



# EAWOP CONGRESS

The Future is Now: the changing world of work

24-27 May 2023 • Katowice, Poland



## **Development and validation of a scale measuring sexual identity disclosure and the reaction of the audience at work**

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**24 - 27 May 2023**

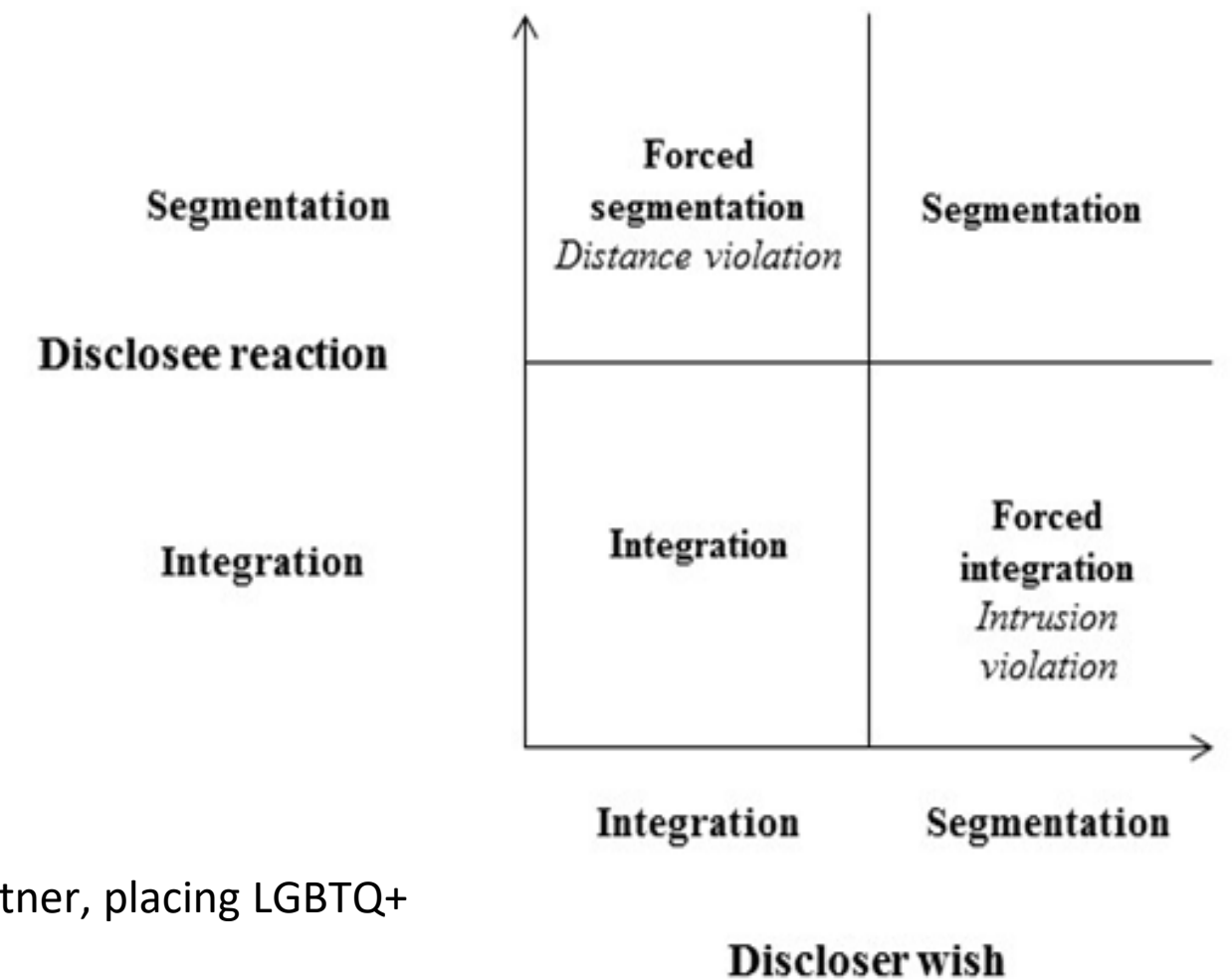
# INTRODUCTION

## SEXUAL IDENTITY DISCLOSURE

- It is related to several outcomes for lesbian, gay, bisexual (LGB) workers (Wax et al., 2018)
  - Disclosure → Feelings of authenticity, coworker support
  - Concealment → Depressive symptoms, perception of discrimination
- From complete control over disclosure to including others' willingness to respect/support pre-existing disclosure preferences (Di Marco et al., 2022)

# INTRODUCTION

- Disclosure management as a way of merging or separating personal and work domains → **Boundary Theory** (Ashforth et al, 2000; Kreiner, 2006)
- Disclosure dynamics (Di Marco et al., 2022)
  - **Integration** → “They speak naturally about matters related to my sexual orientation”
  - **Segmentation** → “They do not make me speak about my personal life related to my sexual orientation if I do not want to”
  - **Distance violation** → “They ignore any information or signals from me (e.g., photos of my partner, placing LGBTQ+ flag) to reveal my sexual orientation”
  - **Intrusion violation** → “They spread rumours within the organisation about my sexual orientation”



# INTRODUCTION

- Disclosure *depends on the discloser and others* shaping disclosure
- Outcomes are unknown conceptualizing disclosure as preference that is supported/violated
  - Wish to disclose and no interest → Isolation?
  - Wish to conceal and consideration → Feeling respected?
- Mixed results regarding sexual identity management outcomes



**Development of the Sexual Identity Disclosure Dynamics Scale**

# OBJECTIVE 1

## MEASURE DEVELOPMENT STRATEGY

- Previous study (Di→ 39 LGB workers → Development of dimensions and item  
Marco et al. creation  
2022)
- Pilot study → 15 LGB workers → Population judges to evaluate experiences as representative

### Sexual Identity Disclosure Dynamics Scale (SIDDS)

4 dimensions, 18 Items, 6 point Likert scale based on frequency

Who plays a role in the dynamic?

**Control variables:** highest degree obtained, job tenure, gender identity, sexual identity, relationship status, age, occupational sector, supervisory role, and type of job contract

# OBJECTIVE 2

## PSYCHOMETRIC PROPERTIES

### Participants

- Recruitment through Prolific
- N = 742 LGB employees who are currently working
- 250 gay, 235 lesbian, and 257 bisexual (of which 120 identified as men and 137 as women) employees
- Age: 18 and 74 years old with a mean age of 32.69 (S.D = 10.17)
- Full-time employees (79 %) with a permanent contract (79.3 %) and a mean job tenure of 4.59 years (S.D = 5.12). → Participants were paid 7£/hour and the average response time of the survey was 12.64 minutes

### Procedure

- EFA → explore internal structure
- CFA → confirm EFA factor solution, fit indexes
- Internal consistency: Cronbach  $\alpha$

# OBJECTIVE 2

## EFA

### Participants

Subsample of N = 284 LGB workers

### Procedure

Barlett's test (1954) and the KMO statistic (Kaiser, 1974)

Promax oblique rotation

Reliability: Cronbach  $\alpha$

Retention criteria (Worthington & Whittaker, 2006)

Eigenvalues > 1

Three items on each factor

Rejecting items with low communalities (<.30)

Conceptual interpretability

		1	2	3	4
<b>Integration</b>	They speak naturally about matters related to my sexual orientation (my partner, the activities that I get up to in my free time, etc.)	.87			
	They ask me questions caring about my personal life related to my sexual orientation	.92			
	They listen to me when I speak about my personal life related to my sexual orientation	.94			
	They show an active interest when I speak about my personal life related to my sexual orientation	.93			
<b>Intrusion Violation</b>	They make me speak about my sexual orientation (my partner, the activities that I get up to in my free time, etc.)		.88		
	They ask questions that might reveal my sexual orientation		.87		
	They spread rumours within the organisation about my sexual orientation		.61		
	They ask me unwelcome questions about my personal life related to my sexual orientation		.76		
	They pester me with questions about my personal life related to my sexual orientation		.79		
<b>Segmentation</b>	They do not ask embarrassing questions about my personal life related to my sexual orientation (my partner, the activities that I get up to in my free time, etc.)			.91	
	They do not make me speak about my personal life if I do not want to			.95	
	They respect my decision not to speak about my sexual orientation at work			.84	
	They do not speak behind my back about my sexual orientation			.86	
<b>Distance Violation</b>	They ignore me when I speak about aspects of my personal life related to my sexual orientation (my partner, the activities that I get up to in my free time, etc.)				.75
	They discourage me from speaking about aspects of my personal life related to my sexual orientation				.66
	Even if they are aware of my sexual orientation, my workmates and/or boss treat me as I was heterosexual (e.g., they refer to my partner with wrong pronouns)				.65
	They ignore any information or signals from me (e.g., photos of my partner, placing LGBTQ+ flag) to reveal my sexual orientation				.89
	Those who are aware of my sexual orientation never ask me questions about my private life				.70
<b>% Variance</b>		33.59	16.85	11.48	8.02
<b>Cronbach <math>\alpha</math></b>		.94	.90	.85	.75



# OBJECTIVE 2

## CFA

### Participants

Subsample of N = 458

### Procedure

MPlus → MLR estimator (multivariate non-normality)

Model fit criteria  
(Hu & Bentler, 1999)

Comparative fit index (CFI) > .90

Tucker–Lewis' index (TLI) > .90

Standardized root mean square residual (SRMR) < .08

Root Mean Square Error of Approximation (RMSEA) < .08

# OBJECTIVE 2

## CFA

### Model fit index

	Model fit	Criteria
$\chi^2$ (df)	283.01 (122)	
CFI	.95	>.90
TLI	.94	>.90
SRMR	.04	<.08
RMSEA [90% CI]	.05 [.046, .062]	<.08

### Cronbach $\alpha$

Integration	.92
Segmentation	.85
Distance Violation	.94
Intrusion Violation	.77

# OBJECTIVE 3

## EXTERNAL VALIDITY

- Discriminant → *Task variety* (Morgueson & Humphrey, 2006)
- Convergent → *Workplace Sexual Identity Management Measure* (Lance et al., 2010)
- *Segmentation Preferences/Supplies Scale* (Kreiner, 2006)
- Concurrent → *Authenticity at work* (Van den Bosch & Taris, 2013)
- *Climate of inclusion* (Liddle et al., 2004)

	M	SD	a	IV	DV	I	S
Task variety	4.03	.95	.95	-.104	.055	.133	.084
Passing	1.70	.68	.67	.22**	.31**	-.11	-.25**
Covering	1.90	.80	.77	.31**	.42**	-.31**	-.33**
Implicitly Out	3.44	1.03	.71	.01	.085	.33**	.12
Explicitly Out	2.89	1.18	.84	.09	-.04	.44**	-.03
Segmentation preferences	5.91	1.24	.89	.09	.16*	-.25**	.03
Segmentation supplies	4.61	1.67	.92	-.23**	-.27**	-.09	.17**
LGBTQI	3.19	0.60	.95	-.44**	-.54**	.69**	.38**
Authenticity at work	4.68	1.03	.81	-.29**	-.35**	.32**	.22**

# OBJECTIVE 4

## MEASUREMENT INVARIANCE

$\Delta CFI < .010$

$\Delta RMSEA < .015$

Model	$\chi^2$ (df)	CFI	RMSEA [90% CI]	Model comparison	$\Delta CFI$	$\Delta RMSEA$
Total sample	283.01 (122)	.952	.054 [.046, .062]	—	—	—
Homosexual group	220.81 (122)	.953	.053 [.042, .064]	—	—	—
Bisexual group	222.87 (122)	.930	.070 [.055, .084]	—	—	—
Configural (M1)	443.51 (244)	.945	.060 [.05, .07]	—	—	—
Metric (M2)	457.56 (258)	.945	.058 [.049, .067]	2 vs. 1	.000	.002
Scalar (M3)	486.96 (272)	.941	.059 [.050, .067]	3 vs. 2	.004	.001
Women group	221.50 (122)	.941	.060 [.047, .072]	—	—	—
Men group	224.56 (122)	.947	.060 [.048, .073]	—	—	—
Configural (M1)	446.07 (244)	.944	.060 [.015, .069]	—	—	—
Metric (M2)	461.38 (258)	.944	.059 [.050, .067]	2 vs. 1	.000	.001
Scalar (M3)	482.60 (272)	.942	.058 [.050, .067]	3 vs. 2	.002	.001

# DISCUSSION

- 4 factor solution, internal consistency, acceptable model fit and measurement invariance
- Evidence of scale validity: correlation with significant variables

## Implications

- Role of third parties and outcomes for LGB individuals at work
- Mechanisms of the process of disclosure
- Practical implications: inclusion and authenticity

## Limitations and future research

- Participants from different countries
- Future research: SIDDS and relevant antecedents and outcomes



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Thank you!

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