

A Review of the Research on Bi-Identities

Abigail Piervil

Introduction

Organizational scholars are increasingly recognizing the complexity of the social identities that employees bring to work (Clair et al., 2019).

The lived experiences of employees with bi-identities are not only undertheorized, but the perspectives of employees with bi-identities often are not included in I/O scholarship overall (Avery & Volpone, 2020; Townsend et al., 2012).

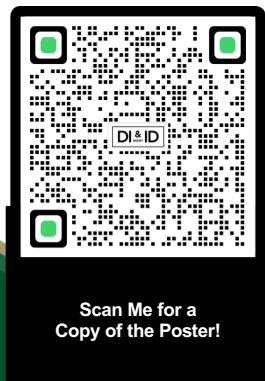
When bi-identities are not considered, the essence of an employee's personhood is not acknowledged; in workplaces that do not acknowledge employee personhood, misidentification and disengagement are more likely (Arena Jr., & Jones, 2017).

Bi-identities oftentimes invoke conflicting stereotypes associated with both identities that form the bi-identity and reactions from others due to the fact that bi-identities are not easily categorized into traditional identity groupings (Kang & Bodenhausen, 2015).

Employees with bi-identities often use identity management tactics in encounters with coworkers with hopes of garnering support and other favorable reactions at workplace (Sanchez & Bonam, 2009).

A review of the experiences of employees with bi-identities through a lens of identity management will help scholars and practitioners build an understanding of the experiences that employees with different bi-identities have in the workplace when discussing and managing their bi-identities.

QR Code

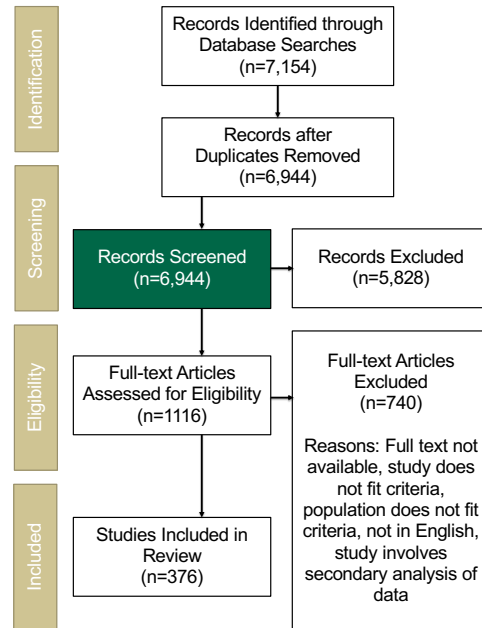


Methods

Keywords: Bisexual, Biracial, Bicultural, Bilingual, etc.

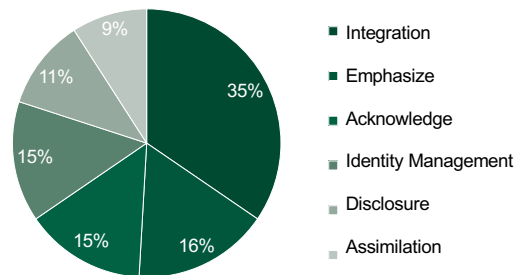
Databases: Google Scholar, PsycINFO, Business Source Complete, and Web of Science

PRISMA Flow Chart



Results

Identity Management Tactics in Records Screened



Bi-Identities in Records Screened

Bi-Identity Search Term	Records Results
Bicultural	221
Bi-identities	72
Bilingual	861
Biracial	123
Bisexual	1,667
Gender Fluid	63
Gender Nonconforming	109
Gender Queer	81
Interethnic	215
Interracial	258
Intersex	124
Mixed Race	81
Multicultural	1,352
Multietnic	167
Multilingual	417
Multiracial	176
Non-binary	169
Translingual	71
Other	717

Conclusions

Bi-identities do not fit neatly into traditional systems of categorization, yet employees with bi-identities exist in a world where traditional approaches to categorization prevail (Clair et al., 2019).

The research on bi-identities exists in siloed disciplines and often in siloed construct areas. For example, diversity research in I/O tends to examine the workplace experiences of biracial individuals, but those same researchers do not tend to examine bicultural experiences, as that is considered its own area of scholarship.

Through this review, we provide the first work that can speak to the integrated experiences of those with bi-identities in a way that will further research across multiple disciplines.

Through this work, I/O scholars can gather strength from the integrated conceptualizations that are the key takeaways for scholars and practitioners.

Key References

Arena, D. F., Jr., & Jones, K. P. (2017). To "B" or not to "B": Assessing the disclosure dilemma of bisexual individuals at work. *Journal of Vocational Behavior, 103*, 86-98. <https://doi.org/10.1016/j.jvb.2017.08.009>

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