

## AN EXPLORATORY ANALYSIS OF INTERSECTIONAL STIGMA AT WORKPLACE AND ITS IMPACT ON EMPLOYEE PERFORMANCE

Dr. Muhammad Irshad<sup>\*1</sup>, Dr. Bilal Ahmed Chishty<sup>2</sup>, Dr. Saif Ul Mujhaid Shah<sup>3</sup>

<sup>\*1</sup>Department of Management Sciences University of Chitral

<sup>2</sup>Assistant Professor, Hands Institute of Development Studies, Karachi

<sup>3</sup>Assistant Professor, Department of Economics, University of Chitral

<sup>\*1</sup>[mikhaans@gmail.com](mailto:mikhaans@gmail.com), <sup>2</sup>[analyst.chisty@gmail.com](mailto:analyst.chisty@gmail.com), <sup>3</sup>[mujhaid.shah@uoch.edu.pk](mailto:mujhaid.shah@uoch.edu.pk)

### ABSTRACT

*This qualitative research explores the intersectional stigma at workplace and its impact on employees' performance. The study focuses on the discrimination and challenges faced by transgender employees, with specific emphasis on intersectional stigma. Using a grounded theory approach based on inductive reasoning, the research employs semi-structured interviews of transgender employees. Data analysis, including the coding of interview transcripts to identify common themes and patterns, highlights the multifaceted challenges encountered by transgender employees in the workplace. The study findings reveal how factors such as race, socioeconomic status, and disability intersect with gender identity, creating unique and compounded experiences of discrimination that hinder individual performance. Transgender employees often face discrimination, exclusion, and a lack of institutional support, which adversely affects their mental health, motivation, self-esteem, and overall job performance. This stigma and marginalization lead to heightened stress, social exclusion, and limited access to essential support systems, further impeding their ability to thrive professionally. The study suggests developing and implementing comprehensive policies to ensure a non-discriminatory, inclusive workplace environment for transgender employees. These policies should address issues related to gender identity, race, disability, and financial status. Furthermore, the establishment of clear protocols to combat workplace discrimination and the provision of a supportive work environment are recommended to empower transgender employees to seek assistance and fully participate in their professional roles.*

**Keywords:** Stigma, Intersectional stigma, Discrimination, Transgender, Motivation organizational Support, Workplace

### INTRODUCTION

Stigma is a negative preconception or attitude that is linked to a specific group or individual (Herek, 2007), determined by an individual's race, ethnicity, religion, gender, sexual orientation, mental health status, or any other relevant factors (Mendes & Maroney, 2019). Intersectional stigma is one of the factors contributing to these challenges (Herek, 2007). The term "intersectional stigma" denotes the manner in which various forms

of stigma, including gender-based, religious-based, and class-based stigma, intersect and overlap to generate distinctive experiences of discrimination. In the late 1980s, the concept of intersectionality introduced by Kimberlé Crenshaw that play a crucial role in recognizing how overlapping marginalized identities influence an individual's experiences with discrimination and privilege (Levitt et al., 2015). The concept of inter-sectional

stigma becomes increasingly pertinent as transgender individuals negotiate societal biases associated with their gender identity and other aspects of their identity, including race, ethnicity, socioeconomic status, and disability (Ross et al., 2018).

Intersectional stigma is a phenomenon in which individuals are subjected to discrimination and bias as a result of the intersection of multiple marginalized aspects of their identity (Meyer, 2010). It is imperative to acknowledge that individuals endowed with multidimensional identities, each of which has the potential to serve as a source of discrimination or privilege (Griffin, 2019). Intersectional stigma is a result of a combination of factors that exacerbate the obstacles that transgender individuals encounter. For instance, a transgender individual of color may encounter discrimination solely based on their gender identity but also on their racial background (Ross et al., 2018). Higher education is a critical juncture in an individual's academic journey, characterized by personal development, intellectual exploration, and preparation for professional life (Herek, 2007). Nevertheless, intersectional stigma can impede the academic success of transgender individuals (Griffin, 2019). Microaggressions, overt discrimination, isolation, and a lack of institutional support can all contribute to increased stress levels and mental health concerns (Seelman et al. 2017). Reduced self-esteem, decreased academic focus, and even contemplation of dropping out may result from these stressors (Malik, 2018). As a result, the intersectional stigma that transgender individuals encounter can have a detrimental impact on their academic performance and overall well-being.

Higher education cultivates empathy, understanding, and ally-ship, resulting in more inclusive classroom environments that are conducive to the success of transgender students. Inclusive language and the recognition of preferable names and pronouns are critical components of establishing a supportive environment. Kehoe (2024) have conducted research that underscores the importance of validating the identities of transgender students in the classroom to promote academic success and positive mental health outcomes. To mitigate the

detrimental impact of intersectional stigma on the academic performance of transgender students, it is imperative to establish an inclusive and supportive environment (Seelman et al. 2017). By establishing policies that safeguard the rights of transgender individuals and offering resources such as gender-neutral facilities, counseling services, and support groups, universities can be instrumental in the fight against intersectional stigma (Levitt, 2019). According to Beemyn and Rankin (2016), there is significant role of safe spaces and inclusive policies in enhancing the performance of transgender.

It is imperative to comprehend the complex relationship between the performance of transgender individual higher education and intersectional stigma in order to cultivate inclusive educational environments (Malik, R. 2018). Discrimination and bias that impede academic success can be the result of inter-sectional stigma, which is the result of the convergence of various marginalized identities (Seelman et al. 2017). It is essentially required for higher education to remain step-in with the evolving understanding of gender diversity and intersectionality that society is undergoing (Soraa et al., 2020). The Minority Stress Model suggests that transgender individuals face unique stressors due to their gender nonconformity, experiences and expectations of victimization, and internalized transphobia (Flanders et al., 2019). Although higher education made strides in acknowledging and accommodating the requirements of transgender, however, the due equal right is explicitly not yet ensure. Literature evident the links between victimization, negative behavioral outcomes, and the potential mitigating effects of resilience (Flanders et al., 2019), however, this research study was explore the employees intersectional stigma at workplace.

### **Research Problem Statement**

A combination of identities, including gender identity, ethnicity, socioeconomic status, and disabilities, exposes transgender individuals to inter-sectional stigma (Ghabrial 2017). This stigma can take on subtle or overt forms (Warrier et al., 2020). The stigma can impede their performance by contributing to mental health disparities,

decreased self-esteem, and feelings of isolation (Griffin, 2019). Although there is existing research on the impact of stigma on the well-being of transgender (Seelman et al. 2017), however, there has been a lack of specific attention paid to the interplay between performance and inter-sectional stigma in higher education. This literature gap highlights the necessity of further investigating the interplay of the compounded experiences of discrimination influence the transgender performance. This study aims to reconcile the divide between theoretical comprehension and practical implications in light of the current discourse surrounding transgender individuals' rights and the changing landscape of higher education. This research aims to cultivate a more inclusive and supportive university environment by revealing the complex relationship between performance and intersectional stigma.

### **Literature Review**

#### **Stigma**

A stigma links the marked individual with socially devalued or undesirable characteristics and implies devaluation and rejection (Goffman, 1963). According to Miller and Grollman (2015), stigmatization is the designation of an individual with a discredited, conspicuous, visible, and well-known status. Stigmatized individuals may be susceptible to psychological distress and discriminatory treatment as a result of subtle or overt negative responses (Himmelstein et al., 2017). Stigmatization is social process have a significant impact on the lives of individuals who bear the marker (Goffman, 1963; Pescosolido & Martin, 2015). It may result in social censure, status loss, and discrimination (Turan et al., 2019; Pescosolido & Martin, 2015). Enacted stigma encompasses an array of behaviors, including avoidant behavior, rejection, exclusion, verbal abuse, bullying, and physical violence (Budge, Adelson, et al., 2013; Budge, Katz-Wise, et al., 2013; Februari, 2013; Keuzenkamp, 2012; Kuyper, 2012; Miller & Grollman, 2015; Norton & Herek, 2013; Stotzer, 2009).

#### **Intersectional Stigma**

The term intersectionality stigma refers to the compounded discrimination that individuals may

experience as result of their multiple social identities. Crenshaw (1989) intersectionality stigma emphasized on the way in which race, gender, and other identities intersect to produce distinctive experiences of privilege and discrimination. Katz-Wise et al. (2022) observed that transgender individuals, particularly those from racial minority backgrounds, frequently experience elevated levels of stigma and discrimination in comparison to their white counterparts. Seelman et al. (2017) noticed the compounded stigma resulted in heightened obstacles to obtaining resources and opportunities, which can consequently impacts a variety of life outcomes, including education. According to (Walsh et al., 2018), transgender frequently experiences negative attitudes and biases from their peers, teachers, and educational institutions. This can lead to chronic stress, social exclusion, and alienation. Intersectional stigma manifest as both structural and individual forms of discrimination, influence the performance, psychological well-being, and access to resources of students (Grant et al., 2011).

#### **Stigma at workplace**

Transgender individuals frequently experience stigma at workplace characterized by exclusion, harassment, and discrimination. This may detrimental impact on overall well-being and attainment (Grant et al., 2011). Transgender individuals of color were additionally more susceptible to harassment as compared to their cisgender counterparts at workplace. According to Beemyn and Rankin (2016), respondents of color were also more likely to experience race as a basis of harassment than white respondents, which suggests that exclusion on campuses is overlapping. In higher education contexts, transgender individuals frequently encounter discrimination, a lack of institutional support, and obstacles to accessing essential resources, which are unique challenges. Research consistently demonstrates the high incidence of discrimination and harassment that transgender encounter on college campuses. Studies have shown that transgender excluded from activities subjected to physical assault, and verbally abused (Grant et al., 2011; Seelman et al., 2017). According to Grant et

al. (2011), these antagonistic environments contribute to increased psychological distress and have a detrimental impact their performance and retention.

According to (Walsh et al., 2018), transgender students frequently experience negative attitudes and biases from their peers, teachers, and educational institutions. This can lead to chronic stress, social exclusion, and alienation. The most pressing challenges facing transgender individuals at workplace is access to lavatories (Babey, 2021). Accordingly they experiences denied access or instructed to leave (Seelman, 2017), being gazed being questioned about one's appropriateness for the men's or women's bathroom (Davies, 2019). Ahmed et al. (2019) conducted research that illuminated the influence of intersectionality on the experiences of transgender individuals at workplace and emphasized on variety forms of discrimination not limited to their gender identity but also include other intersecting identities, such as socioeconomic status and religion.

### Research Methodology

This qualitative research study was conduct to explore the effect of intersectional stigma at workplace. For this purpose, the data was collect from transgender of higher education through semi-structured interview. The open-ended questions were asked to gain an understanding of the participants' experiences in a private setting and each participant was given sufficient opportunity to express the opinions. In this study, interviews were conducted in Urdu and translated with the recognition that meaning transfer during translation is inherently partial and never fully complete (Catford, 1965, as cited in Müller, 2007, p. 207). All recorded interviews were subsequently translated, transcribed, and interpreted. Validity and reliability of collected data was ensured through a panel of experts and peers evaluates emerging interpretations during the content analysis phase (Flick, 2006). In this study, the researcher consulted with peers and experts to verify the accuracy and consistency of concept mapping. Peer debriefing sessions were conducted to familiarize peers with the study's goals and methodology, ensuring accurate interpretation of analysis units within the Concept Mapping

Framework (CMF). Peers reviewed and evaluated transcripts, extracting relevant units of analysis and contributing to the final report, thereby strengthening the reliability and credibility of the data.

### Analysis and results

This qualitative research question seeks to explore the subjective experiences, attitudes, and perspectives of transgender regarding intersectional stigma at workplace. For this purpose, the thematic analysis was performed that involved coding, identifying common theme/pattern, theme refining, defining and reporting to answer the research questions. First, the researcher break the data into small chunk and assigned descriptive word (so-called code) to each line of and arranged into categories and subcategories to summarize the main idea. The linkages among similar categories are grouped together.

### Exploring Intersectional Stigma

The term "intersectional stigma" describes the various stigmas based on gender, religion, or class, overlap and interacts to produce distinct experiences of discrimination. In this study two main themes emerged (a) Class-based Stigma (b) Gender-based Stigma

### Class-Based Stigma

Studies reveal that transgender people often face hurdles while attempting to enter secure and supportive settings at workplace as their colleagues physically and verbal abuse due to their respective class.

Race and ethnicity intersect with my transgender identity to compound the challenges I face. Societal attitudes towards transgender individuals vary across different ethnic and racial groups. As a member of a marginalized racial or ethnic community, I may face heightened discrimination and stigma, exacerbating the already-existing challenges associated with being transgender. This intersectionality may result in increased social exclusion, limited access to resources, and higher levels of stress, all of which can negatively impact my performance.

Another participant reported experience of being harassed.

Discrimination and harassment create a hostile workplace environment. We often face verbal abuse, bullying, and microaggressions, which not only affect our emotional well-being but also detract from our ability to perform. Fear of discrimination may also lead some of us to conceal their identity or avoid seeking help when needed, further exacerbating the challenges.

Moreover, these difficulties have been made worse by the interaction of transgender identity with other stigmatized facets of identity. For example, transgender people from lower socioeconomic origins could experience additional economic stresses that interfere with their ability to focus completely on their academic work. As a participant mentioned:

Socioeconomic status plays a significant role in shaping my educational experiences as a transgender individual. Economic disparities can limit my access to essential resources such as quality healthcare, mental health support, and educational materials. Financial constraints may also affect my ability to afford tuition fees, accommodation, and other necessities, further exacerbating the barriers to academic success. Additionally, individuals from lower socioeconomic backgrounds may face additional pressure to prioritize survival needs over education, impacting their ability.

### **Gender-Based Stigma**

Transgender shares their experiences, how due to gender identity unique challenges are faced in at workplace. One of participant share their experience.

As a transgender at workplace, I am acutely aware of how intersectional factors such as gender identity intersect with my transgender identity, shaping my academic experiences and performance.

Gender identity intersects with my transgender identity to create unique challenges. Transgender individuals with disabilities may encounter barriers related to accessibility, such as inaccessible campus facilities, lack of accommodations, and discrimination based on their disability status. These barriers can hinder their ability to fully participate in professional activities, access support

services, and navigate the workplace environment effectively, ultimately impacting performance.

Another participant shares that transgender identity impacted my mental health and emotional well-being and my professional pursuits.

The stigma related to my transgender identity has profoundly impacted my mental health and emotional well-being, significantly effecting my professional pursuits.

The stigma surrounding transgender individuals in our society creates an environment of fear, discrimination, and marginalization. From a young age, I've been subjected to societal prejudice, ridicule, and ostracization due to my gender identity. This constant exposure to stigma has taken a toll on my mental health, leading to feelings of anxiety, depression, and low self-esteem.

Considering their transgender identity, transgender have to deal with a lot of obstacles. These obstacles might make it difficult for them to get support services, engaging to fully perform, and get around the workplace safely, which can eventually affect their overall performance.

### **Impact of intersectional Stigma (individual factors) on Performance**

For this theme, the consequent subthemes were identified: (a) Motivation and effect of intersectional stigma (b) Self-esteem and experience of intersectional stigma.

### **Motivation and Effect of Intersectional Stigma**

Experiences and feeling excluded from teamwork due to specific gender at workplace hindered concentration and performance, challenging the perception of capability. Participant share their experiences are mention here:

I remember when we had teamwork at workplace, I felt like no one wanted to work with me because I'm transgender. It made me feel really bad. I wanted to do well and show everyone that being transgender doesn't make me any less smart or capable. But it was hard because people kept treating me differently. It made it tough to concentrate on my work and do my best.

Being transgender, experiencing exclusion and ridicule during teamwork undermined my confidence and motivation. Participant shared that:

One time, during teamwork no-one considered to work with me because I'm transgender. They made jokes and ignored my ideas, which made me feel really excluded and upset. It was hard to focus on the work because I felt like I wasn't being taken seriously. This experience made me doubt myself and my abilities, which effected my motivation and confidence and it was a reminder that being transgender sometimes makes it harder to be treated fairly and doing well.

Feeling pressured to constantly prove myself due to transgender stereotypes hindered confidence and focus, impacting performance. Participant shared their experience:

I felt like I had to work extra hard to prove myself because of stereotypes about transgender people. It made me feel like I wasn't good enough and that I had to constantly prove myself to others. This pressure effected my confidence and made it harder for me to focus on my performance. It's tough when you feel like you're being judged before you even get a chance to show what you're capable of.

Feeling undervalued for my efforts due to being transgender undermined motivation and self-worth, highlighting the challenge of recognition at workplace. Participant shared their experience:

Sure! There have been times when I've worked really hard on something, and then it felt like people didn't take it seriously just because I'm transgender. It made me feel like all my effort didn't matter, which was really discouraging. It made me doubt myself and wonder if I was good enough. It's tough when you feel like people don't see your worth because of who you are. It can make it harder to stay motivated and feel good about yourself.

**Participant share their experience:**

In the context of my professional pursuits, the stigma associated with being transgender has exacerbated these mental health challenges. The fear of being judged or ridiculed by peers and educators can make it difficult for me to fully engage, seek help when needed, or effectively participate in work.

The stigma surrounding being transgender intensifies mental health struggles, hindering

engagement and discouraging seeking help or participate.

**Self-esteem and Experience of Intersectional Stigma**

Experiencing harassment or stigma might sap one's enthusiasm and drive at workplace. It can be challenging for to find the drive to succeed or pursue career with ambitions when they feel marginalized or invalidated all the time. as reported by the participant:

The relationship between my self-esteem and experiences of stigma or discrimination is deeply intertwined, stigma and discrimination based on my transgender identity can significantly impact my self-esteem and overall well-being.

**Another participant shared:**

When I face stigma or discrimination at workplace, whether it's through verbal harassment, exclusion, or microaggressions, it can deeply undermine my sense of self-worth and confidence. These negative experiences can reinforce harmful stereotypes and societal prejudices, leading me to internalize feelings of shame, inadequacy, and unworthiness. Furthermore, experiencing stigma or discrimination can erode my motivation and passion. When I feel constantly invalidated or marginalized, it can be difficult to find the motivation to excel or pursue my goals. This ultimately impact my performance and hinder my overall success.

**Another experience of a transgender:**

Stigma or discrimination effects my self-esteem when I see others being treated better than me just because they're not transgender. It makes me feel like I'm not as important or worthy as them, which can really hurt my confidence and how I see myself. It's tough when you feel like you're not valued or respected for who you are.

**Another participant reported:**

As a transgender, navigating the challenges posed by intersectional stigma and discrimination in my professional life requires resilience and proactive coping mechanisms. Here are my strategies I have used: Engaging in self-care activities such as mindfulness, meditation, exercise, or creative

expression helps me manage stress and maintain emotional well-being. Taking breaks when needed and prioritizing self-care allows me to recharge and cope with the challenges I encounter. Moreover, the lack of understanding and acceptance at workplace create a sense of isolation and alienation, further impacting my emotional well-being.

Stigma and discrimination at workplace diminish enthusiasm and hinder success, intertwined with transgender individuals' self-esteem, motivating proactive coping strategies for resilience and well-being.

### **Intersectional Stigma Influence Performance (workplace factors)**

For this theme, the study identified the consequent subthemes: (a) The role of stress (b) Lack of support systems.

#### **The Role of Stress**

Being a transgender others employees frequently treat us adversely at workplace, causing stress and worry, making it hard to focus on work and perform well. Due to this instance, anxiety and self-doubt due to societal stigma intensified, leading to a poor performance. Participant shared: Being a transgender sometimes people treat me badly because of who I am. This can make me feel stressed and worried a lot. When I'm stressed, it's hard to focus on work and do well. It's not just about being transgender though.

#### **Another participant mentioned:**

I have experienced instances where my performance was affected by stress related to intersectional stigma. I felt an overwhelming sense of anxiety and self-doubt as I prepared to speak in front of others. As a transgender individual, I was already accustomed to navigating societal stigma and discrimination, but the added pressure of being scrutinized at workplace intensified my stress. I stumbled over my words, struggled to maintain eye contact, and felt a pervasive fear of saying something that would further highlight my differences. The stress of navigating intersectional stigma in this setting significantly impacted my performance.

Feeling stressed about being transgender makes it hard to focus. Discrimination and stigma can be upsetting, making it tough to concentrate and learn effectively. As participant mentioned their experience:

Yes, there have been many times when I felt stressed out about being transgender, and it made it hard for me to do well. For example, when people said mean things or treated me differently because of who I am, it made me feel really upset. This stress made it tough to focus on my studies and do my best. I would worry a lot about what people thought for me, and it made it hard to concentrate on work. It's like the stress of dealing with discrimination or stigma.

#### **Another participant mentioned their experience:**

Stress related to intersectional stigma affects me by making me feel anxious and worried about what people will think of me. It's like a constant pressure that follows me around, and it can make it hard to concentrate. When I'm stressed, I have a harder time remembering things. It's like the stress gets in the way of performance.

#### **Lack of Organizational Support**

The types of organizational and social support and affirmation that can contribute to resilience, coping, and success among transgender people are often lacking at workplace. As participant mentioned that:

I don't always have support from leadership or co-workers who understand what I'm going through, so I feel alone in navigating university resources. To foster inclusivity and support at workplace, it's crucial to address systemic issues such as discriminatory rules, teacher understanding, and unfair treatment, particularly effecting transgender individuals, promoting an environment where everyone feels safe, included, and able to thrive. Another participant shared:

In my opinion, there are bigger things at workplace that keep intersectional stigma this includes but not limited to rules and policies, lack of understanding from leadership, and unfair treatment. These things make it hard for people like me who are transgender to feel safe and included. To make a conducive workplace for everyone, we need to

change these things. This means updating rules to protect transgender, develop leadership understand, and making sure everyone is treated fairly. When organization are more inclusive and supportive, everyone can feel like they belong and do their best.

#### **Participant reported:**

In my opinion, there aren't enough support systems for people facing intersectional stigma like being transgender at workplace. We need more counselors who understand what it's like to be transgender and can help us. Also, having support groups where we can talk about our experiences and get advice would be really helpful. Overall, we need more resources and support to help transgender to feel safe.

#### **One of participant shared:**

Yes, there are some things at workplace, make it harder for transgender like me to do well. For example, not having access to gender-neutral lavatories feel uncomfortable and singled out. Also, when supervisors don't understand transgender issues, it can lead to unfair treatment or lack of support. Another barrier is not being able to use our chosen names or pronouns, which can make us feel invalidated and anxious.

The lack of understanding and support from leadership and colleagues leave transgender feeling isolated. Addressing discriminatory policies and providing counseling and support groups tailored to transgender experiences can foster inclusivity at workplace.

#### **Discussion and Conclusion**

This research study was conducted with aims to explore the effect of employees' intersectional stigma at workplace. The study focuses on the discrimination and challenges faced by transgender at workplace, emphasizing the impact of intersectional stigma. Using semi-structured interview transcripts and an inductive analysis approach, the research identifies and explores various themes related to these experiences (Krippendorff, 2009). This method allowed for the emergence of new themes and codes as the analysis progressed (Charmaz, 2006), ultimately leading to a comprehensive understanding of the issues at

hand. The initial analysis involved creating a preliminary list of codes based on interview questions. As the process evolved, these codes were refined and new themes were generated, highlighting the dynamic nature of the coding process (Miles & Huberman, 1994). This approach ensured that the analysis remained flexible and responsive to the data, allowing for a more nuanced understanding of the participants' experiences.

One of the primary findings of the study is the concept described by Herek (2007), the overlapping and interacting stigmas related to gender, race, class, disability, and other social categories. The study identified several themes and subthemes. For instance of class-based stigma, the transgender from lower socioeconomic backgrounds often face additional financial pressures, limiting their access to resources and support. This economic disadvantage can exacerbate the difficulties associated with their gender identity, making it even harder to succeed. Participants reported feeling excluded and undervalued, which undermines their motivation and confidence. The role of gender-based stigma also explored, with participants sharing experiences of being harassed or discriminated against by peers. Such negative interactions can lead to a hostile working environment, further hindering work engagement and performance. One participant recounted feeling invalidated during a class discussion on gender and sexuality, highlighting the pervasive nature of gender-based stigma at workplace. Motivation and self-esteem are closely linked to these experiences. Transgender often feel the pressure to constantly prove themselves, which can be exhausting and demotivating. Negative stereotypes and exclusion from teamwork leads to self-doubt and reduce workplace engagement. Participants expressed the emotional toll of feeling undervalued and the impact it has on their performance.

The study also highlights the specific mechanisms through which intersectional stigma influences performance. Stress and lack of support systems were identified as key factors. The role of stress is particularly significant, with participants describing how anxiety related to their transgender identity effects their ability to concentrate and perform. Social exclusion further compounds these



challenges, as it can lead to feelings of isolation and reduce access to peer support. Lack of organizational support and inclusive policies is another major barrier and do not have gender-neutral facilities or adequately trained staff to support transgender. Participants reported feeling invalidated when their chosen names or pronouns were not used, highlighting the need for more inclusive practices. Addressing these systemic issues is crucial for creating a supportive and inclusive environment for transgender.

In conclusion, the study underscores the complex and multifaceted nature of the challenges faced by transgender at workplace. Intersectional stigma significantly impacts their mental health, motivation, self-esteem, and performance. To address these issues, organizations need to develop and implement inclusive policies, provide targeted support, and foster a more understanding and accepting environment. By doing so, they can help ensure that all employees, regardless of their gender identity, have the opportunity to succeed and grow. Employing Kimberlé Crenshaw's intersectionality theory, the study emphasizes that transgender experience multiple, intersecting forms of oppression based on their social identities, which significantly affect their performance. By applying this theoretical framework, the research sheds light on how factors like race, socioeconomic status, and disability intersect with gender identity, creating unique and compounded experiences of discrimination that hinder educational attainment. The study's findings are multifaceted challenges transgender face at workplace, highlighting how intersectional stigmas—stemming from gender identity, disability, socioeconomic status, race, and other factors—intersect to create unique and compounded barriers to their professional success and well-being. Transgender often experience discrimination, exclusion, and a lack of institutional support, which not only affect their mental health but also their motivation, self-esteem, and overall performance. These experiences of stigma and marginalization can lead to heightened stress, social exclusion, and a lack of access to essential support systems, ultimately hindering

their ability. This research study suggest to develop and implement comprehensive policies to ensure a non-discriminatory, inclusive environment for transgender, addressing issues related to gender identity, race, disability, and financial status. Also establish clear protocols to address and combat discrimination at workplace, and provision of conducive work environment that encourages transgender to seek help and fully participate.

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