**Name: Udit Sharma   
SCU ID: W1605819**

Reflection Paper on Navigating the Heteronormitivity of the Engineering Workplace

The lecture series, readings, and experiences discussed in class provided me a new perspective on how professional norms are enforced on LGBTQ+ individuals. Women's and racial/ethnic minorities' engineering disparities are well-known, but they have yet to be thoroughly investigated. I learned through the reading how additional labor pressures are imposed, along with academic and social isolation, making engineering school a toxic environment for LGBTQ students.

Many LGBTQ+ people do not disclose their discomfort, discrimination, or unfavorable comments because they believe their concerns will not be handled, and they are also afraid of being humiliated for bringing up such sensitive topics. These individuals may be put under strain by cultural expectations and seemingly innocuous questions from coworkers at work, which may force them farther into the closet. Coming out and identifying as a member of the LGBTQ community is based on a variety of cultural standards, such as where you belong, the protocol that operates there, and the societal disparities that exist there. All members of the LGBTQ community, including bisexual and gay people, are stereotyped, and the 'Straight' culture imposes cultural norms that govern their life.

I learned something new from the reading: the polarization of technical/social duality. It's the ideological division of the LGBTQ community's experiences at work based on the type of issue they've voiced. The LGBTQ community faces academic and social hardship as a result of a lack of support and engagement in the engineering industry. I also discovered that the gender binary's mapping of technical/social dualism is important for heteronormativity creation. In order to comprehend this dualism, racial stereotypes are also important.

Engineering workplaces should encourage more diverse workplace practices, regardless of their disparities. Companies should build an LGBTQ-friendly workplace to lend a hand in assisting LGBTQ employees in achieving job satisfaction, maintaining strong relationships among coworkers, and being treated equally with everyone else in the office. This discrimination should also be avoided in schools in order to prevent sexually identifying individuals from being bullied and to provide a safe environment for them to pursue their academic goals while adhering to engineering norms. Educators must ensure that LGBTQ+ students are safe in the classroom.

After reading about the experiences of LGBTQ people in the readings, understanding the various norms imposed on them as explained in Ray Plaza's workshop, and hearing from students in the class, I believe that more research is needed to fully comprehend how heteronormativity and sexual prejudice operate over these people. Personally, I believe that LGBTQ people should be treated with "RESPECT" in all aspects of society, and that human nature should be willing to welcome everyone, regardless of sexual orientation. If given the opportunity, I would seek to create a safe and welcoming atmosphere for the LGBTQ community.