Assignment #4

Navigating the Heteronormativity of the Engineering Workplace

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I now have a better understanding of how workplace standards are applied to those who identify as LGBTQ+, thanks to Camille and other speakers, the lecture series, the readings, and the experiences we discussed in class. It is well recognized that the engineering disparities between women and members of racial and ethical minorities are mostly unexplored. From the reading, I saw how the isolation of LGBTQ+ students from their peers and the added workload they face at engineering school make it a hostile environment.

Because they believe their concerns won't be addressed and because they fear being humiliated for bringing up such delicate topics, many LGBTQ+ people choose not to disclose their discomfort, discrimination, and harsh comments. These people may feel pressured and driven farther into the closet by societal norms and seemingly innocent questions from their coworkers. The concept of coming out and defining oneself as a member of the LGBTQ+ community depends on several social conventions, including where you belong, the procedure followed there, and the cultural distinctions that are prominent. The 'Straight' culture has established cultural standards that control the lives of all members of the LGBTQ+ community, including bisexual and homosexual people.

I learned something new from the reading, specifically the polarization of technical/social duality. It is the ideological division of the LGBTQ+ community's experiences at a workplace according to the kind of issue they have expressed. They experience academic and social stress since the LGBTQ+ population is not supported and is not actively involved in the engineering industry. I also discovered that the formation of heteronormativity is dependent on the mapping of technical/social dualism to the gender binary. Awareness of this duality also requires an understanding of racial prejudices.

Engineering Regardless of their differences, workplaces should promote more and more practices that utilize a diverse workforce. Companies should make their workplaces LGBTQ+-friendly in order to support LGBTQ+ people in obtaining job satisfaction, maintaining healthy working relationships with their coworkers, and receiving equal treatment with everyone else. In order to reduce the bullying of those who identify as gay or lesbian and to give them a secure space where they may succeed academically

while adhering to engineering standards, this prejudice should also be avoided in schools. To ensure that LGBTQ+ students are protected, educators must take special care.

I feel that more research is necessary to understand how heteronormativity and sexual prejudice operate over these people after reading about the experiences of LGBTQ+ people, comprehending the various norms imposed on them as explained in Ray Plaza's workshop, and hearing about the experiences of the students in the class. I believe that all aspects of society should treat LGBTQ+ people with "RESPECT" and that people in general should be accepting of everyone, regardless of sexual orientation. If I ever get the chance, I'd make an effort to work with the LGBTQ+ community in a welcoming and safe setting.