

## Translation k04e00

Welcome to chapter 4, "Sexual Orientation and Identity." In this chapter, the previous chapter or topic of gender identity will be extended by the dimension of sexual orientation. The aim of this chapter is to sensitize you to LGBTQI or, as Professor Frohn calls it, LGBT\* diversity and queer perspectives, which the two external speakers we were able to win for this purpose will do based on research results and examples of application from the work context and in the context of school education. And now I would like to give you an overview of the contents that await you. And I will also briefly introduce which speaker will be speaking on which topic in a moment.

There will first be two episodes, both of which have been designed by Professor Frohn. He will present results of a longitudinal study dealing with LGBT\* employees and their sexual identity or gender identity in Germany as well as the related experiences of discrimination. In the second episode, he goes into more detail about psychosomatic symptoms and an open approach to experiences of discrimination and summarizes the effects of different ways of dealing with sexual identity or gender identity in the context of work. The aim of these two episodes is to enable you to expand your diversity competence to include the LGBT\* diversity dimension.

In the third episode, Dr. Thorsten Merse will give you an insight into Queer Theory and in doing so he will explain the different meanings of the term 'queer' as well as the different issues that Queer Theory deals with related to the field of sexual and gender diversity. He will first give a general overview and then later on show very specific application possibilities of a queer point of view with regard to school education and in this case very specifically in English didactics.

Use this chapter to deal with heteronormativity consciously and critically as a construct of normality and in relation to effective social regulation principles that are oriented towards these constructs and that contribute to the fact that people, queer people, cannot find themselves represented in society, that they experience exclusion and discrimination. You have the opportunity to understand this in relation to two very specific fields, namely in the area of the labor market or work contexts and in the area of education, school education. And I would also like to encourage you to review what you learn here about these two fields, to think about where in your everyday life corresponding experiences have become visible to you, corresponding ways of interaction have become visible, be it that they are queer-sensitive, these ways of interacting, or that precisely this sensitivity has not been present and that subsequently discrimination has also become recognizable for you. Now I wish you a very insightful discussion of this exciting topic.