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<p>6. Difficult Dilemmas: The Meaning and Dynamics of Being Out in the Classroom</p> <p><i>Thomas V. Bettinger, Rebecca Timmins, Elizabeth J. Tisdell</i></p> <p>Challenging the unspoken presumption that teachers and students are heterosexual is often a dilemma in educational settings. There is no monolithic response for how individual faculty or students can address this; however, context and the location in one's life journey are important considerations.</p>	<p>63</p>
<p>7. Using Policy to Drive Organizational Change</p> <p><i>Eunice Ellen Hornsby</i></p> <p>Public policy, organizational policy, and organizational practices directly affect sexual minorities. Organizations should create and operationalize mission and vision statements that prepare leaders, managers, and employees to live the spirit as well as the letter of LGBTQ inclusive policies.</p>	<p>73</p>
<p>8. LGBTQ Issues in Organizational Settings: What HRD Professionals Need to Know and Do</p> <p><i>Corey S. Muñoz, Kecia M. Thomas</i></p> <p>Learning to build LGBTQ affirming organizations is a process enhanced through the study of "best practices" for HRD professionals. Setting the context for inclusivity is a key factor that benefits organizations by reducing discrimination based on sexual orientation and gender identity and increasing job satisfaction for sexual minorities.</p>	<p>85</p>
<p>9. Queer Challenges in Organizational Settings: Complexity, Paradox, and Contradiction</p> <p><i>Robert J. Hill</i></p> <p>Construct organizational climates that support, value, and advance notions of difference related to sexual orientation and gender identity are processes of jubilation and resistance, as well as paradox and contradiction. LGBTQ contributions to adult, continuing, and higher education assist organizations in reaping the vast rewards of diversity.</p>	<p>97</p>
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