, options will be provided so that they can feel at ease while relaying their experiences, to maintain their anonymity if they so wish.

The 4 core stones will be employed for a purpose relating to the fact that a research author is a black homosexual male. It is critical to build ethical pillars where there is no place for any form of bias on the part of the author, resulting in accurate work based on the experiences of the participants, in order to neutralize any possible bias in the research and compromise it.

This could be considered biased and compromised in the interview, yet it turns out to be a research advantage. This allows the author to enter the locations and organization of the research issue, which fosters empathy not just among the author but also among the participants in this study, as they feel more at ease sharing their experiences with someone they can relate to.

4. RESEARCH METHODOLOGY

A class held online via Zoom at the Independent College in Dublin, Ireland, sparked the investigation. Where the topic to be discussed is a source of tension in the workplace. When a student stated that he felt he was treated differently at work because he was a queer person of color. The search for information and reports about LGBT people of color began with this report.

The major question was what kinds of experiences and views people had that led them to believe they were treated differently by others because of their race or sexual orientation. What would be the situations or indicators that would provide an answer to such a piercing and delicate question?

Through this, a timeline was elaborated to better capture information and effectively develop the project. Especially when this is a recent and current topic and resources are scarce.

4.1   Subjects of study

Men between the ages of 20 and 40 who identify as queer people of color who are currently working in Dublin, Ireland will be the focus of the research.

A pilot interview will be conducted with the activist of queer people of color who resides in Dublin. In order to deepen the information for the focus groups. Then a pre-interview will be sent for the participants, as they can be familiarised with the topic. Then the focus group will take a place. For last stage a meeting with a politician counsellor.

Participants and interviewees were recruited to take part in this study using social media platforms such as Instagram, Facebook, and LinkedIn, through organizations such as Diversity in the Workplace, Queer People of Color, and LGBT groups in Ireland.

4.2   Research Mapping Stages

Illustration N° 2: Research Mapping
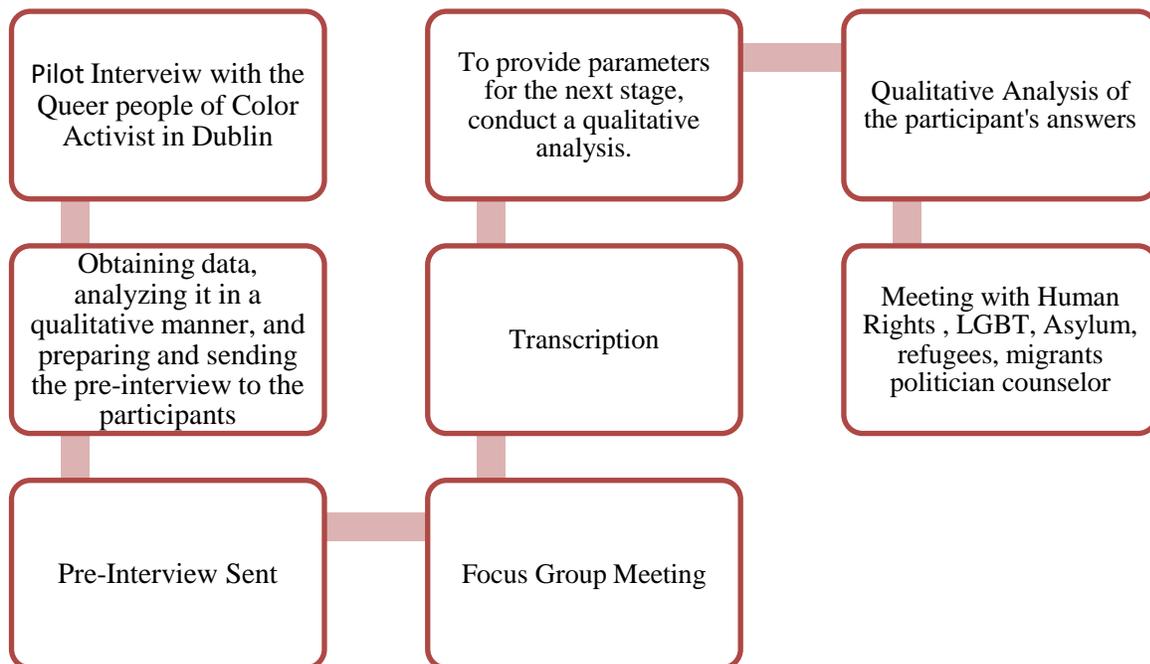
Source: Elaborated by Rodolfo Eduardo Silva

5. CHOICES

Qualitative research, according to Van der Merwe (cited by Garbers, 1996) is a research approach aimed at the development of theories and understanding. Denzin and Lincoln (2005) define qualitative research as a situated activity which locates the observer in the world. It involves an interpretive, naturalistic approach to the world, i.e. qualitative researchers study phenomena in their natural settings, attempting to make sense of, or interpreting phenomena in terms of the meanings people bring to them. Qualitative research implies an emphasis on the qualities of entities and on processes and meanings that are not experimentally examined or measured (Denzin & Lincoln, 2005:10).

As the research is based on people's experiences, qualitative analysis was the most appropriate method of choice for this research. By going through the Research mapping stages it is possible to see that all the data to be collected are not quantitative, because we are not dealing with precise numbers in this approach. It is important to point out that the pre-interviews answered by the candidates are susceptible to quantitative analysis, which will allow the tabulation of these answers. Pointing out once again that only at this point will the quantitative analysis be assigned to try to identify a pattern or similarities. Tabulating the data provided a better understanding.

6. ETHICS

Following ethical norms in research is important for a variety of reasons. For starters, research aims such as knowledge, truth, and error avoidance are aided by standards. For example, prohibiting the creation, manipulation, or misrepresentation of research data improves the truth while lowering errors. This study required ethical approval before it could be carried out. People who took part in this study had to fill out and sign an Informed Consent Form.

6.1   Code of Ethics

All participants involved in this research were previously informed about the research topic and the however to be developed. All participants are of legal age and voluntarily decided to take part in this research. In compliance with the ethical code, all those involved in this research signed the Informed Consent Form and the Ethical Code, guaranteeing that all legal precautions concerning this research were taken.

7. TIME HORIZON

Distinguish static observations from a future point in time, which is frequently connected with normative tactics as a temporal horizon option. This type of perspective is commonly utilized when creating "static" or "end-state" scenarios. Gaßner and Kosow (2008).
This research has a cross-sectional temporal horizon; it must be submitted by May 20th, 2022.

8. DATA COLLECTION

Data will be collected through, pilot interviews, pre interview, focus group, meeting, bibliographic review, and field diary will help to categorize the responses to identify and discover if there are some patterns, similarities, and motivations behind this behaviour. The interviews will be recorded and transcript, then added as appendixes after the final considerations of the research. The data collection tools will be semi-structured to allow the researcher to gain specific data while providing adequate and accurate information (INTRAC, 2017, p. 1). Interviews allow a one-on-one approach that allows the researcher to gain analyses of emotions and feelings regarding the topic. It allows an in-depth engagement, thus providing adequate information to inform the research topic. Questionnaires will allow the collection of data from many people consistently. Observation allows the researcher to observe additional information such as child relationships with their parents or children's ability to process things.

The information will be gathered using the pilot interview, focus groups, which will begin with pre-interviews given to the participants in order to obtain information that will aid in the development of the research. It is vital to note that a pilot interview with the People of Color activist will take place before the focus group in order to properly create the focus group questions and ensure a clear, plausible, and unbiased outcome. Then through a meeting to answer the third objective of the dissertation

9. DATA ANALYSIS

This research will focus on practical data analysis characterized by critical thinking. The researcher will focus on problem-solving, statistical analysis, and visualization to develop and present insights about the topic in a presentable way. This research recognizes that practical data analysis requires the right tools to reach objectives and questions. This will guide the

interviews and the questionnaires to capture relevant information from the respondents. This is followed by a good summary and critical analysis of data obtained to acquire relevant information for presentation. Practical data analysis will inform the researcher and add to existing knowledge. Data collected from the research tools will be analysed through excel and word to ensure the inclusion of graphs and other representations. This will allow the audience to summarize the results and understand them more straightforward.

Illustration N° 3: Data analysis process
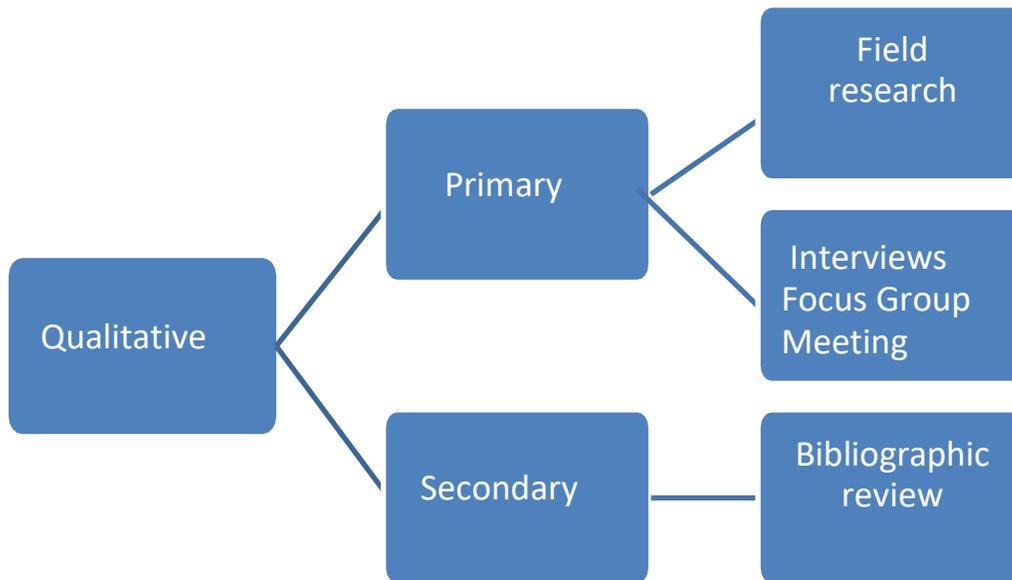
Source: Elaborated by Rodolfo Eduardo Silva

9.1 Pilot Interview

One of the aims with conducting a pilot study is to increase research quality, and this may potentially be achieved in most aspects of a research process (Gudmundsdottir & Brock-Utne, 2010).

The pilot interview with the Activist will serve as a foundation for this research because it will provide the perspective of someone who is actively involved in this field. Because this is a new field, it was easy to confirm the scarcity of academic materials on the subject through study. This is critical in order to properly construct the questions for the focus group and to answer the study objectives.

9.2   Pre-Interview and Focus Group

A focus group discussion is a strategy in which a researcher gathers a group of people to discuss a given issue, with the goal of eliciting the members' complicated personal experiences, beliefs, perceptions, and attitudes through regulated interaction (Cornwall & Jewkes, 1995).

First, participants will be asked seven personal questions about their background, education, age, gender, and occupation. These questions will serve as the foundation for the focus group's evaluation and understanding of the participants. They'll also give the reader a more technical and objective perspective.

The focus group questions will be emailed out ahead of time to provide participants enough time and chance to contact the author for clarification if they have any questions. Another reason for this technique is that this is a sensitive subject, and the goal is to avoid eliciting negative emotions or making participants feel uncomfortable or disturbed by the questions.

The questions were created with the intention of being used in a focus group, therefore they are open-ended questions that allow participants as much leeway as possible when reporting on their experiences. The goal at this point is to collect as much information as possible.

Also, the goal of the focus group research is to try to answer the academic work's second goal " *To discuss, detect, and compare whether there are any trends or similarities in those treatments, as well as the level of awareness queer people of color employees have about the options accessible to deal with it in the workplace"*. Involving a dynamic in which they provide equal time and the right to respond to all participants in a calm environment in which all participants feel truly engaged and able to report their experiences.

9.3   Meeting with politician counsellor

This meeting will be a more relaxed discussion geared at addressing the research's third goal "*Enhancement of the sector and method of LGBT community dispute settlement*". It's also an endeavour to gather more information about the groups and resources accessible to queer people of color in Dublin. Someone who works in public policy, human rights, asylum seekers, refugees, and migrants will provide this information. It provides a broad overview of the options open to these individuals.

10.   METHODS

The stages of how the approach used to best serve the research will be documented in this stage of the work so that all of the information collected will be available as data for another future research.

The research will be carried out in **four stages**:

Illustration N° 4: Four Stages.

Source: Elaborated by Rodolfo Eduardo Silva

Table N° 1: Methods

Stages	People involved in this Research	Aim
1	Queer people of color Activist	By generating data, gather knowledge and points to better prepare the focus group.
2	Three participants who will take a place in the focus group	Obtaining basic information in order to tabulate and present data more effectively, as well as familiarizing participants with the theme prior to the focus group
3	Three Participants focus Group	To encourage participants to connect and learn new ideas and guidelines for future activities.
4	Politician Counsellor	Gather information and new ideas regarding the data that will be created.

Source: Elaborated by Rodolfo Eduardo Silva

10.1 Pilot Interview

The pilot interview will be conducted with a Queer people of color activist who has lived in Dublin for over ten years, has recently had his Irish naturalization recognized, and works in the Diversity, Equality, and Inclusion department of a North American IT company. It was feasible to contact the activist who volunteered to participate in this initiative through the article that he wrote times ago for the Irish Time newspaper about queer people of color in Ireland.

The pilot interview is relevant to the research objectives, and it provides a more precise method for data collecting in the focus group, in addition to providing more information for this study.

10.2 Pre-Interview

The three voluntary participants who will also be in the focus group will be asked seven questions about their basic and personal information, which will be tabulated for further analysis and discussion with the focus group. Apart from the first contact via social media to invite them to engage in this academic study, this questionnaire will be the second contact with the participants.

10.3 Focus Group

For the convenience of the participants, the focus group will be conducted online. In order to promote and better conduct dialogue among the participants, seven questions will be asked in the focus group. It is critical to underline that the author has taken every precaution to prevent bias. Still, it must be emphasized that some bias may appear, even if unintentional during the focus group interaction.

10.4 Politician Counsellor Meeting

A meeting with the politician counsellor will be held via Zoom with the institute to collect information from queer people of color close to the government in order to identify if and what supports and alternatives are available in Dublin for queer people of color who find themselves in workplace conflict situations.

11.   TRANSCRIPTION

Transcribing is an interpretive act rather than simply a technical procedure, and the close observation that transcribing entails can lead to noticing unanticipated phenomena. it's impossible to capture the full richness of human interaction in a transcript, listening to and/or watching the 'original' recorded data brings data to life by understanding how things were said as well as what was said. (Bailey 2008). Dictation, a tool in the Microsoft system, will be used to perform the transcription. Every conversation will be transcribed into text using this program, ensuring the most accurate data collection possible.

12.   LIMITATIONS

The study's limits are those aspects of the design or technique that impacted or influenced how the results of your research were interpreted. Study limitations are limitations on your ability to generalize from the results, to further describe applications to practice, and/or to the utility of findings that are a result of the ways you initially chose to design the study, the method used to establish internal and external validity, or the result of unanticipated challenges that arose during the study. (James H. and Judy Murnan 2004).

The recent surge in Covid-19 as well as the ongoing restrictions in movements might inhibit effective data collection. In this case, Covid-19 outbreak brings unique variations in the experiences of queer people of colour and their workplace. Another expected challenge is in relation to the acceptance and collaboration of the study's respondents. Other drawbacks could include a lack of scientific production on this theme and adequate previous research of the queer people of colour in Ireland, particularly Dublin. Often, it is emotionally challenging for the respondents to discuss personal experiences, from work and other contexts, problematizing stereotypes and prejudices.   The research process is time-consuming because it involves reviewing the literature for data analysis and discussion. In addition, there is no limitation to the information provided by respondents in, which might generate a voluminous data that might be challenging to analyse. Qualitative data acquisition and interpretation are also limited by personal observation and conclusions, thus requiring objectivity and avoiding judgment. The research topic requires acquiring data on different aspects such as the queer community, race, and how the intersection affects people.

CHAPTER 3: PRESENTATION OF THE DATA

This chapter will present the data gathered through the pilot interview, pre-interview, focus groups and the meeting.

The data will be presented in the manner suggested in chapter two. First, the introduction of the interview with the queer people of color activist. This interview will not only aid with data collection but also with the structure of the focus group.

1. SAMPLING METHOD APPROACH

Purposeful sampling refers to a researcher's search for participants who share specific characteristics or features. The researcher evaluates the research goal and picks samples accordingly in this sampling procedure (Coyne, 1997, p. 624). The most essential guiding principle in intentional sampling is maximum variation; that is, researchers should try to include persons who reflect as many different perspectives as possible within the range defined by their objective (Higginbottom, 2004, p. 17)

The sampling approach was utilized to present data from the pilot interview, the focus group pre-interview, and the meeting with the politician counsellor, with the goal of better understanding and viewing multiple alternatives for a better evaluation of the data and its presentation.

2. PILOT INTERVIEW

A pilot interview with a queer person color activist was held. It was required for this study. It allowed the author to collect not only experiences but also critical aspects that highlighted the relevance of this topic even more. Especially when the person who has been interviewed is someone who has used his voice to bring attention to these folks who frequently feel alone in unfamiliar surroundings.

The interview questions were developed as a result of the author's extensive research and literature review, with the goal of better gathering relevant information for this complex project that includes not only the participants' lived experiences but also their perceptions, feelings, and expectations. The interview took place through Zoom over the internet. It was also transcribed for the most accurate data display.

2.1   Basic Information of the Activist

Born in India, Queer People of Color activist who has lived in Ireland for over ten years. He has been pursuing his activism in Ireland while also working in the Diversity, Equality, and Inclusion department of a North American corporation.

He opted to join in this work freely through an invitation made by the author of the work through an interview he gave to the well-known Irish Times newspaper years ago, having become naturalized Irish and giving voice to this cause.

2.2   Presentation of Data Collect - Pilot Interview Transcription

I. Are you comfortable being a queer people of color here in Dublin?

<u>**Activist:**</u>

I am, although I sometimes feel this differentiation because I am black and queer. Here I feel freer to be who I am. I have the opportunity to be myself. Of course, many things are still crawling in terms of diversity and inclusion here. However, I feel comfortable living here.

II. Have you ever faced or felt any conflict or discrimination in workplace environment related your sexual orientation or ethnicity?

<u>**Activist:**</u>

Yes, in my work I sometimes feel excluded, besides my activist activities I also work for an American IT company. Even though I work in the diversity, equality and inclusion department of the company, I feel excluded by my co-workers. I am not invited to happy hours, I have no work friends, no company parties, I am always alone, you know. Only those who are queer people of color will understand this feeling. There are also those "jokes" that are microaggressions disguised as laughter. I didn't report it at the time because I was new in the company and I was on a student visa and I was afraid that if I reported it I would get in trouble. I believe that many queer people of color don't report these situations because as most of them are from other nationalities and they are on student visas they prefer to keep quiet. This is another indication of the lack of data related to queer people of color. Today I feel stronger to raise this flag, but

because I also have Irish citizenship, but it is mainly because of this that I am fighting on behalf of those who still cannot use their voices. Today seeing me here I would have reported them and I tell people not to be afraid to report. I know that many people feel ashamed when they suffer some kind of discrimination, but they can't be silent, they are not wrong, they have right.

III. Have you got any support for community or organization here in Dublin?

<u>**Activist:**</u>

No, I haven't had any. It is very sad to feel alone, especially in a different country where you don't know anyone. I looked for support institutions but they are always LGBT or anti-discrimination, not one for queer people of color. Or that would make me feel included. Even on the dating and friendship app, people exclude you without even giving them a chance to get to know you. It seems that your color and your sexual orientation come first than anything else. That is why I am working for a national referendum on Queer people of color, because it is more than necessary. I wrote that article for the Irish times years ago and you found me there. You are the first person in more than 10 years who is researching this topic. I don't expect to change the world in 10 years but I want to contribute to making it a better place for everyone.

IV. Do you know anybody who faced any conflict or discrimination in the workplace in Dublin regarding being a queer people of color?

<u>**Activist:**</u>

Yes, there was a transsexual woman in my work. But besides microaggressions about her condition some women in the company started to make complaints about her using the same bathroom. As I work for an American company the discrimination and inclusion policies are heavy. This led to several layoffs. But this happens because the company is American. However, the inclusive policies of most Irish companies exist but you don't see them in practice. The companies say that they are inclusive and that there is diversity, but when you look at the workforce, there are no people like us, and if there are, they are not in leadership positions or management positions. So a lot still needs to be done to change this reality. It is not enough to have diversity, equality and inclusion policies if the company continues to close its eyes to these people.

V. In your opinion how queer people of colour are treated in Dublin? Is there any sector/industry here that you think is more inclusive?

<u>**Activist:**</u>

Despite all the freedom we have in this country to be who we were. We are still crawling to be treated inclusively and without prejudice. It is not possible in the 21st century that queer people of color are still treated differently, especially in the workplace. I believe that a reform in the current legislation is needed. Where there is a sector that inspects these companies and verifies in practice if it is really a safe and healthy environment for these people who just want to work without having to think all the time that they need to hide or be ashamed of who they are.

I believe that the arts and entertainment and IT sector are still more inclusive and they are more open to diversity with inclusive policies more present. It is still sad to see that there is still this segregation in the industry where they often exclude queer people of color and make them not feel comfortable being who they are.

2.3 Data Purpose

With this pilot interview, It is possible to focus on elements such as the safety of feeling at ease as a queer person of color living in Dublin, to the point of knowing if the interviewee has ever experienced any form of job discrimination or prejudice. Also, how he categorizes this issue. It's important to know how much support is available for queer people of color, and the most important thing is to know if they're getting different treatment at work and how they're dealing with it. It's also important to know what tools are available to help them get out of this type of situation at work.

It was feasible to develop seven additional important questions for the continuation of this work through this pilot interview. For a better growth of the research, it is critical to comprehend the intricacy of the issue and to respect all stages. In order to properly contribute to the study, the questions should be directed in such a way that the participants feel comfortable sharing their experiences and thoughts.

3. PRESENTATION OF DATA FROM PRE-INTERVIEW AND FOCUS GROUP

The sampling method approach is non-probabilistic. The research participants consist of three male professionals in various professions or sectors in Dublin, Ireland, who identify as gay people of color and are between the ages of 20 and 40.

Illustration N° 5: Sampling Approach.

| People who work in Dublin, Ireland | → | Male Black Employee | → | Who considered themselves as Gay/Queer | → | Aged between 20 and 40 years |
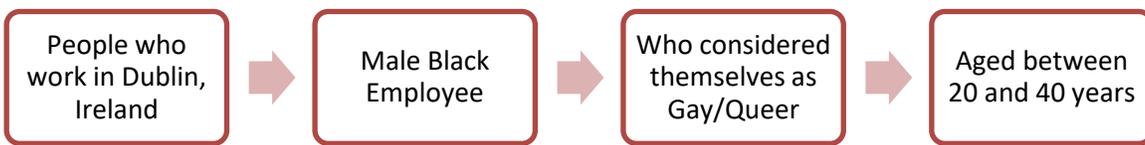
Source: Elaborated by Rodolfo Eduardo Silva

3.1   Basic Information of the Participants

The following data is deemed essential information for the development of this research: Nationality, Age, Sexual Orientation, Level of Education, Sector/Industry, Occupation and Working Time in Dublin. Three nationalities are represented among the participants in this study: Brazil, Italy, and Nigeria.

Illustration N° 6: Nationalities

Brazil   Italy   Nigeria
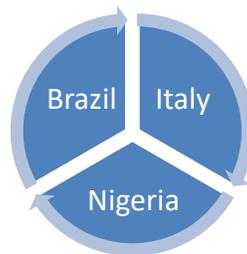
Source: Elaborated by Rodolfo Eduardo Silva

The participants who took part in the focus group were first issued with those pre-interviews described above. With the goal of fine-tuning the data that will be analyzed in the order of this study.

The youngest person in this study is an Italian nationality with a 28-year-old, the middle participant is a Brazilian nationality with a 31-year-old, and the oldest participant is a Nigerian nationality with a 34-year-old.

3.1.1 Education Level of the Participants

The participants' educational levels are as follows: two of them are postgraduates and one is a graduate:

Figure Nº 2: Level of Education
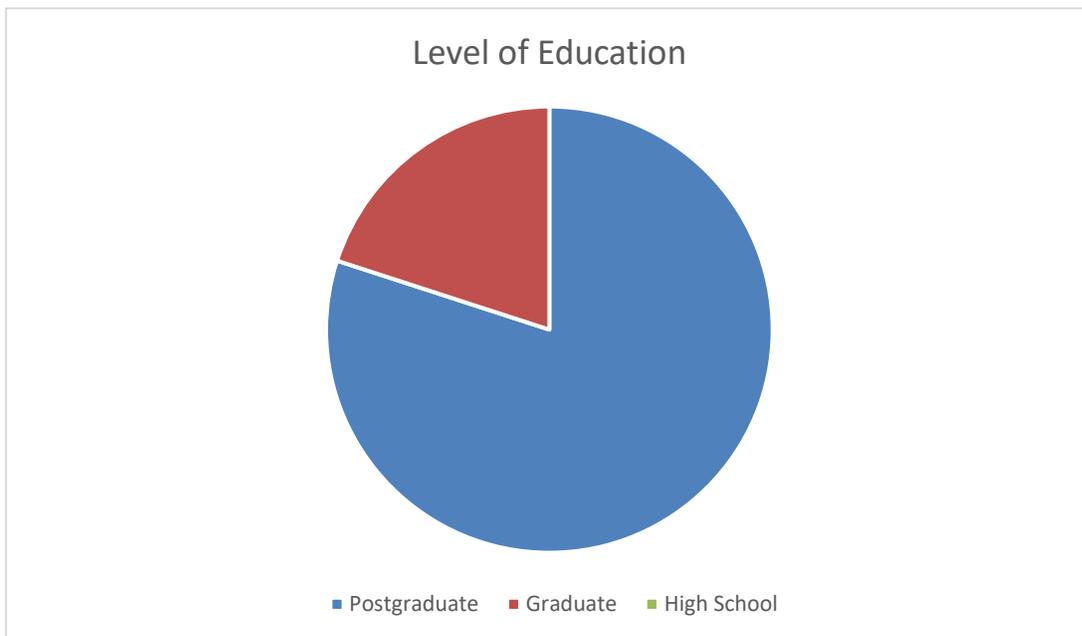
Source: Elaborated by Rodolfo Eduardo Silva

3.1.2 Sector/Industry

Participants come from a wide range of industries, which adds variety and depth to the study. The data to be presented is from the Education, Financial, and Hospitality industry.

Illustration N° 7: Sector/Industry

Education

Ocupation: Teacher

Financial

Ocupation: Banker

Hospilality

Ocupation: Night Auditor
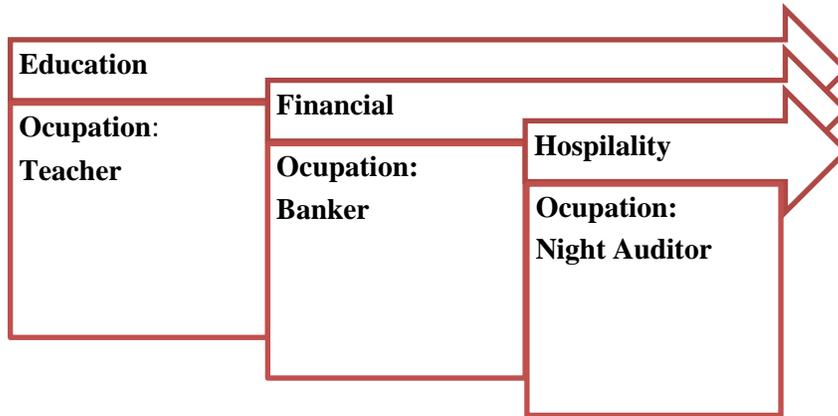
Source: Elaborated by Rodolfo Eduardo Silva

3.1.3 Participants Time of Experience

The respondents' experience ranged from two to five years, with one participant's experience being the shortest at two years and the longest at five years. The third participant had four years.

Figure Nº 3: Time of Experience

2 years

4 years

5 years
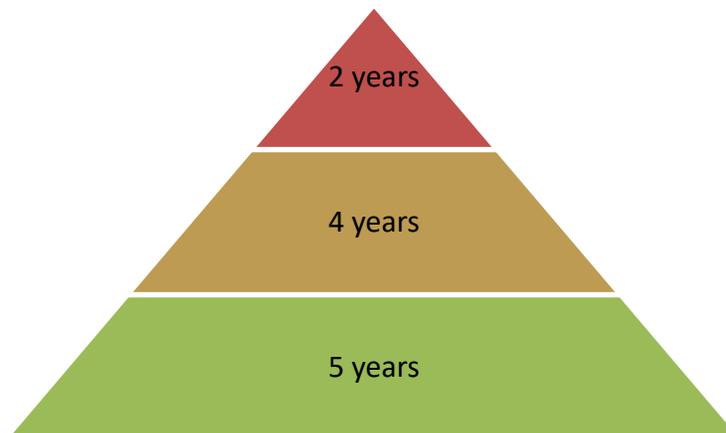
Source: Elaborated by Rodolfo Eduardo Silva

4. PRESENTATION OF THE DATA PER QUESTION FROM FOCUS GROUP

The transcription of the focus group's questions and answers will be presented. Because the questions and answers involve facts and events experienced by the research participants, they will be provided for a better comprehension of the work.

I. Are you comfortable being a queer people of color in the workplace environment?

Table Nº 2: Participants Answers Question I

Participants	Answers
1	Yes, I am, because where I work the supervisors and the whole team give you support and it is a healthy environment to work in. They encourage you to give feedback about the work environment. That is why I like working there.
2	I feel comfortable but I don't feel free enough, as I work in a day crèche it is complicated to have the freedom for example to go with loose hair, to paint my nails… no way! So, I feel comfortable but with a limited freedom that takes away some of my authenticity.
3	Yes, in my current job, I feel very good. I am respected, I work in the finance department and I don't have any complaints. All of my co-workers are friendly and my bosses are very helpful.

Source: Elaborated by Rodolfo Eduardo Silva

II. Have you ever felt treated differently in the environment regarding of being a queer person of color?

Table Nº 3: Participants Answers Question II

Participants	Answers
1	Yes, mainly because I have big curly hair. Everyone already looks straight at my hair. When people want to touch my hair to show how different it is. I feel extremely embarrassed. It is disrespectful to touch people's hair without their permission. And this happens to several of my black friends who have close-cropped hair. This gesture in my conception is as if they were saying "Wow, we don't have this type of hair here, how exotic, you're not from here, such different hair" Showing how we do not belong there, how we are outsiders
2	Yes, especially in my work environment being the only queer of color working there. There is always that surprise on the part of some parents of students when they see that I am the teacher. Once at work a student's parent asked the coordinator if I was the teacher and asked if I was qualified to be teaching there.
3	In the company I currently work for, I don't, because there are several regulations, but in the company that I worked for when I got here, yes. They gave me all the heavy lifting to do. Many of them required two people; other co-workers did them in two. But I had to do it alone.

Source: Elaborated by Rodolfo Eduardo Silva

III. Have you ever experienced any conflict or discriminatory situation in workplace related your sexual orientation   or ethnicity? Or do you know someone who ever has?

Table Nº 4: Participants Answers Question III

Participants	Answers
1 🇧🇷	Yes, I have a friend who is black and worked in an office here in Dublin, who was advised by her supervisor to take the braids out of her hair as it was not appropriate for the work environment. We are talking about braids here, they were short, what would be the problem with braids in the work environment? She preferred to leave the company but didn't report it to anyone, not even the company's HR.
2 🇮🇹	Yes, a former school principal, back in time in the beginning when I started working in the school, asked my classmate if I was gay. Because I acted too much with my hand and that I should cut my hair more discreetly. Of course, at that moment here it hurt. Because these are things you don't expect to hear, especially from your principal. Today she doesn't work there anymore, thank God.
3 🇳🇬	Only in the first company I talked about earlier, where they left the heavy lifting to me and often made jokes behind my back that I could hear, I don't know if that was the intention really, as an attempt to get me to quit the job.

Source: Elaborated by Rodolfo Eduardo Silva

IV. Are you aware about any policies in your workplace regarding diversity inclusion or anti-racism or LGBT related?

Table Nº 5: Participants Answers Question IV

Participants	Answers
1	Yes, I work in a hotel that the brand runs several hotels throughout the UK and there are several policies both inclusive and anti-racist. I don't have a broad knowledge of them. But they are there and they are really enforced.
2	I work in a school and crèche, which is family run, and there are no inclusive or anti-racist policies
3	Yes, the bank I work for has inclusive, anti-racist policies. From time to time we have workshops and pieces of training about those policies as well.

Source: Elaborated by Rodolfo Eduardo Silva

V. Have you ever reporting any situations related to being queer people of color? If not, how would you deal with that?

Table Nº 6: Participants Answers Question V

Participants	Answers
1	No, I didn't, at the time I didn't report it because I guess I was kind of in shock about the situation and I had just arrived in Dublin as a student. Everything was new to me. But today I would certainly do everything differently because even though we are students we have our rights under the law.
2	I haven't I have to admit that I was a little embarrassed by the whole situation. You think about what you would do if it happened, but when it does, you seem to lose even your voice. Today I would say without a doubt to report it, we need to talk about it.
3	I haven't had, but today I will go to the HR to report. Today I see how essential it is for us to talk about this subject that is so present in our daily lives. And the company must provide us with a safe environment where we can express ourselves with every freedom guaranteed and also have measures to ensure that if something happens that causes, discomfort or even prejudice must be punished appropriately.

Source: Elaborated by Rodolfo Eduardo Silva

VI. In your opinion is there any sector/industry that you think is more inclusive?

Table Nº 7: Participants Answers Question VI

Participants	Answers
1	I see the arts sector as much more open and inclusive. I think because people usually who works with arts are more open to new ways of thinking and respecting different cultures. I think it is more welcoming.
2	In my view, I believe that the entertainment industry is more welcoming. Because in it we can see diversity, not only of color but of gender, sexuality, culture, etc. I believe it is a more neutral environment.
3	The arts in general are more inclusive. I believe that you have more freedom to express yourself and be who you are without fear of being reprimanded or made fun of by some co-workers for being queer people of color.

Source: Elaborated by Rodolfo Eduardo Silva

VII. What differences can you see in being a queer person of colour between your home country and Ireland?

Table Nº 8: Participants Answers Question VII

Participants	Answers
1 🇧🇷	I would definitely prefer to live here in Ireland. Here I have more freedom, I can walk around without fear of being assaulted. In Brazil everything is very extreme, being the country that kills the most LGBT people. When I lived there I didn't feel safe at all. So I am very happy living in Ireland.
2 🇮🇹	Italy is a safe country I can say that. I used to live in the south, there are few people of color, discrimination is more experienced, but I never suffered any kind of aggression or I was afraid that something would happen to me like life threats. But here in Ireland, I feel less judged, as if people don't care about me. Here I feel like I'm just another person in a crowd. So I prefer to live here, I made this place my home.
3 🇳🇬	In Nigeria, it is forbidden to have homosexual relations. The country is extremely dangerous for queer people. In addition, there are laws against LGBT people. So without a doubt, I prefer to live here in Ireland. Here I am protected by the law simply because of who I am, I don't see myself going back to Nigeria anymore. Nor putting myself at risk, in living in a place that I feel doesn't want me there.

Source: Elaborated by Rodolfo Eduardo Silva

5. POLITICIAN COUNSELLOR MEETING

A key component of this research is a meeting with politician Cousellor. As someone who interacts with the government on a regular basis, mostly supporting immigrants and refugees, and as a queer person of color who strives to assist people of color in Dublin City.

5.1   Basic Information Politician Counsellor

Born in South Africa, but now a naturalized Irish citizen, he works in politics, public policy, public administration, human rights, LGBT+, asylum, refugees, and migrants. He agreed to participate in this research. His cultural baggage, work, and experience will all contribute to the research's progress.

5.2   Presentation of Data Collect Politician Counsellor

Do you believe queer people of color get treated differently in the workplace environment?
P. Counsellor
In my experience I have experienced a lot of situations. Even when I came here and worked in a popular store, there were people of different nationalities, like Kenya, Nigeria, India, France, Italy, Brazil, I think we had quite a range of people. I noticed that the company had policies about race, but they were not enforced. I tried to understand more because I thought it was important especially for me. But when I went to talk about diversity, career development, no one could tell me anything or even give me any direction. Many brands here put LGBT flags at the entrance. But when you go deep to see what they are doing, there is nothing being done, it becomes just a means to make money on a false image of inclusion.

When a person of colour realizes they are in a racist/prejudice context personally addressed to them, what do you think it could be a good first approach?
P. Counsellor
Generally, in Dublin, they expect to bring it up to the relevant organization that you ideally want for them to address it. But it becomes a problem. Most organizations here don't provide support or resources, for example, for people who don't speak Irish or English. So how are these people

going to ask for help in places that don't support them, where they can't even report the situation There was a case of a black woman mistakenly entering the men's room, which led her to report to the company because she was suffering from micro aggressions from her co-workers after that episode. The company even tried to take measures, but nothing was effectively done about the situation. I believe that first the person should talk to the HR and her supervisor, because this is a serious matter, see what measures the company will take in face of this and if nothing happens, the person should try to look for other legal alternatives and institutions here to support them in this matter and, if necessary, hire a lawyer for legal representation.

What institution may help with reporting racism/prejudice in case the company has not proceeded with any measures against the reported situation?

P. Counsellor

There are two institutions here that I know of that work seriously and that are INAP Irish Network Against Racism and Councill of Europe, two institutions that will help you in situations of racism, prejudice based on religion, sexual orientation, gender, and others. And they are free, they give all the support in these cases. But we still don't have an institution that is directly aimed at queer people of color here, unfortunately.

Do you think there are resources when queer people o color can rely on when they are facing racism / prejudice in workplace?

P. Counsellor

No, there are not enough resources on queer people of color can rely on. For example, a person who is a student here, or who doesn't speak fluent English, do you think that person will report it? Of course not. First the government should provide more help and mechanisms to facilitate this type of reporting. Because instead of helping, it ends up unprotecting these people with legislation that exists but doesn't work. First of all, we need to start talking about this, people don't understand how complex it is for a queer person of color to be alone in another country, or even those who were born here, to go through this kind of situation. We need resources that will not only help denounce this kind of behaviour, but resources that will provide psychological help.

Do you think the correctly legislation is protected and inclusive enough for queer people of color?

P. Counsellor

No, I don't think so, the current legislation is there on the government's website for all to see, but how do I know it is being followed? Which regulatory agency is checking the diversity and inclusion in the company? What are the outcomes for people who report racism or sexual orientation prejudice in Dublin? There are companies that talk about diversity but when you look at the workforce there is no diversity at all. We need a legislation that is applied also it is possible to look at the data, compare the strategies. It's very easy to hang an LGBT Flag and call yourself a supporter when in fact it's all about money. It needs to see what is being done and how it is being done, what resources, support, help queer people of color are getting. Because the current legislation doesn't seem to be seeing them.

6. DIRECTOR OF LGBT IRELAND

First and foremost, one contact was established with the Irish Director of LGBT Ireland in order to acquire data for this study and to have a record of a person who is actively participating in the LGBT movement in Dublin on a daily basis. Because the participants in this study are all queer people of color, this would add diversity to the research and the perspective of someone who isn't a person of color.

Questions as: " *Do you have any reports or data on queer people of color in Ireland? In your opinion, how are people of color treated in Ireland? Are you aware of any conflicts that queer people of color are facing in the workplace in Dublin? In your opinion, how are queer people of color seen by LGBT movements in Ireland?"* was made by the author of this research.

He indicated he couldn't help with the study since he didn't have any records or data on queer persons of color. According to him; there was same data available, but it was for LGBT people in general, not for this study specifically.

As a result, this interview was not forward in the research.

6.1   Justification

The research is essential since it hasn't been done before, and the mainstream LGBTQ identity groups that exist, such as support groups like LGBT Ireland, don't see this as a problem, whereas this research has done thus far, and it's been trailblazer.

Therefore, it is more than important and necessary to have research like this especially here in Dublin where it is possible to see the non-exist data and the lack of support related to queer people of color.

CHAPTER 4: DATA ANALYSIS & FINDINGS

This chapter will examine the information gathered from the interviews and, in particular, the focus group. Where it will be possible to gain a more comprehensive grasp of all the data gathered through the qualitative approach, Also, the early rounds of the focus group to determine what elements were important in determining how queer people of color have been treated in the workplace environment.

1. ACTIVIST GENERAL DATA ANALYSIS

It was feasible to steer the questions for the focus group through the interview supplied by the queer people of color activist. His perceptions and experiences were crucial in the development of the focus group's seven questions. Factors like as happiness and feeling comfortable at living in Ireland, which goes hand in hand with feeling safe and having more freedom here. However, it doesn't change the fact that he has already been through some difficult situations at workplace environment. Apart from that, he is aware about others people who have gone through it.

Because he is an activist, it is critical to determine whether he has had any support from the community or any institution in order to seek assistance from the aforementioned parties.

It was also possible, in his opinion, to bring out that queer people of color are treated differently in the workplace. He realizes that the information technology, arts, and entertainment industries are more accepting of queer individuals. Current legislation, in his opinion, has to be reformulated because it exists but, according to him, there are no regulatory organizations to enforce it, making it difficult to enforce.

1.1 Data Factors

Illustration N° 8: Data Factors
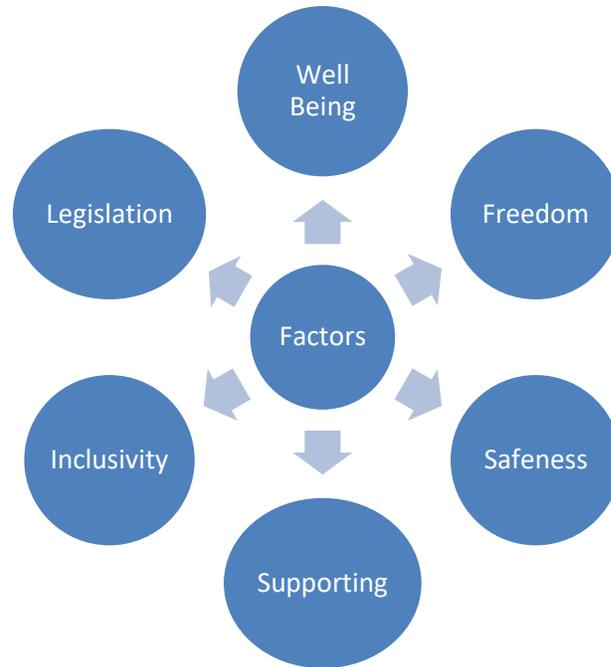
Source: Elaborated by Rodolfo Eduardo Silva

Well Being - The sensation of pleasant feelings such as happiness and contentment, as well as the development of one's potential, having some control over one's life, having a sense of purpose, and having positive relationships, have been classified as well-being. (Huppert FA 2009).

Freedom - The positive definition of freedom, according to Kant, is the power to choose freely. It stresses the inalienable worth of the freedom to pursue one's own goals. The supreme principle of morality is the autonomy of the will, which is a necessary condition of moral agency.

Safeness - Safety is a situation in which threats and conditions that could cause bodily, psychological, or material harm are minimized in order to protect people's health and well-being. It is a necessary resource for everyday life, since it allows individuals and groups to achieve their goals.

Inclusivity - It is a continuous process that acknowledges, values, and responds correctly to the range of features, interests, potential, and expectations of children, adolescents, youth, and adults, with the goal of promoting their development, learning, and involvement among peers. (Moliner, 2013).

Legislation – According Salmond Legislation is the source of law that consists of a competent authority declaring legal regulations. Direct or indirect legislation is possible. The formation of law by an express proclamation is known as direct legislation.

It's tough not to draw parallels between the criteria gleaned from the interview with the queer people of color activist and Maslow's pyramid of needs.

Figure Nº 4: Maslow's Hierarchy of Needs

Source: https://www.simplypsychology.org/maslow.html/
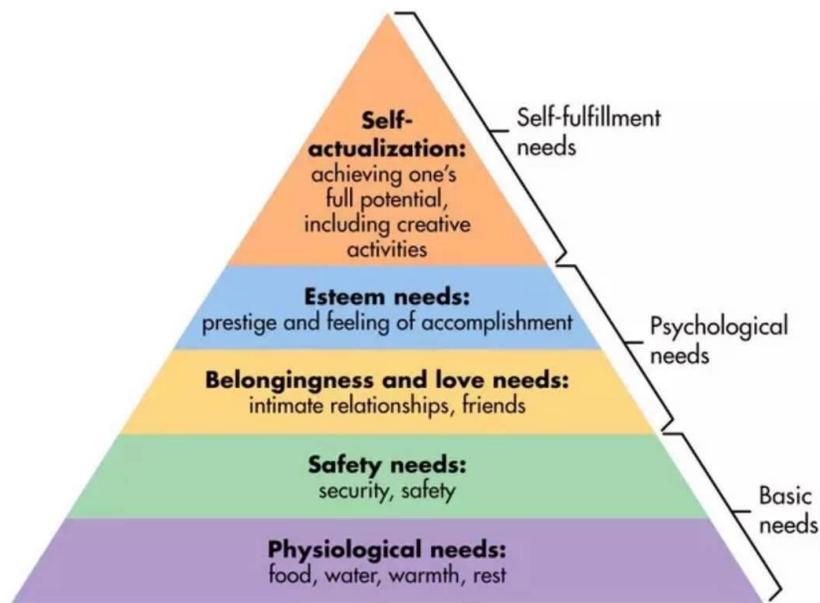
Maslow's hierarchy of needs is a psychological motivational theory that consists of a five-tier model of human needs, which is sometimes shown as hierarchical tiers within a pyramid.

Physiological (food and clothes), safety (job security), love and belonging needs (friendship), esteem, and self-actualization are the needs from the bottom of the hierarchy up.

It is feasible to discover similarities between the components extracted from the interviews and Maslow's pyramid if we compare them. Especially; when it comes to happiness, security, self-esteem, freedom, and inclusivity.

This is a collection of interconnected data that highlights key factors for queer people of color. Because many of them are attempting to attain precisely those levels of need that they are frequently denied due to their status as gay people of color.

2. FOCUS GROUP DATA ANALYSIS

The focus group was composed by three participants from different countries; Brazil, Italy and Nigeria and different industry sectors as Education, Financial and Hospitality who are currently working in Dublin, Ireland. This increases the plurality of research and data analysis.

2.1 Data Analysis per Questions

The data from the focus group will be analyzed by the question at this step, which will examine the information, perceptions, and experiences that the participants have had.

1.1.1 Question One

Are you comfortable being a queer people of color in the workplace environment?

In the first question, all participants said yes, that they feel comfortable being queer of color people in the work environment. Participant I and participant III even emphasized the support by their team and the respect between co-workers. However, participant II from Italia added " I feel comfortable but with a limited freedom that takes away some of my authenticity." This suggests a discontent or an unmet need.

1.1.2 Question Two

Have you ever felt treated differently in the environment regarding of being a queer person of color?

In response to question 2, all participants said they believe they are treated differently. Participants I and II both mentioned aspects of the current work environment. Participant I mentioned afro hair as a way for people to distinguish themselves, whereas participant II mentioned how he was the only queer person of color who worked as a teacher, and how a parent of a student questioned his qualifications to the principal without any basis in reality. Participant III talked about his first employment, where he was in charge of all the heavy lifting that should have been done by two persons but had to be done by himself.

1.1.3   Question Three

Have you ever experienced any conflict or discriminatory situation in workplace related your sexual orientation or ethnicity? Or do you know someone who ever has?

In response to question 3, participant I described how his friend was handled at work because she had braids, and how she chose to leave without even reporting the incident to HR or superiors. Participant II related an incident in which he overheard the director questioning another employee about his sexual orientation and appearance. Participant III recalled a similar incident at the workplace where he had started his career.

1.1.4   Question Four

Are you aware about any policies in your workplace regarding diversity inclusion or anti-racism or LGBT related?

Participants I and II stated that these policies are in place at their respective workplaces. Participant, I made a point of emphasizing how these standards are enforced in the hotel industry, where he works. Participant III mentioned that they receive workshops and training regularly. Participant II discovered no policies that are inclusive or even anti-racist; his rationale was that the crèche where he works is tiny and run by a family.

1.1.5   Question Five

Have you ever reporting any situations related to being queer people of color? If not, how would you deal with that?

Participant I reported that he felt shocked by what had happened, as he was on a student visa and had just arrived in Ireland. Participant II reported that he felt ashamed of the situation. But today they reviewed all the experiences and were adamant that they should have reported it and that if it happened today, they would undoubtedly report it. Participant III said that he would take it or HR's knowledge and still demand a position in the company.

1.1.6 Question Six

In your opinion is there any sector/industry that you think is more inclusive?

Arts and Entertainment were the participants' answers to this question. Because they see more freedom of expression to be who they are and more inclusion.

1.1.7 Question Seven

What differences can you see in being a queer person of colour between your home country and Ireland?

In response to this question, all participants answered that they would choose to live in Ireland rather than return to their native countries. Participant I emphasized his sense of freedom and security in Ireland. "Here I feel like I'm simply another person in a crowd," remarked Participant II, who is from Europe, emphasizing that he has experienced unpleasant situations, so He prefers to live here in Dublin. The most shocking response came from participant III, who is prohibited by law in his nation from having homo-affective interactions, putting his life at risk. As a result, he no longer wishes to return to his homeland.

3. POLITICIAN COUNSELLOR DATA ANALYSIS

It was feasible to acquire vital data during the meeting with the political counsellor. Because he works respectively close to the government and also considers himself to be a queer person of color. This provides an additional source of data for this research.

Specifically, by highlighting methods and techniques queer people of color can rely on if they find themselves in a position similar to the ones detailed in this study. This is also related to the research's third purpose.

3.1 Data Analysis factors

One of the first things to look at is the inclusion policies in companies that follow this standard, but this isn't enforced when queer people of color want to learn more about them and develop their careers. The implementation of these steps is lacking.

When a person experiences some situation of prejudice or racism, he or she should turn to the company's HR department and wait for the company to take some action. If the company does not take any action, he or she should seek other legal alternatives to solve the problem.

The INAP Irish Network Against Racism and the Council of Europe are two organizations that will assist in circumstances of racism, prejudice, and discrimination based on religion, sexual orientation, gender, and other factors. They are also free and provide the necessary assistance in these situations.

It is possible to emphasize numerous elements through the political counsellor's data collecting, including not only the inclusion of queer people of color, but also issues such as the legislation's enforceability. The directions that a person who is confronted with prejudice or racism in the workplace can take. It also highlighted two organizations that assist and provide free support to anyone experiencing this at work or elsewhere. The relevance of the legislation's implementation can be seen behind the meeting, but an update is more than necessary to ensure that everyone is treated with respect, dignity, and equality.

CHAPTER 5: DISCUSSION

In this present chapter, the findings will be discussed through the data obtained from the literature review, activist interviews, focus groups and political consultants.

In order to answer the three objectives pointed out in this research. This allows for a more accurate analysis of the information collected through this research.

1. FIRST RESEARCH GOAL

To identify and analyse the treatment experienced by queer people of color employees in the workplace.

A literature review was used to accomplish this purpose. Queer people of color face a variety of challenges at work, including promotions and working conditions. LGBT individuals of color face further discrimination and harassment in the workplace, with fewer job options, career restrictions, and lower pay than white workers.

The lack of data and reporting is still a big problem. As reported by queer people of color Activist. "*Queer people of color don't report these situations because since most of them are of other nationalities and are on student visas, they prefer to keep quiet.*" This is an indication that queer people of color often don't feel safe and comfortable reporting it because they don't see any support from their superiors, HR, company, or even the government.

It was feasible to report not just racist or prejudiced events through the focus group, but some of the interviewees also knew other people who had gone through similar conditions at work and preferred to leave without revealing the problematic scenarios they encountered.

Even politician Counselor stated that when he first arrived in Ireland, he worked in a well-known store with a wide range of diversity and inclusion practices. He received no answer, help, or support when he wanted to learn more and advance his profession through this program. When certain companies claim to be inclusive, it leaves a sense of monetization in the air, but in actuality, it is nothing more than propaganda.

2. SECOND RESEARCH GOAL

To discuss, detect, and compare whether there are any trends or similarities in those treatments, as well as the level of awareness queer people of colour employees have about the options accessible to deal with it in the workplace.

Primary research was used to attain this goal through People of Color Activist, Focus Group, and Politician Counsellor.

2.1 Discuss & Detect

Through the reports it was possible to identify situations that involved the five participants in this research. With the queer people of color activist, it was possible to see an exclusion by his co-workers, and as the same highlighted microaggressions disguised as jokes. With the participant I, for having an afro hair, this was cause for strangeness on the part of co-workers, and also a way of differentiation on the part of others in stating that there is not that kind of hair here. Participant II reported the surprise of the parents of the students to see that there were a queer people of color teacher teaching the classes, and was also asked if he was qualified to be there. Participant III received tasks at work where two people were needed to perform the work and he had to perform them alone, even asking for help he was ignored. When the Political Counsellor arrived in Ireland, he was denied the opportunity to advance his career in his first job, despite the company's diversity and inclusion policies. He had no choice but to quit.

Illustration N° 9: Factors Detected
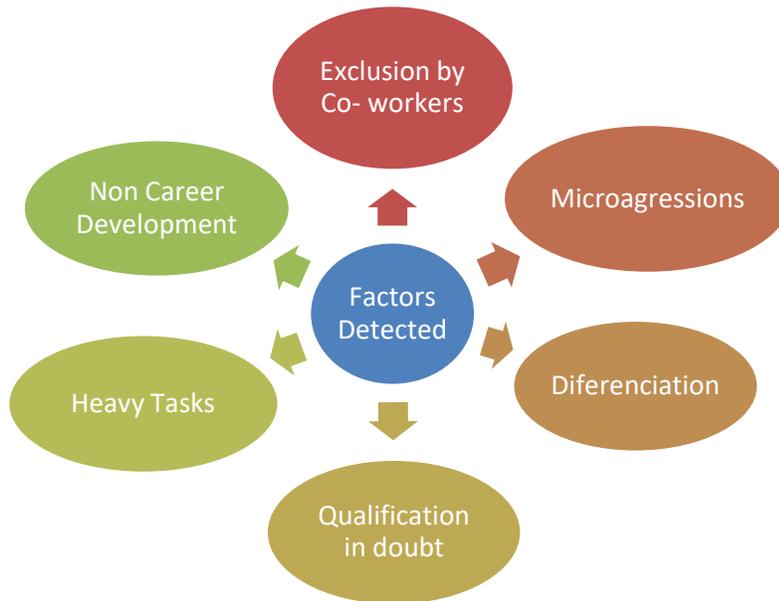
Source: Elaborated by Rodolfo Eduardo Silva

2.2   Comparation and similarities

Analysing and comparing the experiences reported by the participants of this research. It is necessary to highlight some factors and similarities that were remarkable and that play a fundamental role in the analysis and the final result of this research.

All five participants are male homosexuals from foreign nations, including the queer people of color activist and the Politician Counsellor. Some of them have been living here for years and have already been granted citizenship. These similarities between the individuals must be highlighted. The exception is participant II, who is European and hence had different circumstances than the others. However, just because he was European did not mean he had not encountered unfavourable working conditions.

It is possible to detect and compare through these situations collected from data, that these behaviors are primarily tied to the racial condition of the individuals. Where they were being devalued for their color before their sexual orientation. These are microaggressions, differentiation of physical appearances such as hair, skin color, and even the fact of making an

individual perform heavy tasks alone, and finally the lack of equality for professional career advancement.

All of the individuals in this study have been in harassed situations, yet racial status is mentioned first in every report before any other characteristic. Participant II was the only one whose sexual orientation was questioned, as a result of his acting style and, of course, the size of his hair.
Five individuals, from various countries and origins, all queer people of color, but only participant number II, who is of European descent, had his sexual orientation perceived as a problem before your color.

2.3   Level of Awareness

It was feasible to confirm that all of the participants were aware of their options for dealing with the conflicts in the workplace environment. The majority, however, did not take action at the time for the same reasons as the others: they were new to the country and did not know their rights or the alternatives they could have used, or they were students and thought it would harm them in front of their employer, or they were embarrassed by the situation and chose to remain silent.

All of the participants stated that they would never mute themselves today because they believe that silencing or keeping it to themselves is unhealthy because it silences not just their voices but also their existence in the eyes of those who mistreat them. They are all active voices today, seeking to be conscious of their responsibilities and, more importantly, their rights.
Except for participant II, the others work in organizations that have implemented inclusive and anti-racism policies and have attended workshops and pieces of training. Even participant II, who reported an absence of inclusive or anti-racist policies in the workplace, was aware of his alternatives to those matters. Which brings an awareness of the alternatives available to them.

3. THIRD RESEARCH GOAL

Enhancement of the sector and method of LGBT community dispute settlement.

This goal was achieved through a combination of secondary and primary research. To put it another way, data from literature reviews and responses acquired during focus group sessions, particularly with the politician counsellor.

Even all of the participants are aware of certain alternatives for dealing with workplace harassment. Except for the Politician Counsellor, none of the participants knew of any organization that could assist them in such a predicament.

During the interviews, the possibility of going to HR, speaking with a manager, and waiting for a position from the company. But what could be done and how could it be done if this option failed?

It was possible to discover two intuitions in Dublin through the meeting with the Politician Counsellor, which not only assist in how to proceed in circumstances of prejudice or racism here in Dublin, Ireland. However, it also provides free legal and judicial assistance. They're as follows: The Council of Europe and the INAP Irish Network Against Racism are two organizations that can help in cases of racism, prejudice, and discrimination based on religion, sexual orientation, gender, and other characteristics.

3.1   Council of Europe

Figure Nº 5: Council of Europe

Source: https://www.coe.int/en/web/portal

An international organization based in Strasbourg that includes 46 European countries. It was established to promote democracy, human rights, and the rule of law throughout Europe.

The Council of Europe advocates for freedom of expression and the press, as well as freedom of assembly, equality, and minority protection.

The Council of Europe's Anti-Discrimination, Diversity, and Inclusion (CDADI) Steering Committee guides the Council of Europe's intergovernmental work to promote equality for all and to build more inclusive societies that provide adequate protection against discrimination and hatred and respect diversity.

3.2   INAP Irish Network Against Racism

Figure Nº 6: INAP

Source: https://inar.ie/

INAR (Irish Network Against Racism) is a membership-based organization. Our strength comes from our Members, a developing national network of civil society organizations dedicated to opposing racism and all forms of discrimination in all aspects of Irish life. We're committed to developing common anti-racism strategies and policy views, complementing each other's efforts, and providing cross-community and cross-sectoral support and solidarity.

3.3 Institutions

The two institutions described above can be taken as alternatives to help people who experience harassment, discrimination, and prejudice not only in the workplace but also outside it. It is possible to note that the Council of Europe is a larger institution that connects 46 countries of the European Union, while INAP is an institution that operates only in Ireland. Nevertheless, these are two alternatives that are available free of charge where it is possible to receive legal and psychological support as well. Because it is important for the well-being and mental health of people who go through this type of situation.

CONCLUSION

This section summarizes the main findings of this research; first, a general conclusion will be offered, followed by a conclusion based on the three research goals.

1. GENERAL CONCLUSION

It's challenging to do research based on experiences and perceptions of people especially when the topic is as delicate as the treatment of persons of color in the workplace.

Several delicate elements arose throughout the research, not only from the literature review analysis but mostly from the reports of the individuals who take part in this research.

Being able to report data, experiences, and information that are contained in this research from this point forward brings to light data that did not exist somewhere else to be studied and reported, or even to indicate that this type of circumstance is occurring.

These episodes definitely point to a differentiation in the treatment that queer people of color have received in the workplace environment. This treatment is often due to a lack of support, knowledge of alternatives, institutions that help them, and the enforceability of laws. They end up remaining hidden as if this problem did not exist.

Five participants from different countries voluntarily decided to accept the invitation to participate in this research and share their experiences and perceptions through their experiences in the workplace in Dublin. They showed through their perceptions that there is still a problem and that many times, even if companies have inclusion and anti-racist policies, it is still not enough if these policies are not enforced.

It is important to emphasize that throughout the interviews the participants were able to bring different suggestions and alternatives that they would take at this moment. These suggestions and alternatives corroborate the knowledge of alternatives that are available for other people who may go through this kind of experience to rely on.

2. CONCLUSION CONCERNING FIRST RESEARCH GOAL

To identify and analyse the treatment experienced by queer people of color employees in the workplace.

Through the research itself, along with a literature review, pilot interview, focus group and a meeting with the political counsellor, it was possible to see that queer people of color have been treated differently in the workplace environment.

Harassment, prejudice and racism are challenges that queer people of color have faced in the work environment in Dublin. Often these attitudes come disguised as "jokes" or isolation, differentiation, and questioning, without any apparent basis that does not point to the color of their skin or their sexual orientation.

It is important to emphasize that through this research it was not possible to identify where the origin of these treatments by these people comes from if for example it is linked to historical or structural racism if it is related to culture, homophobia, xenophobia, and others.

What is clear and what this research had as an objective been to show how these people are being treated differently in the workplace. In an environment that should be a safe, egalitarian place where people are there to work and develop their careers, it ends up becoming a nightmare where many prefer to leave work than to report it or even share it with someone within the company.

3. CONCLUSION CONCERNING SECOND RESEARCH GOAL

To discuss, detect, and compare whether there are any trends or similarities in those treatments, as well as the level of awareness queer people of colour employees have about the options accessible to deal with it in the workplace.

It can be concluded from the focus groups that even though the study is about queer people of color, through data analysis it was possible to notice a peculiar pattern, that 90% of the reported experiences; the pigmentation of the skin, in this case, the color, comes first than sexual orientation, which redirects queer people of color to black queer diversity in the workplace.

The identification of this data was found through the participants' reports, where skin color, and physical appearance, were the first indicators of harassment before pointing to the sexual

orientation of the participants. Being all black men from different countries who identify themselves as gay/queer.

It's a fascinating fact because it adds a new dimension to the study and also opens up the option of more research based on this viewpoint.

4. CONCLUSION CONCERNING THIRD RESEARCH GOAL

Enhancement of the sector and method of LGBT community dispute settlement.

Despite the fact that the Irish government has anti-racism laws and legislation geared at the LGBTQ community. It should be highlighted that law enforcement remains a challenge.

Increased resources are required, as well as regulatory agencies that collaborate with businesses to determine whether they are inclusive and how they can prove it. It was feasible to highlight two institutions that help and assist people when they are confronted with situations such as harassment, prejudice, and racism as a result of this research.

However, it is still insufficient, owing to the fact that many organizations that support LGBTQ persons do not recognize gay people of color as a population that suffers not only in the workplace but also outside of it.

It must be acknowledged that there is still a long way to go, particularly in Dublin, a city that welcomes many visitors from various nations on a daily basis.

If the government can provide more resources, support, and avenues for people in this circumstance to seek help, it will undoubtedly make a difference and send a strong message that such behavior will not be accepted.

REFLECTION

The aim of this research is to strengthen and increase the visibility of the queer community of color. Improvements in the field of workplace conflict resolution for LGBT people of color. Inequality between queer people of color is exposed. Discuss the personal and communal experiences of queer people of color in the workplace, with respect and without prejudice, as a basis for the building of their own vocabularies and repertoires. Problematize preconceptions and prejudices through discussing personal and collective experiences, both at work and in other settings.

Examine the historical, social, and political experiences of LGBT people of color, while challenging Eurocentric narratives and workplace practices. Support for the community of queer people of color.

This work was extremely important, especially because this theme is so current and so precise. Being part of this community and being able to contribute with a work that not only will bring visibility to the community but also will bring this issue into focus and will also contribute to data collection, being the first work related to queer people of color in Dublin. It will serve as a basis for other research in different areas. It is not easy to do a work based on people's experiences and perceptions, but when the work is done with respect, empathy and commitment even the most delicate topics are plausible to be worked on.

This work is motivated by the fact that, as a member of Black queer community, I am likewise vulnerable to such situations. Realizing that this is a recurring issue that impacts me and that I am, in some ways, a part of the problem just strengthens the reality that I am also a part of the solution.

How Queer People of color are treated in workplace environment in Dublin, Ireland?

Through this research it was possible to identify that even though Ireland is a country with LGBT legislation, having several companies with inclusion and anti-racism policies. There is still a problem involving this group that has received unacceptable treatment in the workplace. The lack of resources and alternatives that help this group is clear in the participants' testimonies.

An unexpected episode was realizing that even within the LGBT community the support groups

do not see this as a problem, the lack of data was a problematic aspect for the work, especially when it came to finding participants that wanted to participate in this research.

Research Surprise fact

Working with a topic that is so little discussed and studied was a barrier in the development of this work because there was no data about queer people of color in the workplace in Dublin. So it took a long search and the usage of social media sites like Facebook, LinkedIn, and Instagram to discover people who were interested in participating in the study. Even though it took a long time, only five persons accepted to participate in the study. Nonetheless, this made a significant contribution to the research's advancement.

Neutralizing the bias and be aware of the cognitive bias on the research

Since this research is composed of queer people of color and considering that the author of this research is a black homosexual man. It was clear that a technique should be used during interactions with the participants involved in this research so that the work would not become biased.
Through the practical mediation classes taught by Lecture Orlay Tuohy during the master in arts of dispute resolution course. On the role of the mediator in a mediation. It was possible to incorporate the role of the mediator and the core stones of mediation so that the author remained neutral and aware of any cognitive biases that might present themselves during the interviews with the participants.

Does the blackness come first than sexuality?

No one can see the sexuality just by looking at someone. But this is where the people like to mess things up, they think just because they cannot see the others sexuality that is somehow this optional or discretionary part of the queer people of color identity. The same way people not choose to be black or choose to be queer, even if they could choose it would not make it any lesser component to the people identity.

Now intersectionality is a token term which basically shows the overlapping of the different social identity, such as race gender under in class. People are not one thing, there are black queer people who are dealing with experiences on both sides of the table, saying that some people can put one in front of the other not only minimizes that person identity but it minimizes their experiences and it insinuates the fact that just because they cannot hide it that they should and if black people were black before their sexuality why does the black community struggle so much with homophobia? Should be able to see them off of their commonalities and that alone.

The black men have been accustomed to not showing emotion, femininity or expressing themselves in any way, being queer is a threat to all of this toxic masculinity.

The black queer people are redefining what it means to be queer and also what means to be black.

RECOMMENDATIONS

This section will present some recommendations regarding the research, perceptions accompanied by the author's thoughts.

It was discovered through the research that queer people of color have been treated differently in the workplace. However, the roots of these behaviors could not be investigated in this research. Whether structural, cultural, ethnic, homophobic, xenophobic, or other forms of racism are involved. It would be fascinating to do a work by determining where these patterns arise, as this would add to the research on this still unknown component.

Another factor that additional researchers could look at is the relation between queer people of color and intersexuality, which would give the study a unique perspective. Also, exploring other classes of the LGBTQ community as lesbians, bisexuals, transexuals, and others.

Research in other Irish cities would be a way to broaden the scope of the study and, of course, to investigate how these people are handled on dating apps, which would result in fresh findings.

Finally, the most important thing to remember is that research does not end here; the more research we conduct, the better we will be able to comprehend human intricacies both within and outside of their constraints, identities, and paradigms.

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APPENDICES

1. APLICATION FOR ETHICAL APPROVAL

Form A: Application for Ethical Approval
Undergraduate/Taught Postgraduate Research

This form should be submitted to the module leader for the relevant initial proposal and/or the relevant supervisor is the proposal has already been accepted.
Please save this file as *STUDENT NUMBER_AEA_FormA.docx*

Title of Project	Black Queer Diversity in Workplace
Name of Learner	Rodolfo Eduardo Silva
Student Number	51797092
Name of Supervisor/Tutor	Gareth Leech

Check the relevant boxes. All questions must be answered before submitting to the relevant lecturer / supervisor. Note: only one box per row should be selected.

Item	Question	Yes	No	NA
1	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	
2	Will you tell participants that their participation is voluntary?	☒	☐	
3	Will you obtain written consent for participation (through a signed or 'ticked' consent form)?	☒	☐	
4	If the research is observational, will you ask participants for their consent to being observed.	☐	☐	☒
5	Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	
6	Will you give participants the option of not answering any question they do not want to answer?	☒	☐	☐
7	Will you ensure that participant data will be treated with full confidentiality and anonymity and, if published, will not be identifiable as any individual or group?	☒	☐	
8	Will you debrief participants at the end of their participation (i.e., give them a brief explanation of the study)?	☒	☐	
9	If your study involves people between 16 and 18 years, will you ensure that passive consent is obtained from parents/guardians, with active consent obtained from both the child and their school/organisation?	☐	☐	☒
10	If your study involves people less than 16 years, will you ensure that active consent is obtained from parents/guardians and that a parent/guardian or their nominee (such as a teacher) will be present throughout the data collection period?	☐	☐	☒
11	If your study requires evaluation by an ethics committee/board at an external agency, will you wait until you have approval from both the Independent College Dublin and the external ethics committee before starting data collection.	☒	☐	☐

Item	Question	Yes	No	NA
12	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.) will you inform participants in writing that their grades and/or evaluation will be in no way affected by their participation (or lack thereof) in your research?	☐	☐	☒
13	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.), does your study involve asking participants about their academic or professional achievements, motivations, abilities or philosophies? (please note that this does not apply to QA1 or QA3 forms, or questionnaires limited to market research, that do not require ethical approval from the IREC)	☐	☐	☒
14	Will your project involve deliberately misleading participants in any way?	☐	☒	
15	Is there any realistic risk of any participants experiencing either physical or psychological distress or discomfort?	☐	☒	
16	Does your project involve work with animals?	☐	☒	
17	Do you plan to give individual feedback to participants regarding their scores on any task or scale?	☐	☐	☒
18	Does your study examine any sensitive topics (such as, but not limited to, religion, sexuality, alcohol, crime, drugs, mental health, physical health, etc.)	☒	☐	
19	Is your study designed to change the mental state of participants in any negative way (such as inducing aggression, frustration, etc?)	☐	☒	
20	Does your study involve an external agency (e.g. for recruitment)?	☐	☒	
21	Do your participants fall into any of the following special groups?		☐	☒
	(except where one or more individuals with such characteristics may naturally occur within a general population, such as a sample of students)		☐	☐
			☐	☐
			☐	☐
			☐	☐

If you have ticked any of the shaded boxes above, you should consult with your module leader / supervisor immediately. **You will need to fill in Form B Ethical Approval** and submit it to the Research & Ethics Committee **instead** of this form.

There is an obligation on the researcher to bring to the attention of the Research & Ethics Committee any issues with ethical implications not clearly covered by the above checklist.

I consider that this project has **no** significant ethical implications to be brought before the relevant Research & Ethics Committee. I have read and understood the specific guidelines for completion of Ethics Application Forms. I am familiar with the codes of professional ethics relevant to my discipline (and have discussed them with my supervisor).		☒
Name of Learner	Rodolfo Eduardo Silva	
Student Number	51709279	
Date	15/03/2022	
I have discussed this project with the learner in question, and I agree that it has no significant ethical implications to be brought before the Research & Ethics Committee.		☒
Name of Supervisor/Lecturer	Gareth Leech	
Date	15/03/2022	

2. INFORMATIVE CONSENT FORM

Information Form & Consent Sheet

PROJECT TITLE:

Black Queer Diversity in the Workplace: How queer people of color are treated in the workplace environment in Dublin, Ireland?

You are being invited to take part in this research study as you have had experience in the having. This research study aims to gain an understanding of how queer people of color are threated in the workplace.

This research is being carried out by Rodolfo Eduardo Silva as part of a Master of Arts in Dispute Resolutions at Independent College Dublin. This study is been conducted under supervision of Lecture Gareth Leech.

Purpose: The aim of this interview is to get insight into how queer people of color have been treated in the workplace in Dublin, Ireland. In order to improve study reporting and collect data. To discuss, detect, and compare whether these behaviours have any trends or commonalities, as well as the level of awareness that people of color have regarding accessible choices for coping with it in the workplace.

TIME COMMITMENT

The interview is expected to take no more than one hour to complete. If the interview takes longer than expected, the participant will be offered the option of a second session, which he can accept or decline.

Participant Rights and

- You voluntarily agree to participate in this research study.
- You understand that even if you agree to participate now, you can withdraw at any time or refuse to answer any question without any consequences of any kind.
- You understand that you can withdraw permission to use data from your interview within two weeks after the interview, in which case the material will be deleted.
- You have had the purpose and nature of the study explained to you in writing and you have had the opportunity to ask questions about the study.
- You understand that participation involves be part of Interview or/and focus group
- You understand that you will not benefit directly from participating in this research.
- You agree to the interview being recorded.
- You understand that all information you provide for this study will be treated confidentially.
- You understand that in any report on the results of this research your identity will remain anonymous.
- This will be done by changing your name and disguising any details of your interview

which may reveal your identity or the identity of people you speak about.

- You understand that disguised extracts from your interview may be quoted in my research project.
- You understand that if you inform the researcher that yourself or someone else is at risk of harm, they may have to report this to the relevant authorities. They may discuss this with you first but may be required to report with or without your permission.
- You understand that signed consent forms and original recordings will be retained in possetion of the learner with the objective to use it on the transcription part of this research, securely until May 2022. You understand no one will have the access to the video.
- You understand that a transcript of your interview (in which all identifying information has been removed) will be retained for a period of two years.
- You understand that under freedom of information legalisation you are entitled to access the information You have provided at any time while it is in storage as specified above.
- You understand that you are free to contact any of the people involved in the research to seek further clarification and information.

FOR FURTHER INFORMATION

This research is being carried out by Rodolfo Eduardo Silva as part of a Dissertation Project of Master of Dispute Resolution in Independent College Dublin. The study is been conducted under the supervision of Lecture Gareth Leech, if you have any questions about the research project, "Black *Queer Diversity in the Workplace: How queer people of color are treated in the workplace environment in Dublin, Ireland? "*, can be contacted by the following email: gareth.leech@independentcolleges.ie or by phone: 01-877-3901.

INFORMED CONSENT FORM

PROJECT TITLE:

Black *Queer Diversity in the Workplace: How queer people of color are treated in the workplace environment in Dublin, Ireland?*

PROJECT SUMMARY:

By signing below, you are agreeing that:

(1) you have read and understood the Participant Information Sheet,

(2) questions about your participation in this study have been answered satisfactorily,

(3) you are aware of the potential risks (if any), and

(4) you are taking part in this research study voluntarily (without coercion).

_____

Participant's Name

_____

Participant's signature

_____Rodolfo Eduardo Silva_____

Learner Name

_____
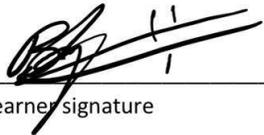
Learner signature

_____19th April 2022_____

Date

3. PILOT INTERVIEW QUESTIONS

Question for the Pilot Interview.

Are you comfortable being a queer people of color here in Dublin?

Have you ever faced or felt any conflict or discrimination in workplace environment related your sexual orientation or ethnicity?

Have you got any support for community or organization here in Dublin?

Do you know anybody who faced any conflict or discrimination in the workplace in Dublin regarding being a queer people of color?

In your opinion how queer people of colour are treated in Dublin? Is there any sector/industry here that you think is more inclusive?

4. PRE-INTERVIEW TO FOCUS GROUP

Pre-interview:

Nationality	
Age	
Sexual Orientation	
Currently Educational Level	
Sector / Industry that you work	
Occupation	
How long have you been working in the currently job?	

Question for focus Group (Below those questions will be made in the online session)

1. **Are you comfortable being a queer people of color in the workplace environment?**

2. **Have you ever felt treated differently in the environment regardless of being a queer person of color?**

3. **Have you ever experienced any conflict or discriminatory situation in workplace related your sexual orientation or ethnicity? Or do you know someone who ever has?**

4. **Are you aware about any policies in your workplace regarding diversity inclusion or anti-racism or LGBT related?**

5. **Have you ever reporting any situations related to being queer people of color? If not, how would you deal with that?**

6. **In your opinion is there any sector/industry that you think is more inclusive?**

7. **What differences can you see in being a queer person of colour between your home country and Ireland?**

5. POLITICIAN COUNSELLOR MEETING

Politician Counsellor Questions

Do you believe queer people of color get treated differently in the workplace environment?

When a person of colour realizes they are in a racist/prejudice context personally addressed to them, what do you think it could be a good first approach?

What institution may help with reporting racism/prejudice in case the company has not proceeded with any measures against the reported situation?

Do you think are there resources when queer people of color can rely on when they are facing racism / prejudice in workplace?

Do you think the correctly legislation is protected and inclusive enough for queer people of color?