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Book Review

SEXUAL ORIENTATION IN THE WORKPLACE, GAY MEN, LESBIANS, BISEXUALS & HETEROSEXUALS WORKING TOGETHER.

Zukerman, Amy J. and George F. Simons

*International Partners Press, 740 Front Street, Suite 335, Santa Cruz, CA 95060.
87 pages, 8 1/2 x 11, softbound. \$15.95.*

This is a book that most trainers need! It tells us that if we are in an organization of any size, conservative statistics report that at least 3% to 12% of the people in that organization are gay, lesbian, or bisexual. Human resource personnel, trainers, and managers in these organizations need to have facts, learn approaches for the most effective management of all personnel, and need to know what resources are available.

This book does this and more! Here in a clear and lucid way, the authors address: Today's Diverse Workforce looks at: workplace realities; digesting the facts; finding the right words with a lexicon of terms, definitions, and suggested uses; new views on old words; homophobia - counting the costs; our organization's climate; setting the tone who's responsible? This section provides basic information, opens up area of dialogue, and helps to set the stage for the sections that follow.

The Personal Challenge that faces: job stereotypes; myths and facts; how we act around each other; gender bending; identity; a fascinating reverse questionnaire; religion and sexual orientation; DIVERSOPHY; diverse dimensions of sexual orientation; and becoming allies.

How Organizations Respond addresses: is our vision broad enough?; mission statement and antidiscrimination policies; bias vs. poor management; blaming the SWUMs/peer fear; "Out" in corporate America; policies & politics; HIV, AIDS & the workplace; sexual harassment concerns; domestic partners benefits; best practices; and gay, lesbian & bisexual marketing.

Resources and provides detailed information about books, articles, films & videos; networks; helpful organizations; religious organizations; AIDS related organizations; domestic partners benefits resources, landmark events; and training resources.

This is a very easy to use, nonthreatening workbook that can be used for individual study, or as a text in a training program. It is clear, concise and doesn't mince words. It is instructional, thought provoking, and offers five things that you can do to be an effectively in your organization.

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