

Abstract

This thesis explores the topic of minority stress for LGBTQ+ people in the work environment and in the context of diversity, equity and inclusion initiatives. The theoretical section introduces the theory of minority stress as well as diversity, equality and inclusion initiatives. The research section uses qualitative research to answer the questions of how minority stress manifests itself in the workplace and how diversity, equity and inclusion initiatives affect LGBTQ+ people in the workplace. The sample consists of a total of fifteen people. The findings show that the minority stressor of identity concealment in particular is a big issue for LGBTQ+ workers. Furthermore, the research also reveals the theme of homonegative experiences at work, the crucial role of leadership and the frequent promotion of diversity initiatives by LGBTQ+ people themselves beyond their normal job role. The initiatives themselves were rated very positively by the participants, helping to create social support, inform and raise the profile of LGBTQ+ issues and give a sense of security. However, it is essential that their advocacy is approached sensitively. The results of this research can serve as a building block for further scholarly research in the area of LGBTQ+ experiences in the workplace, which has not yet been explored much in the Czech context.