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Workplace Discrimination and Depression in SGMs

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WORKPLACE DISCRIMINATION, DEPRESSION, AND SELF-COMPASSION IN SEXUAL & GENDER MINORITIES

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ANALYSIS

Upon data collection of the effects concerning workplace discrimination on Sexual & Gender Minorities' (SGM) rates of depression and self-compassion, researchers executed a binomial logistic regression to compare if higher or lower rates of workplace discrimination affected the likelihood of higher or lower depression and self-compassion rates within SGM individuals. The binomial regression test concluded higher rates of workplace discrimination influenced higher rates of depression in SGM individuals (Graph 1). The binomial regression test also supported that higher rates of self-compassion influence lower rates of depression in SGM individuals (Graph 2).

INTRODUCTION

According to research done by the Williams Institute (2019), of the eight million LGBTQIA+ workers in the United States, nearly half of them have experienced unfair treatment at work at some point in their lives (Sears et.al, 2019). Self-compassion is a coping mechanism that could potentially serve as a protective factor against depression for sexual and gender minorities.

OBJECTIVE

The research presented was conducted to assess if there is a correlation between discrimination and depression and the impact on sexual and gender minorities' (SGM) levels of self-compassion. SGMs include, but are not limited to, those who identify as lesbian, gay, bisexual, asexual, transgender, and queer.

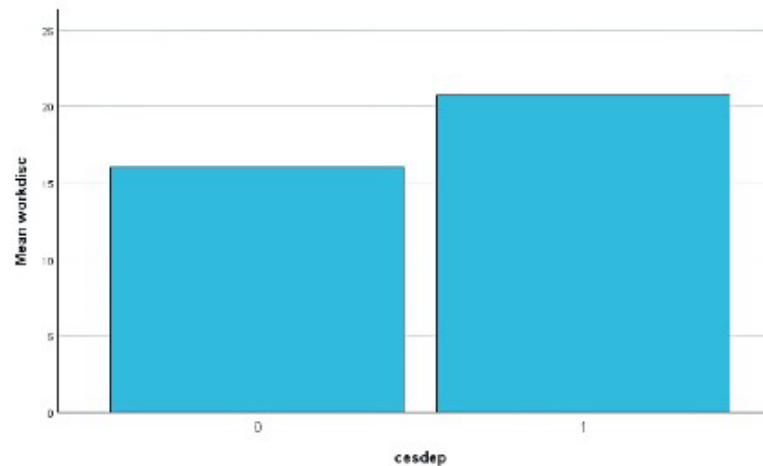
METHODOLOGY

This cross-sectional quantitative study recruited 1316 participants through the use of 107 SGM-specific Reddit threads. A survey was conducted via Qualtrics throughout February and March 2022. All participants needed to be 18+, residing in the US, and identify as a sexual and/or gender minority. Standardized assessments were used to test depression, self-compassion, and workplace discrimination. Gender variables included transgender status, gender, and sex assigned at birth, as well as the variable of sexual orientation.

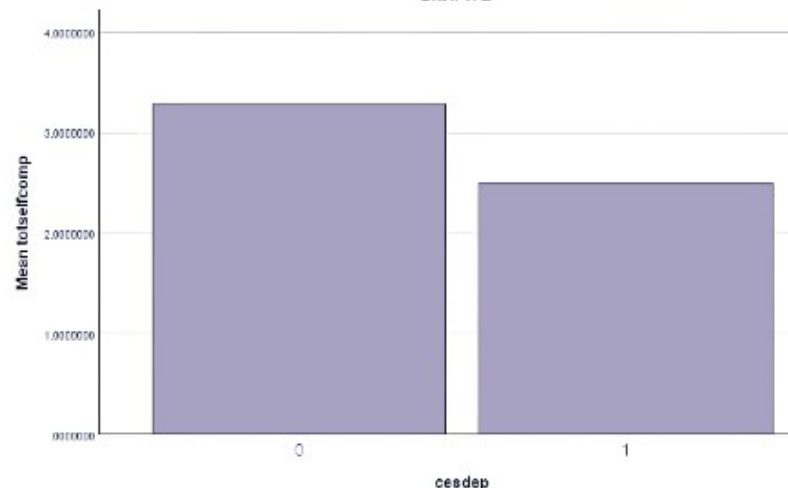
Outcome Variable: Depression

Independent Variables: Self-compassion and Workplace Discrimination.

GRAPH 1



GRAPH 2



RESULTS/FINDINGS

We used binary logistic regressions to examine the relationship between workplace discrimination, self-compassion, and depression. The data showed a positive association between workplace perceived discrimination and presence of depression ($R^2 = .10, p < .001$), people who reported higher levels of depression were more likely to meet the cutoff score for depression. On the contrary, there was a negative correlation between levels of self-compassion and depression ($R^2 = .33, p < .001$), people who reported higher levels of self-care and less levels of judgments and disapproval for themselves reported lower levels of depression due to workplace discrimination.

CONCLUSION

Research supported a positive correlation between high levels of sex and gender-based workplace discrimination and high levels of depression among SGMs. High levels of self-compassion have a negative correlation to the prevalence of depression due to sex and gender-based discrimination for SGMs in the workplace. Efforts to raise awareness and acceptance to reduce microaggressions and discriminatory behaviors in support of SGM's mental health are fundamental.

REFERENCES/ADDITIONAL LITERATURE

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