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Invisible Families, Clear Consequences: Work-Family Integration Among Employees in Same Gender Presenting Romantic Relationships

Joseph Regina
University of South Florida

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by

Joseph Regina

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Major Professor: Tammy D. Allen, Ph.D.
Georgia Chao, Ph.D.
Zheng Chen, Ph.D.
Vicky Phares, Ph.D.
Joseph A. Vandello, Ph.D.
Brenton M. Wiernik, Ph.D.

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DEDICATION

This dissertation is dedicated to my future wife, Kaitlyn Friedman. Thank you for supporting me during these past few years. The degree may be in my name but none of this would have been possible without you. I love the life we've built together.

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It takes a village to raise a child, but it also takes one to raise a graduate student. While this list is hardly comprehensive, I wanted to thank a few very special members of my village.

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ABSTRACT

Recent qualitative studies have provided evidence LGBTQ+ individuals experience unique challenges related to integrating one's romantic partner into their work life. Informed by signaling theory, the role of work-romantic partner integration supplies (WRPIS) as a variable of interest was tested as an outcome of formal and informal signals of inclusion and as a predictor of job satisfaction, romantic relationship satisfaction, and emotional exhaustion. Hypotheses were tested using a three-timepoint survey with a sample of 138 full-time employed individuals who were currently involved in a committed same-gender presenting romantic relationship. Results provide support informal signals of inclusion relate to WRPIS and that WRPIS relates to romantic relationship satisfaction. Overall, results suggest greater perceptions of the opportunity to integrate one's romantic partner into their work life is beneficial for those involved in same-gender presenting romantic relationships. Implications for careers and individual wellbeing are discussed.

Keywords: Segmentation, LGBTQ, Diversity, Wellbeing, Careers

CHAPTER ONE:

INTRODUCTION

> "There was a time when my girlfriend was here and she wanted to visit my office and that stressed me out…it's just the questions that would come after. I feel like she is obviously gay, so people would ask questions. I don't want to lie to people (Participant 40)."
>
> "Even the pronoun use is something…I would always talk about 'I am going places' rather than 'We are going places.' Whenever I talk about 'we', of course you scan the room and think about, 'How are people reacting to that?' When you say 'my partner' and then 'she', which I really don't ever do in any situation, even when I'm out. It [proper pronoun use] is kind of hard to remember. I don't know, it's hard to describe actually. A hard phenomenon where you walk around and you think, 'I know I'm not entirely fitting in, but I also don't know what fitting in would feel like (Participant 48).'"
>
> -Sawyer et al. (2017)

In 2017, Sawyer and colleagues published a qualitative study highlighting the unique challenges employees in a same gender presenting romantic relationship face when navigating the work-family interface. They noted heteronormative expectations prevent these individuals from disclosing information about their families at work due to concerns of adverse career outcomes or ostracism. That is, the environment at work does not supply the conditions by which

they can fully and authentically integrate their work and family roles. In the powerful examples provided by Sawyer, participants discussed how they were uncertain if they could bring their families to company events, place pictures of their families in their workspace, or even allude to the same sex nature of their significant other in conversations with coworkers about weekend plans. Accordingly, employees in a same gender presenting romantic relationship face barriers that may keep them from integrating their work and home lives. Notably, this type of role boundary challenge has not been a central concern associated with individuals in heterosexual couples, the dominant focus to date within work-family research (Murphy et al., 2021). Consequently, examination of this stigma-driven boundary enactment has yet to be explored or considered. Given the importance of better understanding the work-family experiences of sexual and gender minority employees, research is needed that examines boundary management issues among this vulnerable minority population.

Importantly, past research has demonstrated sexual and gender minority employees are at increased risk of experiencing additional workplace stressors compared to heterosexual employees, positioning the group as vulnerable to poorer health that follows stress exposure (Ganster & Rosen, 2013). For example, studies by Ragins and colleagues identified workplace discrimination (Ragins & Cornwell, 2001) and decisions to disclose one's sexual identity (Ragins et al., 2007) as workplace stressors for LGB (lesbian, gay, bisexual) employees. Similarly, recent work-family research has demonstrated these employees face unique challenges in navigating the work-family interface. Specifically, employees in a same gender presenting romantic relationship report societal stigmas prevent them from making their family "visible" (defined as being seen and acknowledged) at work (Sawyer et al., 2017), positioning the issue as relevant for work-family management.

While the work-family literature has grown exponentially over recent decades (French & Johnson, 2015), a blossoming new line of research considers how individuals manage their work and home boundaries. Boundary management refers to the ways individuals create, maintain, or change boundaries in order to effectively navigate the world around them, including their work and nonwork roles (Ashforth et al., 2000; Nippert-Eng, 1996). Research has demonstrated boundaries are navigated through decisions to integrate or segment one's work and family roles. Specifically, integration occurs when domains are allowed to merge, while segmentation involves keeping the two roles separate (Kreiner, 2006); for example, talking about your significant other at work would be an example of integration. Related to integration and segmentation, Sawyer and colleague's work (2017) implies employees in a same gender presenting romantic relationship are forced to segment their lives to avoid potential outcomes such as discrimination or ostracism, an idea echoed within Murphy and colleagues review of the existing sexual and gender minority work-family literature (2021).

From a research lens, segmenting work and family may not be viewed as detrimental given research indicates segmentation is associated with positive outcomes such as recovery from work relative to integration (e.g. Wepfer et al., 2018). However, the issue described is not that employees in a same gender presenting romantic relationship do not integrate; it is that organizational norms prevent them from having the *opportunity* to integrate. For example, employees may not want their significant other calling them at work, but they may want the ability for their significant other to call without fear of repercussions. Notably, this lack of an opportunity to integrate can be framed as not having the supplies, operationalized as the aspects within the environment that allow one to engage in specific behaviors, to integrate in line with past conceptualizations of work-family "fit" (Edwards & Rothbard, 1999). From a theoretical

perspective, lack of integration supplies may be harmful in line with signaling theory (Spence, 1973), which states the observable actions of an organization relate to an employee's impressions of the organization's values, and, in turn, employee attitudes. In line with this and related to sexual and gender minority employees, a group that has historically experienced discrimination (Ng et al., 2012), factors at work may influence perceptions they can integrate their family into their work lives without concern over potential discrimination due to rendering their family, and their non-heteronormative lifestyle, visible.

Overall, the objective of the current study is to inform on the experience of work-family boundary management challenges specific to employees in a same gender presenting romantic relationship. To this end, I examine outcomes as well as antecedents of the availability of work-romantic partner integration supplies (WRPIS). While past research has used typically examined work-family integration supplies (Piszczek & Berg, 2020), work-romantic partner integration supplies was chosen as the integration supplies variable of interest within this study given existing qualitative reports (e.g., Sawyer et al., 2017) depict specific challenges when integrating a same gender presenting romantic partner into one's work life.

The study makes several key contributions.

First, I examine predictors of WRPIS. This is important in that it will provide actionable information organizations can use to improve boundary management among a minority population. Specifically, I test how both formal and informal aspects of the work environment predict perceptions of integration supplies among employed adults who are involved in a committed same gender presenting romantic relationship. Through this, I inform organizations on whether environmental signals of inclusion (such as the presence of an organizational LGBTQ+ committee) improve outcomes for these employees.

Second, I analyze how WRPIS are a resource for employees in a same gender presenting romantic relationship with implications across work, family, and health domains. Specifically, as outlined within Murphy et al. (2021), sexual and gender minority individuals experience unique work-family stressors related to discrimination and stigmatization of their family; in turn, this is expected to create additional work-family management decisions that are not experienced by heterosexual employees, leading to greater strain outcomes for sexual and gender minority employees compared to other groups. In this study, I build upon this by examining how signals of inclusion lessen strain outcomes via enhancing perceptions of greater work-family integration supplies, a resource.

Third, the study analyzes a key boundary condition that may need to be met for the relationship between WRPIS and strains to emerge by testing the moderating effect of preference for work-romantic partner integration. Indeed, while greater integration supplies are posited as a resource in line with signaling theory, it may be that having the ability to integrate is most beneficial for those who seek to utilize these supplies rather than beneficial for all sexual and gender minority employees. Through this, information is provided on which employees who are in a same gender presenting romantic relationship may be most assisted by the availability of work-family integration supplies. Overall, from a practical perspective, results will inform on the role inclusivity at work plays in health and career outcomes, which has clear implications for occupational health psychology and organizations. Additionally, this study seeks to improve understanding of the aspects of integration and segmentation that are helpful and harmful to employees. I expect availability of supplies, regardless of whether they are used, are beneficial for employees in a same gender presenting romantic relationship. Through this, signaling theory

will be posited as relevant for boundary management, expanding our theoretical understanding of how individuals navigate the work-family interface.

To achieve these aims, a three timepoint study was conducted with 138 employees who reported being in a committed same gender presenting romantic relationship.

CHAPTER TWO:

LITERATURE REVIEW

Sexual and Gender Minority Work Experiences

While all individuals are expected to interact with a variety of stressors at work (e.g., time demands, role overload), it can also be expected that some stressors may be unique to or more commonly experienced by certain groups. In line with this and related to sexuality, minority stress theory states having a minority sexual identity (i.e., non-heteronormative) is related to additional stressors that are not faced by those from majority sexual identity groups (Meyer, 2003); importantly, this theory has been supported within the workplace, with results demonstrating sexual and gender minority individuals are more prone to experience discrimination than are heterosexual peers. For example, Hebl et al. (2002) found outwardly homosexual job applicants reported greater perceived negativity and lesser perceived interest from a potential employer than a control group that did not outwardly identify as homosexual; importantly, results also supported these perceptions were accurate as, compared to the control group, more negative words were spoken to the homosexual applicants despite less words being spoken to these applicants overall. In line with this finding of greater discrimination for sexual and gender minority workers, estimates report ~38% of LGB (lesbian, gay, bisexual) employees report experiencing harassment at work and 27% report experiencing discrimination based on sexual orientation (Sears & Mallory, 2011). Relatedly, research supports experiences of workplace discrimination among LGB employees were related to lower promotion rate, job

satisfaction, organizational self-esteem, and career commitment as well as greater turnover intentions (Ragins & Cornwell, 2001), while fear of sexual identity disclosure was positively related to role ambiguity, role conflict, somatic complaints, depression and anxiety (Ragins et al., 2007), demonstrating clear harms to sexual and gender minority employees related to experienced discrimination and associated concerns and strains.

Aside from discrimination, results also support employees in a same gender presenting romantic relationship uniquely experience the work-family interface compared to heterosexual peers, which has additional implications for strain. As outlined in a recent review paper (Murphy et al., 2021), the existing literature on the work-family interface within sexual and gender minority samples can be largely broken into two categories: 1) similar work-family experiences to heterosexual employees and 2) unique sexual and gender minority work-family experiences compared to heterosexual employees. Regarding similar experiences, research supports sexual and gender minority individuals experience the three "traditional" forms of work-family conflict (time, strain, and behavior based) at similar levels to heterosexual peers (Brashier et al., 2013; Kim et al., 2019) and that sexual and gender minority individuals manage work-family conflict through similar mechanisms to heterosexual peers, such as reducing time at work or using pay from work to assist with childcare (Becker & Moen, 1999; McKee, 2019; Young & Schieman, 2018). Similarly, both sexual and gender minority and heteronormative samples grapple with concerns related to wages and division of household labor (Murphy et al., 2021), further reflecting the ubiquity of some general work experiences regardless of sexual identity. However, in addition to these ubiquitous experiences, sexual and gender minority individuals also experience additional work-family concerns compared to heterosexual peers. For example, they must make decisions related to sexual identity disclosure (Ragins & Cornwell, 2001), including

disclosure of one's non-heteronormative family (Dixon & Dougherty, 2014; Sawyer et al., 2017). Additionally, sexual and gender minority individuals experience microaggressions at work (Papadaki et al., 2021) which relate to negative emotional experiences and diminished mental health (Nadal et al., 2011), providing an additional pathway through which work can negatively spillover into home for this population. Lastly, within the United States, not all states provide legal protection related to sexual orientation, which can limit one's spousal- and child-care options (Murphy et al., 2021). In example, the Family and Medical Leave Act covers spouses but does not cover domestic partners (Human Rights Campaign, 2021), which is notable given that about half of cohabitating LGBT couples are domestic partners rather than married spouses (Jones, 2021).

Taken together, results support the overall experiences of sexual and gender minority individuals at work differ from their heterosexual peers and can have meaningful and harmful consequences in both the career and health domains (ex. Ragins et al., 2007). While the relationship between several work stressors and related strains have been examined in sexual and gender minority populations, limited research has addressed how employees in a same gender presenting romantic relationship differently experience issues related to work-family boundary management.

Boundary Management

Boundary management refers to the ways individuals create, maintain, or change boundaries in order to effectively navigate the world around them, including their work and nonwork roles (Ashforth et al., 2000; Nippert-Eng, 1996). A key concept associated with work-family boundary management is integration/segmentation. Integration refers to the merging of work and family roles while segmentation refers to separation of the two roles (T. D. Allen et

al., 2014; Kreiner, 2006). Segmentation/integration can be considered in terms of conditions in the environment that facilitate the merging or separation of roles (i.e., work-family integration supplies), personal preferences, and the actual behaviors enacted by individuals (T. D. Allen et al., 2021; Kossek & Lautsch, 2012; Kreiner, 2006). For example, talking about your significant other at work would be an example of behavioral integration, whereas not participating in 'bring your child to work day' would be an enactment of segmentation. In the interest of clarity and with the framing of integration and segmentation as being on one spectrum in line with past research (e.g., Rothbard et al., 2005), I frame from the integration side of the spectrum from this point forth in the current study.

Some research suggests benefits to behavioral low integration (i.e., high segmentation) such as lesser exhaustion (Wepfer et al., 2018) as well as lesser time, strain, and overall work-family conflict compared to greater integration (Kossek et al., 2012; Powell & Greenhaus, 2010). Similarly, a behavioral measure of integration (use of a phone for work while at home) was related to work-family conflict, such that greater integration behavior related to more work-family conflict (Derks et al., 2016). From a theoretical sense, one pathway through which greater integration is expected to lead to these harmful outcomes is through reduced recovery activities. Indeed, as outlined by Wepfer and colleagues (2018, p. 731), "We argue that work-to-life integration enactment leaves less (continuous) time and opportunity for recovery activities… Lost resources cannot be replenished nor can new resources be acquired. This in turn will lead to strain reactions;" notably, this claim was statistically supported within this same study.

Work-Family Integration Supplies

Sawyer et al. (2017) imply employees in a same gender presenting romantic relationship are forced to behaviorally segment their lives in order to avoid potential stigmatization.

However, the issue described by Sawyer is not that employees in a same gender presenting romantic relationship do not integrate; it is that organizational norms prevent them from having the *opportunity* to integrate. For example, employees may generally not want their significant other calling them at work, but they may want their partner to have the opportunity to call in the event of an emergency without fear of repercussions. This is similar to what Kreiner et al. (2009) refer to as a boundary distance violation. A boundary distance violation occurs when one seeks to integrate their work and family but cannot, denoting insufficient integration supplies.

Notably, work-family boundary management supplies have been a variable of critical interest within the existing literature on work-family fit. Specifically, supplies are operationalized as environment factors that allow one to align their behavior with their values (Edwards & Rothbard, 1999), and fit is thought to be high when both desires and supplies are aligned. Relatedly, we can expect for integration to occur, one must not only desire to integrate, but also have the integration supplies to do so, positioning fit as a key variable if we are to understand enacted integration and related outcomes. In line with this, research has shown work-family fit is related to a host of outcomes. For example, Kreiner (2006) provided evidence the interaction of integration supplies and integration preferences was significantly related to work-family conflict, stress, and job satisfaction. Specifically, he reported lesser work-family conflict and stress as well as greater job satisfaction as supplies increased towards one's preferences, indicating the importance of considering both components of fit simultaneously. Similarly, greater congruence between work-family integration supplies and preferences has been related to lesser work-to-family conflict and to greater work-to-family positive spillover (Chen et al., 2009) as well as greater job satisfaction, organizational commitment and lesser turnover intention and stress (Bogaerts et al., 2018). However, while the importance of supplies as it pertains to fit it is

clear, less attention has been paid to the value of integration supplies as a standalone predictor; in this study, I propose WRPIS may a valuable predictor of work, family, and health outcomes as it pertains to sexual and gender minority employees, specifically.

From a theoretical perspective, supplies may be beneficial for sexual and gender minority employees in line with signaling theory (Spence, 1973). Signaling theory states the observable actions of an organization relate to employee impressions of the organization's values, and, in turn, employee attitudes. While this theory was originally applied to the job applicant experience (Spence, 1973), and supported by meta-analytic results (Chapman et al., 2005), the theory has more recently been applied to work-family research. Specifically, Casper and Harris (2008), proposed two competing models intended to inform on how work-family policy availability related to employee attachment to organizations. In one model, they used signaling theory to posit perceived organizational support as a mediator of the relationships, whereas in the other they proposed a self-interest model wherein policy usage moderated of the relationships. As stated by the authors, "the majority of findings from this study were more consistent with the signaling model" (Casper & Harris, 2008, p. 104) with results supporting perceived organizational support fully mediated the relationships from work-family policy availability to affective commitment and turnover intent; importantly, this demonstrates having supportive policies is largely beneficial because of the signals it sends regarding organizational support and care. Additionally, a meta-analytic follow-up study found similar results with policy availability demonstrating significant relationships to job satisfaction, affective commitment, and intentions to stay with one's organization that were partially mediated by family-supportive organization perceptions (Butts et al., 2013). Similarly, results have supported greater perceptions of work-family supportive culture and managerial support for work-family issues are related to greater

work-family benefit use (C. A. Thompson et al., 1999) and that supervisor support is related to work-to-family conflict via perceived work-family organizational support (Kossek et al., 2011), providing further evidence of the relationship of signals of support to desirable work-family related outcomes.

Organizational Factors as a Predictor of Work-Romantic Partner Integration Supplies

In line with signaling theory, aspects of the organizational environment are expected to relate to perceptions of integration supplies. Specifically, I expect organizational signals that denote greater sexual and gender minority inclusion within the workplace will relate to desirable outcomes in the form of greater reports of WRPIS among sexual and gender minority employees. In support of this expectation, past research has shown signals of inclusivity, such as having a written nondiscrimination policy and inclusion of sexual and gender minorities within a company diversity definition, are related to lesser perceived discrimination at work within an LGB population (Ragins & Cornwell, 2001). Similarly, Ragins et al. (2007) shows perception of others at work as being a member of the LGBTQ+ community relates to greater sexual identity disclosure and lesser fear of sexual identity disclosure among sexual and gender minority employees, while Velez and Moradi (2012) shows that overall perceptions of one's workplace as LGB supportive relates to greater perceptions of person-organization fit, providing further evidence of the importance of organizational signals as it pertains to inclusion-related outcomes.

In line with this theoretical importance of signals, I examine both formal and informal organizational factors as predictors of perceived availability of integration supplies for employees in a same gender presenting romantic relationship. Both formal and informal factors are included to examine how work design related to the psychosocial work environment and perceived inclusivity climate are linked to integration availability (i.e., WRPIS) for employees in

a same gender presenting romantic relationship. Importantly, formal factors are operationalized as objectively present factors rather than perceived by the individual, while informal factors are those that are up to the interpretation and perception of the individual rather than objectively present. For example, psychological climate is based on one's perception of the aggregate environment and is an informal factor, whereas the objective inclusion or lack of inclusion of sexual and gender minority groups within a diversity statement is a formal factor. In an exemplar example depicting the need to consider both formal and informal factors, a participant in Dixon and Dougherty's (2014) qualitative study said "I know I could approach my supervisor and say 'Hey, I'm gonna bring a guy [to a company event]. I don't want anyone to freak out.' But I don't really feel comfortable doing that" (p. 11). In this instance, despite formal signals of inclusion increasing integration supplies (i.e., knowing he was allowed to bring his same gender presenting partner to a company event), the informal signals (i.e., organizational norms) still led to perceptions of low integration supplies overall for the respondent.

Related to formal factors, I expect signals of inclusivity within organizational policies and practices will positively relate to WRPIS as this signals the organization is mindful of sexual and gender minority issues and cares about creating a fair and equitable workspace for sexual and gender minority employees. In support of this expectation, Ragins and Cornwell (2001) reported a formative measure of organizational policies and practices (i.e., a series of formal signals of inclusion) positively related to lesser discrimination and greater disclosure of sexual orientation. Further, the measure was related to several career outcomes, including greater job satisfaction and career commitment as well as lesser turnover intentions. More specifically, this measure consisted of variables such as whether the organization included LGB within its definition of diversity, whether the organizational offered LGB support groups, and whether the

organizational had a nondiscrimination policy that included sexual orientation; notably, these variables were individually related to career and inclusivity outcomes as well.

Related to informal factors, I expect a reverse-scored version of perceived organizational LGBTQ+ hostility climate (i.e., an informal signal of lack of inclusion) to positively relate to WRPIS as such perceptions of LGBTQ+ acceptability signal sexual and gender minority employees are free to be themselves. In support of this, research shows measures reflecting acceptability of sexual orientation-based harassment and discrimination within a workplace is negatively related to disclosure of sexual orientation (Waldo, 1999). Similarly, analysis using samples of college students support perceptions that other students are uncomfortable around sexual and gender minority people is negatively related to degree of sexual orientation disclosure (Dentato et al., 2014). Lastly, support can be found in a recent qualitative study from Dixon and Dougherty (2014). Specifically, they reported informal signals that positioned sexual and gender minority individuals as "other," such as anti-gay statements from coworkers or organizational norms pertaining to who could discuss their family, limited one's ability to comfortably integrate their family into their work life.

Taken together, the following is hypothesized:

Hypothesis 1: Formal signals of inclusion (H1a) and informal signals of inclusion (H1b) are positively related to perceived availability of work-romantic partner integration supplies.

Work-Romantic Partner Integration Supplies as a Predictor of Work and Non-Work Outcomes

In addition to the expectation signals of inclusion relate to greater perceived availability of work-family integration supplies, I also posit the availability of WRPIS are beneficial for employees in a same gender presenting romantic relationship. Indeed, in line with signaling theory (Spence, 1973), work-family integration supplies signal the organization values employee management of the work-family interface or their families, while a lack of work-family integration supplies signals the converse. In relation to sexual and gender minorities individuals specifically, WRPIS are particularly meaningful given the lack of legal protection for sexual and gender minority individuals at the federal government level within the United States compared to heteronormative individuals (reviewed in Murphy et al., 2021). Accordingly, the resources provided by organizations are especially important for sexual and gender minority employees given the lesser number of pathways that one is given to care for their significant other regardless of organizational norms. Further, findings suggest sexual and gender minority employees perceive their families are given lesser ability to manage their work and family lives than peers with heteronormative families as these 'traditional' families are inherently assumed to have the ability to make their family visible and integrate while sexual and gender minority employees must first determine if making their family visible would be acceptable or taboo within their work environment (Dixon & Dougherty, 2014); this implies sexual and gender minority individuals are often given less resources to manage the work-family interface than peers, allowing hypotheses to be informed by various stressor-strain models that account for resources.

While several theoretical models for the stressor-strain relationship have been proposed (i.e., Bakker & Demerouti, 2007; Ganster & Rosen, 2013; Hobfoll, 1989; Karasek, 1979), one of

the most common themes is the basic idea stressors relate to more strains while resources relate to lesser strains. Based on recent meta-analytic estimates, an additive rather than multiplicative relationship between stressors and resources best predicts strain (Gonzalez-Mulé et al., 2020), supporting demands are harmful regardless of resource amount while resources are beneficial regardless of demand amount. Accordingly, the study of both stressors and resources are relevant as individual predictors in relation to strain. In this study, I posit availability of WRPIS is a resource that relates to lesser strain outcomes.

While resources can broadly be defined as job aspects that are achievement assisting or strain reducing (Bakker & Demerouti, 2007), one commonly examined resource is control. Job control has typically been defined as the "discretion the job affords people to make decisions about how and when to do their work" (Gonzalez-Mulé et al., 2020, p. 3). Given integration supplies denote the degree to which one is given the opportunity to control their integration level, a lack of WRPIS would signal a lack of control related to one's ability to navigate their work-life interface as it pertains to integrating their romantic partner into their work life. Notably, research has supported the importance and benefits of control related to work as it relates to both health and career outcomes; for example, meta-analytic results support having greater job control is related to lesser psychological strain outcomes (such as emotional exhaustion and cynicism) and greater job satisfaction (Gonzalez-Mulé et al., 2020; Luchman & González-Morales, 2013). Given the harmful outcomes associated with lack of control in one's work life, it is plausible a lack of WRPIS needed to control and manage one's work and family boundaries may also have detrimental consequences in a variety of domains.

In line with the positioning of WRPIS as a resource, the potential associated outcomes are numerous in nature given the wide range of strain outcomes detected in past research (i.e.,

Gonzalez-Mulé et al., 2020). In this study, I include family, health, and work strains as outcomes to allow for a broad analysis of how less integration supplies harm the romantic relationships, career, wellbeing of employees involved in a same gender presenting romantic relationship. Specifically, related to family, romantic relationship satisfaction is measured, while emotional exhaustion is measured for health, and job satisfaction is measured for work.

> *Hypothesis 2:* Availability of work-family integration supplies is positively related to job satisfaction (H2a) and romantic relationship satisfaction (H2b) and is negatively related to emotional exhaustion (H2c).

Individual Differences as a Boundary Condition

While it is expected greater WRPIS benefit employees in a same gender presenting romantic relationship, this effect is unlikely to be uniform across all individuals. Specifically, boundary conditions may be present that must be met for the effect to be detected and are of significant theoretical consequence. As outlined by Busse et al. (2017), theories provide the 'what,' 'how,' and 'why' aspects of a theory, while boundary conditions outline the 'who, where, when' that identify under what conditions we would expect these theoretical underpinnings to emerge as expected.

Specifically, as it pertains to the potential benefits of perceived greater WRPIS, it may be the case these beneficial effects are strongest when one desires to integrate. Notably, as outlined within Ashforth et al.'s boundary management theory (2000), individuals vary with regard to the extent they prefer work and family roles to blend. Individuals who prefer integration are comfortable removing boundaries between work and family, while those who prefer segmentation like to keep boundaries between work and family intact (Ashforth et al., 2000).

Given these preferences, integration availability may be more beneficial for those who desire to integrate. More specifically, hypotheses can be informed by the existing literature on work-family needs-supplies fit. As outlined by Kreiner (2006, p. 488), "the 'preferences-supplies' perspective, examines whether the environment (in this case, the workplace) satisfies a person's needs, values, or preferences (Kristof, 1996). When the workplace provides the person's preferred level of supplies (i.e., desired resources), fit is achieved. When the workplace provides either too little or too much of the preferred supplies, a mismatch results." Relatedly, when fit is higher, more desirable outcomes are expected to be achieved, including lesser strains.

In support of this expectation, research shows the degree to which access to a boundary management support is beneficial varies based on boundary management preferences. In an exemplar example, Rothbard and colleagues (2005) examined the relationship of flextime and onsite childcare to organizational commitment and job satisfaction and tested the moderating effect of boundary management preferences. Within this study, they found organizationally offered childcare related to greater job satisfaction for those who prefer integration and lesser job satisfaction for those who desire segmentation. In contrast, greater access to flextime related to greater organizational commitment for those who desire segmentation and lesser organizational commitment for those who prefer integration. Importantly, Rothbard and colleagues also posited flextime was a segmentation-supporting policy while onsite childcare was an integration-supporting policy, providing support the degree to which integration and segmentation supplies were beneficial was largely dependent on whether one had a desire to integrate or segment, respectively. Similarly, other research has also supported the congruence between one's desire for integration and integration supplies is related to outcomes including work-family conflict, work-family enrichment, stress, job satisfaction, and turnover intent (Bogaerts et al., 2018; Chen

et al., 2009; Kreiner, 2006), implying the interplay of the two variables is relevant in the prediction of work and health related outcomes. Additionally, measures of work-family fit have been related to marital satisfaction (Clarke et al., 2004) as well as marital tension (Pittman, 1994), positioning fit as relevant to outcomes across multiple domains.

In line with the above rationale, I expect that, among employees in a same gender presenting romantic relationship, preferences for integration or segmentation will play a crucial role in the eventual effects of integration supplies on strain outcomes. Specifically, I expect those who prefer integration and have an opportunity to integrate will display more statistically negative relationships to strain (i.e., more desirable) outcomes compared to those who prefer segmentation. In contrast, those who prefer integration and who perceive a lack of integration supplies are expected to have stronger relationships to strain.

Hypothesis 3: The interaction between WRPIS and integration preferences relates to job satisfaction (H3a), romantic relationship satisfaction (H3b), and emotional exhaustion (H3c). Specifically, expected relationships between WRPIS to desirable work, family, and health outcomes (i.e., greater satisfaction and lesser emotional exhaustion) will be stronger for those with greater integration preference than for those with less integration preferences.

A visualization of the hypothesized relationships is shown in Figure 1.

Figures

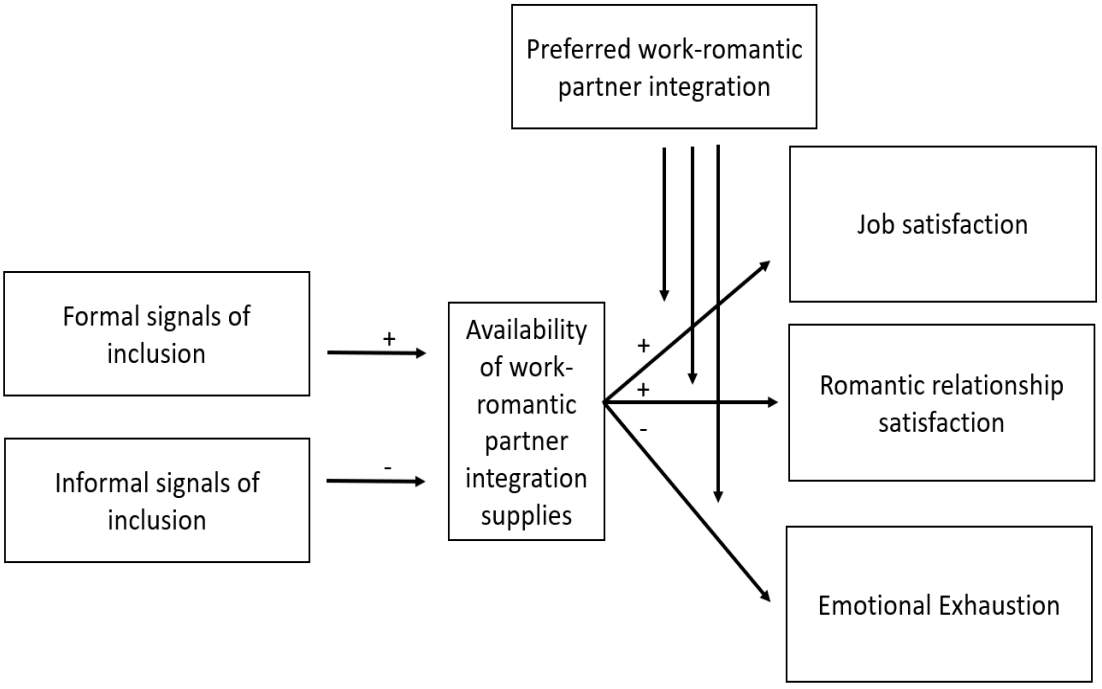

Figure 1: Visual depiction of hypothesized relationships

CHAPTER THREE:

PILOT STUDY

Given potential interrelationships between variables and planned changes to several variables within this study, a pilot study was conducted prior to execution of the main study. The pilot study had two aims.

The first aim was to analyze the nomological network of the formal and informal inclusion signals measures. Specifically, the aim was to examine whether the two types of signals were strongly related given the potential for policies and procedures (i.e., formal signals of inclusion) to influence cultural norms (i.e., informal signals of inclusion) and to examine whether the relationships from the two measures to WRPIS were similar; this was done to examine the utility of measuring both forms of signals within one model prior to execution of the main study.

The second aim was to analyze the statistical relationship between the WRPIS measures that ask the degree to which one feels they "can" engage in a behavior at work compared to the degree to which one feels they are "comfortable" engaging in a behavior at work. Notably, past research on work-family integration supplies (i.e., having access to resources that allow one the opportunity to integrate across one's work and family domains) has typically relied on the use of "able to" or "can" wording within items (e.g., Kreiner, 2006). However, qualitative reports suggest the importance of "comfort" with using supplies for the LGBTQ+ community as it pertains to integrating one's romantic partner into their work life (e.g., Dixon & Dougherty,

2014). Accordingly, parallel items were created that asked about "comfort" using supplies rather than whether one "can" (i.e., whether it is permissible) use supplies. The relationship between the two variables was then examined within this pilot study. The purpose was to examine whether the existing "can" items adequately measures WRPIS among employees in same gender presenting romantic relationships or whether "comfort" was a distinct experience that also merited examination in the main study.

To maximize reader clarity, a list of items and at which timepoints they were used can be found in Tables 1, 2, and 3.

Methods and Procedure

Participants

Eligible participants were full-time employed adults (> 30 hours per week) who identified as being a member of the LGBTQ+ community and reported being in a romantic same-sex presenting relationship for a period of at least 6 months. Additionally, several other exclusion criteria were used. First, given the focus on organizational policies and procedures, those who were self-employed were excluded. Second, those who worked remotely for at least 80% of their work week were excluded given the focus on in-person policies, procedures, and social interactions that can be expected to be less relevant for those who do not work in-person. Third, to control for country-level laws pertaining to LGBTQ+ inclusion, only those from the United States were eligible for participation. Fourth, those who work for companies with less than 50 employees were excluded given survey items pertain to employee benefits, which are not required for organizations with less than 50 employees according to the Affordable Care Act.

Participants were recruited through two main pathways. First, posts were made on social media groups with an LGBTQ+ focused membership (e.g., 'Gay Dads' on Facebook and

'r/bisexual' on Reddit). Additionally, colleagues and I reached out to members of their social networks who met the inclusion criteria and posted recruitment materials on personal social media profiles. Overall, 60 participants completed the survey. Participants were later removed for failing at least one of two insufficient effort responding checks, with materials informed by Huang and colleagues (2012). First, 8 participants were removed for answering 'Neither agree nor disagree,' 'Agree,' or 'Strongly agree' to an item reading "I have never seen someone use a cellphone,' which functioned as an attention check. Second, 1 participant was removed for inconsistent responses; specifically, they reported their romantic relationship was at least 6 months in duration in one question but reported a number under 6 months when asked for the count of the number of months they had been with their partner. Following removal of these participants, a sample of 51 participants remained.

Demographic data for the remaining participants is summarized in Table 4. On average, participants were 34.42 years old (SD = 10.75) with a median education of a four-year degree. Regarding race, participants were allowed to select multiple response options: 84% identified as White, 2% identified as Black, 6% identified as Asian, 12% identified as Latino, and 2% identified as being a member of a different racial group (i.e., "other"). Related to work, the average participant had worked in their current job for 43.16 months (SD = 10.80), worked for 50.38 hours per week (SD = 48.25), and had a median income between $60,000 and $80,000 per year. Related to their romantic relationships, the average participant had been romantically involved with their partner for 85.55 months (SD = 70.15) with 55% presenting as a relationship where two men were romantically involved and 45% presenting as a relationship where two women were romantically involved.

Survey Procedure

To examine the structure of the variables, a one timepoint survey was conducted. Participants responded to two sets of items related to the availability of WRPIS ("can" items and "comfort" items) as well as formal signals of inclusion and informal signals of inclusion within their workplace. Participants also provided demographic information.

Measures

A complete list of items and scales can be found within Tables 1, 2, and 3. Descriptive statistics for the pilot study measures can be found in Table 5.

Formal signals of inclusion. A five-item formative scale adapted from the summary of organizational policies and practices scale from Ragins and Cornwell (2001) was used. Participants responded to items such as "Does your employer include awareness of gender and sexual minority issues in diversity training," "Does your employer have a committee to discuss sexual and gender minority issues and concerns (e.g., an LGBTQ+ committee)," and "Does your employer have a written non-discrimination policy that includes sexual and gender minority identification?" Responses were recorded on four-point scales written to match the item content. For example, response options for the item reading "Does your employer have a written non-discrimination policy that includes sexual orientation and/or gender identification?" were "No, my employer does not have a written nondiscrimination policy" (scored 0), "I am unsure if my employer has a nondiscrimination policy" (scored as missing), "No, my employer has a written nondiscrimination policy but gender and sexual minority issues are omitted" (scored 0), and "Yes, my employer has a written nondiscrimination policy that includes gender and sexual minority related issues" (scored 1); item scoring was made to reflect the absence (scored 0) or presence (scored 1) of a relevant formal signal of inclusion. Scores across the items were

summed to create a formative measure of formal signals of inclusion; the mean score was 3.24 (SD = 1.56). As suggested by this mean value, participants largely reported these formal signals of inclusion were present within their organization (see Table 6), limiting the variation across responses.

Informal signals of inclusion. Eight-items adapted from the hostility subscale of lesbian, gay, bisexual, and transgendered climate inventory (LGBTCI) scale were used (Holman et al., 2019; Liddle et al., 2004) and then reverse scored such that higher scores reflected greater inclusivity. Scale items include "Gender and sexual minority employees must be secretive" and "Employees are expected to not act 'too gay'" and items were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Within this study, Cronbach's alpha reliability for the eight-item scale was 0.92.

Perceived availability of work-family integration supplies. Two versions of an adapted five-item scale from Clark (2002) were used; specifically, items were adapted from the permeability of the border around work measure. The first version of the scale measures the degree to which one "can" allow family to permeate their work boundary. A sample item is "I can have family-related items at my workplace" and responses were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Notably, I removed and replaced two items. The first, "I think about my family members when I am at work" was removed because the focus of the main study is on one's ability to make one's family visible and this item measures an integration supply that may be usable without making one's sexual orientation visible. The second, "I can hear from my romantic partner when I am at work" was removed given content overlap with the item that reads "My romantic partner can contact me while I am at work." These items were replaced with two researcher-created items that read "I can talk

freely about my romantic partner at work" and "I can bring my romantic partner to company events," which were topics discussed in Sawyer et al. (2017). Within this study, one item that read "My romantic partner can contact me while I am at work" was removed because of low inter-item correlations (multiple correlations under <.12 and highest correlation = .22) and because removal of the item improved reliability from .65 to .70. This left a four-item scale with a Cronbach's alpha reliability of 0.70. The second version of this scale used identical items except "I can" was changed to "I would be comfortable." A sample item was "I would be comfortable having family-related items at my workplace" and responses were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." None of the five items were flagged for removal and the five-item scale had a Cronbach's alpha reliability of 0.89. Higher scores indicate a greater perception of work-romantic partner integration supplies.

Results

The nomological networks of the variables were examined via bi-variate correlations (Table 7) to examine the relationships between variables.

Related to the formal and informal signals of inclusion, the correlation between the measures is categorized as low for potentially convergent measures ($r = 0.38$, $p = 0.006$); this suggests the two variables were related but not identical, providing evidence for discriminant validity. Moreover, the relationships from formal and informal signals to other variables were of differing effect sizes, further suggesting differing nomological networks.

Related to the "can" and "comfort" work-romantic partner integration supplies items, the correlation was high ($r = 0.87$, $p < 0.001$), suggesting the two variables are largely overlapping and explain approximately 75% of the variance in one another. Moreover, the relationships from

the “can” and “comfort” measures to other variables were comparable as were the means and standard deviations.

Pilot Study Discussion

Two key measurement decisions were made based on the relationships between variables. First, given the low correlation and differing nomological networks between the measures of formal and informal signals of inclusion, results suggest both measures can be considered as independent predictors; accordingly, both were selected for inclusion in the main study. Second, the inclusion of both the “can” and “comfort” WRPIS supplies items was deemed unnecessary given the large correlation between the two measures and similar response distribution of the two measures. To best align this study with past research on the work-family interface that has used the “can” measures (e.g., Kreiner, 2006; Liu et al., 2019) the “can” items were chosen for inclusion in the main study.

Tables

Table 1

Items and rating options for pilot study measures of interest

Measure (citation)	Item*	Number of Items; Rating Options
Formal signals of inclusion (Ragins & Cornwell, 2001)	Does your organization have a written nondiscrimination policy that includes sexual orientation and/or gender identification?	4 response options: (1) No, my employer does not have a written nondiscrimination policy. (2) No, my employer has a written nondiscrimination policy but gender and sexual minority issues are omitted. (3) Yes, my employer has a written nondiscrimination policy that includes gender and sexual minority issues. (4) I am unsure if my employer has a nondiscrimination policy.
	Does your organization include awareness of sexual and gender minority issues in diversity training?	4 response options: (1) No, my employer does not provide diversity training. (2) No, my employer provides diversity training but gender and sexual minority issues are omitted. (3) Yes, my employer provides diversity training that includes gender and sexual minority issues. (4) I am unsure if my employer offers diversity training.
	Does your organization offer same-sex domestic partner benefits?	4 response options: (1) No, my employer does not offer partner benefits. (2) No, my employer offers partner benefits, but not to same-sex partners. (3) Yes, my employer offers same-sex domestic partner benefits. (4) I am unsure if my employer offers partner benefits.
	Does your organization have a committee to discuss gender and sexual minority diversity issues and concerns (e.g., an LGBTQ+ committee)?	4 response options: (1) No, my employer does not have any committees to discuss employee issues and concerns. (2) No, my employer has committees to discuss issues and concems, but does not have one dedicated to gender and sexual minority diversity issues and concerns. (3) Yes, my employer has a committee to discuss gender and sexual minority diversity issues and concerns. (4) I am unsure if my employer has any committees to discuss employee issues and concerns.
	Does your organization include gender and sexual minorities in the definition of diversity?	4 response options: (1) No, my employer does not have a definition of diversity. (2) No, my employer provides a definition of diversity but gender and sexual minorities are omitted. (3) Yes, my employer provides a definition of diversity that includes gender and sexual minorities. (4) I am unsure if my employer has a definition of diversity.

Table 1 (continued)

Informal signals of inclusion (Holman et al., 2019) Stem: Please report the extent you perceive each of the following statements as representing the norms of your organization (importantly, these are not your own personal beliefs or preferences—but rather what you perceive to be the norms within your organization).	Gender and sexual minority employees must be secretive in my workplace The atmosphere for gender and sexual minority employees is oppressive in my workplace. Employees are expected to not act "too gay" in my workplace. Gender and sexual minority employees fear job loss because of gender identification and/or sexual orientation in my workplace. There is pressure for gender and sexual minority employees to stay closeted (to conceal their sexual orientation or gender identity/expression) in my workplace.	All items used a five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree
Work romantic-partner integration supplies: "Can items" (Clark, 2002)	My romantic partner can contact me while I am at work. I can have romantic partner related items (e.g., photos) at my workplace. If my romantic partner contacts me with a concern, I can pause my work to address it. I can talk freely about my romantic partner when I am at work. I can bring my romantic partner to company events.	All items used a five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree
Work romantic-partner integration supplies: "Comfort items" (Clark, 2002)	I would be comfortable if my romantic partner contacted me while I was at work. I would be comfortable having romantic partner related items (e.g., photos) at my workplace. If my romantic partner contacts me with a concern, I would be comfortable pausing my work to address it. I would be comfortable talking freely about my romantic partner when I am at work. (11) I would be comfortable bringing my romantic partner to company events	All items used a five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree

Table 2

Items and rating options for main study measures of interest

Construct (and citation)	Items	Number of Items; Rating Options	Timepoint Measured
Formal signals of inclusion Item 1 from Ragins & Cornwell (2001) Items 7-9 based on Sawyer et al. (2017) Remaining 5 items from Human Rights Campaign (n.d.) and available upon request from author	Next, we will ask you some questions about the organization that employs you, specifically about their policies and procedures. 1. Does your organization have a committee to discuss gender and sexual minority issues and concerns (e.g., an LGBTQ+ committee)?	3 response options 1) No, my organization does not have any committees to discuss gender and sexual minority issues and concerns. 2) Yes, my organization has a committee to discuss gender and sexual minority diversity issues and concerns. (2) 3) I am unsure if my organization has any committees to discuss gender and sexual minority issues and concerns. (3)	Time 1
	2. Does your organization provide financial assistance and/or reimbursement for sexual and/or gender minorities who seek to adopt or conceive a child (e.g., in vitro fertilization)?	3 response options 1) No, my organization does not provide financial assistance and/or reimbursement for sexual and/or gender minorities who seek to adopt or conceive a child. 2) Yes, my organization does provide financial assistance and/or reimbursement for sexual and/or gender minorities who seek to adopt or conceive a child. 3) I am unsure if my organization provides financial assistance and/or reimbursement for sexual and/or gender minorities who seek to adopt or conceive a child. (3)	
	3. Has your organization issued a formal statement opposing any of the anti-LGBTQ+ legislature that has been proposed in recent years (e.g., Florida's "Don't Say Gay" bill)?	3 response options 1) No, my organization has not issued a formal statement opposing any of the anti-LGBTQ+ legislature that has been proposed in recent years. 2) Yes, my organization has issued a formal statement opposing at least one of the anti-LGBTQ+ legislature that has been proposed in recent years. 3) I am unsure if my organization issued a formal statement opposing any of the anti-LGBTQ+ legislature that has been proposed in recent years.	
	4. Does your company demonstrate support for the LGBTQ+ community during June Pride Month?	3 response options 1) No, my organization does not demonstrate support for the LGBTQ+ community during June Pride Month. 2) Yes, my organization demonstrates support for the LGBTQ+ community during June Pride Month. 3) I am unsure if my organization has demonstrated support for the LGBTQ+ community during June Pride Month.	
Informal signals of inclusion (Holman et al., 2019) Stem: Please report the extent you perceive each of the following statements as representing the norms of your organization (importantly, these are not your own personal beliefs or	Gender and sexual minority employees must be secretive in my workplace The atmosphere for gender and sexual minority employees is oppressive in my workplace. Coworkers make comments that seem to indicate a lack of awareness of gender and sexual minority issues in my workplace.	All items used a five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 1

Table 2 (continued)

preferences—but rather what you perceive to be the norms within your organization).	Employees are expected to not act "too gay" in my workplace. Gender and sexual minority employees fear job loss because of gender identification and/or sexual orientation in my workplace. There is pressure for gender and sexual minority employees to stay closeted (to conceal their sexual orientation or gender identity/expression) in my workplace. Gender and sexual minority employees are met with thinly veiled hostility (e.g., scornful looks or icy tone of voice) in my workplace. Gender and sexual minority people are less likely to be mentored in my workplace.		
Perceived availability of work-family integration supplies (adapted from Clark, 2002) Items preceded by: For the next few items, please indicate the extent you agree with the following statements related to the degree to which you 'can' engage in certain behaviors:	My romantic partner can contact me while I am at work. I can have romantic partner related items (e.g., photos) at my workplace. If my romantic partner contacts me with a concern, I can pause my work to address it. I can talk freely about my romantic partner when I am at work. I can bring my romantic partner to company events.	5 response options: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 2
Preference for work-family role integration (adapted from Kreiner, 2006) Items preceded by: "For the next few items, please indicate the extent you agree with the following statements related to your preferences for keeping life with your romantic partner separate from your work life."	I don't like to have to think about concerns related to my romantic partner while I am at work. I like being able to leave concerns related to my romantic partner behind when I go to work. I prefer to keep my romantic partner separate from my work life. I don't like romantic partner concerns creeping into my work life.	5 response options: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 2
Job satisfaction (Netemeyer et al., 2010) Items preceded by: "Please rate how strongly you agree with the following statements"	All-in-all, I am satisfied with my present job. All things considered, (i.e., pay, promotion, supervisors, coworkers, benefits) I am satisfied with my present job. Generally speaking, I am very satisfied with my present job.	5 response options: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 3
Relationship satisfaction (Norton, 1983) Items preceded by: "Please report how much you agree with the following statements as it pertains to your relationship with your romantic partner"	My partner and I have a good relationship. My relationship with my partner is very stable. My relationship with my partner is strong. My relationship with my partner makes me happy. I feel like part of a team with my partner.	5 response options: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 3
Emotional exhaustion (Schaufeli et al., 1996) Items available upon request from author			Time 3

Table 3

Demographic data and control variables

Construct (and citation)	Items	Number of Items: Rating Options	Timepoint
Control variables			
Negative affect (Thompson, 2007)	Preceded by the stem: "Thinking about yourself and how you normally feel, to what extent do you generally feel" 1) Upset 2) Hostile 3) Ashamed 4) Nervous 5) Afraid	5 response options 1) Never 2) Sometimes 3) About half the time 4) Most of the time 5) All the time	Time 1
Demographics			
LGBTQ+ Status	Are you a member of the LGBTQ+ community?	2 response options 1) No 2) Yes	Time 1
Dating status	Which best describes your current relationship status?	2 response options 1) I do not have a romantic partner (i.e., you are 'single') 2) I have a romantic partner (i.e., you are not 'single')	Time 1
Self employed status	Are you self-employed?	2 response options 1) No 2) Yes	Pilot study Time 1
Geographical location	Is your workplace geographically located in the Unites States?	2 response options 1) No 2) Yes	Pilot study Time 1
Organization size	How many people work for your organization?	2 response options for pilot 1) Less than 50 people 2) 50 or more people 2 response options for main study 1) Less than 5 people 2) 5 or more people	Pilot study Main study
% of time spent at shared organizational workplace	Approximately what percentage of your typical work week do you work from a shared company office/location and not from a remote location? For this question, please treat 0% as never working in a shared company office/location and 100% as always working in a shared company office/location. If you are taking this survey from a mobile device then be sure to scroll right and confirm your reported % is what you wanted to report.	Slider from 0 (Never work in shared company office/location) to 100 (Always work in shared company office/location)	Pilot study Main study
Romantic Relationship Length	1) How long have you been engaged in your romantic relationship? a. Years b. Months	a. For years: Whole numbers from 1 to 50 as well as a "More than 50 years" option. b. For months; Whole numbers from 1 to 11	Pilot study Time 1

Table 3 (continued)

Gender presentation of romantic relationship	What best describes how your romantic relationship presents? What best describes how the gender of you and your partner outwardly present? I present as: My partner presents as:	2 response options for pilot 1) My partner and I both present as men 2) My partner and I both present as women 5 response options: 1) Woman 2) Man 3) Non-binary or genderqueer 4) Prefer to self-identify: [ ] 5) Prefer not to answer	Pilot study Time 1
Romantic relationship status	Which best describes your romantic relationship?	5 response options 1) Romantically involved but not living together, engaged, married, or in a domestic partnership 2) Living with partner but not engaged, married, or in a domestic partnership 3) Engaged 4) Domestic partnership 5) Married	Time 1
Sexual Orientation	Please identify what best describes your sexual orientation	6 response options: 1) Straight or heterosexual 2) Gay, lesbian, or homosexual 3) Bisexual or pansexual 4) Asexual 5) Prefer to self-identify: [ ] 6) Prefer not to answer	Time 1
Transgender	Do you identify as transgender?	4 response options: 1) No 2) Yes 3) Prefer to self-describe: [ ] 4) I prefer not to answer	Pilot study Time 1
Age	Please report your age in years	Response options will range from 18 to 80 with an additional option that reads "> 80"	Pilot study Time 1
Income	Please indicate your individual yearly income including regular pay, overtime, and bonuses, before taxes.	Response options will be provided in $10,000 increments ranging from "Under $9,999" to "Over $200,000"	Pilot study Time 1
Education	What is the highest level of education that you have completed?	7 response options: 1) Less than high school 2) High school graduate 3) Some college 4) 2 year degree 5) 4 year degree 6) Masters degree 7) Doctorate degree	Pilot study Time 1

Table 3 (Continued)

Ethnicity	What is your ethnicity?	6 response items (participants will be allowed to select multiple responses) 1) African-American, Black, or Afro-Carribbean 2) Asian/Pacific Islander 3) Hispanic or Latino 4) Native American or American Indian 5) White or Caucasian 6) Other (Please Specify):	Pilot study Time 1
Work Hours	2 items 1) Do you currently work at least 30 hours per week for pay? 2) How many hours do you work per week for pay?	1) 2 response options a. No b. Yes 2) Response options will range from 1 to 168	Pilot study Time 1
Job tenure	Preceded by the stem: How long have you worked in your current job role? 1) Years: 2) Months:	For years: Whole numbers from 1 to 50 as well as a "More than 50 years" option For months; Whole numbers from 1 to 11	Pilot study Time 1
Workplace tenure	Preceded by the stem: How long have you worked in your current physical job location? 1) Years: 2) Months:	For years: Whole numbers from 1 to 50 as well as a "More than 50 years" option For months; Whole numbers from 1 to 11	Time 1
Organization tenure	Preceded by the stem: How long have you worked in the following job? 1) Years: 2) Months:	For years: Whole numbers from 1 to 50 as well as a "More than 50 years" option For months; Whole numbers from 1 to 11	Time 1
Attention checks			
Partner adjectives	Please describe your romantic partner using three adjectives.	Open ended	Time 1
Open feedback	As researchers, we strive to understand the topics we study to the best of our ability. Please use the space below to elaborate on any responses or to provide any information that you think would be useful to the researchers. We appreciate your time.	Open ended	Time 1 Time 2 Time 3
State residence	Given regional differences in culture within the United States, we would like you to provide some information on the general location from where you are taking this survey. 1) From which state are you taking this survey? 2) Are you currently traveling such that you are not in your state of residence?	 Dropdown of all 50 states No/Yes	Time 1 Time 2 Time 3
Attention check: Run 10 miles	I can run 10 miles in 2 minutes.	Five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 1
Attention check: Work 16 months	How often do you work sixteen months in one year?	Six response options 1) Never 2) Less than once per month 3) Once or twice per month	Time 1

Table 3 (continued)

		4) Once or twice per week 5) Once or twice per day 6) Several times a day	
Attention check: Run 14 miles	I can run fourteen miles in two minutes	Five-point Likert scale: 1) Strongly disagree 2) Somewhat disagree 3) Neither agree nor disagree 4) Somewhat agree 5) Strongly agree	Time 2
Attention check: Used computer	I have never used a computer.	Five-point Likert scale: 6) Strongly disagree 7) Somewhat disagree 8) Neither agree nor disagree 9) Somewhat agree 10) Strongly agree	Time 2
Attention check: Paid by ghosts	I am paid weekly by ghosts.	Seven response options 1) Never 2) A few times a ear or less 3) Once a month or less 4) Once a month 5) A few times a month 6) A few times a week 7) Every day	Time 3
Attention check: Seen computer	I have never seen a computer.	Five-point Likert scale: 11) Strongly disagree 12) Somewhat disagree 13) Neither agree nor disagree 14) Somewhat agree 15) Strongly agree	Time 3

Table 4

Participant demographic data within pilot study

Variable	Mean	SD	Median	Min	Max	Skew	Kurtosis
Age	34.42	10.75	32.0	18	69	1.25	1.41
Income	9.66	5.91	7.5	1	21	0.75	-0.58
Education	4.40	1.58	5.0	1	6	-0.72	-0.68
Average paid work hours per week	43.16	10.80	40.0	20	80	0.81	2.07
Job tenure (months)	50.38	48.25	39.0	4	274	2.29	7.23
Ethnicity: White (0 = No, 1 = Yes)	0.84	0.37	1.0	0	1	-1.83	1.38
Ethnicity: Black (0 = No, 1 = Yes)	0.02	0.14	0.0	0	1	6.73	44.12
Ethnicity: Asian (0 = No, 1 = Yes)	0.06	0.24	0.0	0	1	3.64	11.48
Ethnicity: Latino (0 = No, 1 = Yes)	0.12	0.33	0.0	0	1	2.30	3.38
Ethnicity: Other (0 = No, 1 = Yes)	0.02	0.14	0.0	0	1	6.73	44.12
Gender presentation of romantic relationship	0.55	0.50	1.0	0	1	-0.19	-2.00
Romantic relationship length (months)	85.55	70.15	70.0	6	324	1.29	1.50

Note: N = 51 Income was coded in $10,000 increments from 'Under $9,999' (coded 1) to 'Over $300,000' (coded 31). Education was coded 'Less than high school' = 1, 'High school graduate' = 2, 'Some college' = 3, '2 year degree' = 4, '4 year degree = 5', 'Masters degree' = 6, 'Doctorate degree' = 7. Gender presentation of romantic relationship was coded 0 for those in a romantic relationship that present as two women and 1 for those in a romantic relationships that present as two men

Table 5

Descriptive data for focal variables within pilot study

Variable	Mean	SD	Median	Min	Max	Skew	Kurtosis
Formal signals of inclusion	3.24	1.56	3.00	0.00	5	-0.76	-0.26
Informal signals of inclusion	4.10	0.88	4.38	1.38	5	-1.12	0.59
WRPIS (Can items)	4.41	0.70	4.50	1.50	5	-1.83	4.34
WRPIS (Comfort items)	4.51	0.69	4.80	1.00	5	-2.82	11.05

Table 6

Counts of formal integration supplies responses within pilot study

Response	Is a non-discrimination policy provided?	Is a formal diversity definition provided?	Is diversity training provided	Are same-sex couple benefits provided	Is a diversity committee provided?
Not provided	3	5	8	4	9
Unsure if provided	5	9	7	10	9
Provided, but LGBTQ+ omitted	1	2	3	1	14
Provided and LGBTQ+ included	42	35	33	36	19

Table 7

Means, standard deviations, and bivariate correlations within pilot study

Variables	**1**	**2**	**3**	**4**
1. Formal signals of inclusion	-			
2. Informal signals of inclusion	0.38**	(0.92)		
3. Work-romantic partner integration supplies (can)	0.27	0.70**	(0.70)	
4. Work-romantic partner integration supplies (comfort)	0.30*	0.70**	0.87**	(0.89)
Mean	3.24	4.10	4.41	4.51
Standard deviation	1.56	0.88	0.70	0.69

Note: N = 51. * p < .05, ** p < .01.

CHAPTER FOUR:

MAIN STUDY

Following the pilot study, hypotheses were tested within the main study.

Methods and Procedure

Participants

Participants were full-time employed adults (> 30 hours per week) who identified as a member of the LGBTQ+ community and reported being in a same gender presenting romantic relationship (i.e., relationships that outwardly present as two men who are romantically involved or two women who are romantically involved). Additionally, several exclusion criteria were used. First, those who were self-employed were excluded given the focus on organizational policies and procedures. Second, those who worked remotely for at least 80% of their work week were excluded given the focus within the study on in-person policies and procedures that are expected to be less relevant for those that do not work in-person. Third, to control for country-level laws pertaining to LGBTQ+ inclusion, only those from the United States were eligible. Given the niche nature of the sample, requirements related to organization size were relaxed to increase the potential pool of participants; specifically, I reduced the number of employees who must be employed by one's organization from 50 to 5. This decision was made as it increased the percentage of the workforce whose employer size would render them eligible for the study from approximately 72% to approximately 95% based on the 2022 Bureau of Labor Statistics report (Bureau of Labor Statistics, 2022). Additionally, the requirement for at least 5 employees within

one's company was thought to be large enough to allow for participants to interact with multiple coworkers and to provide reports on cultural inclusiveness.

Multiple recruitment pathways were used. First, partnerships were made with six professional groups (e.g., Reckoning Trade Project, Society of Industrial-Organizational Psychology LGBTQIA+ Committee, GLMA: Health Professionals Advancing LGBTQ Equality) who shared the study with their organizational membership. Second, partnerships were made with 45 LGBTQ+ related social media groups (e.g., 'LGBTQ Professionals' and 'LGBTQ Teachers' on Facebook, 'r/gay' on Reddit, and 'LGBT-Friendly Professional Network' on LinkedIn) who allowed the study to be shared on their social media group pages. Third, publicly available email addresses from LGBTQ+ professional organizations (e.g., Stonewall Bar Association of Georgia and LGBTQ+ Real Estate Alliance) were used to send direct email invitations. Fourth, posts were made on the social media profiles of members of the study team. Fifth, advertisements were made on Grindr (an LGBTQ+ dating, friendship, and marketplace mobile application). Using only publicly available counts of group membership, the study recruitment materials were made available to over 900000 individuals. To encourage participation, participants were given the opportunity to opt-in to receive a $5 Amazon gift card following completion of the Time 2 and Time 3 surveys (for a total of $10).

Using these pathways, 5257 responses were collected. Due to the use of online recruitment strategies, the study was vulnerable to survey farms and survey bots that fraudulently take the study multiple times for compensation (e.g., Moss, 2018). To combat this, multiple checks were used at each timepoint to identify and remove such responders.

At Time 1, I used insufficient effort responding techniques (e.g., attention and inconsistency checks) as well as examination of open-ended responses. Attention check items

consisted of two items: “How often do you work sixteen months in one year?” (scored on seven-point frequency scale that ranged from “Never” to “Several times a day”) and “I can run 10 miles in 2 minutes” (scored on five-point scale that ranged from “Strongly disagree” to “Strongly agree”); those responding in agreement with these items were flagged for removal. Inconsistency checks included two items related to work hours: “Do you currently work 30 hours per week for pay” and “How many hours do you work peer week for pay?” Those responding “Yes” within the former question but reporting under 30 hours in the latter question were flagged for removal. Additionally, those with nonsensical or patterned open ended responses to one’s job title (e.g., “Low-level employee” and “Ordinary staff”), an item reading “Please use the space below to elaborate on any responses or to provide any information that you think would be useful to the researchers” (e.g., seven consecutive responses read “As a gay man, I hope we are not treated differently”), and/or an item asking participants to provide three adjectives about their partner (e.g., only writing one word) were flagged for removal. Using these techniques, 4689 participants were removed, leaving 568 who were sent Time 2.

Of these 568 participants, 357 completed Time 2. In order to further identify illegitimate respondents, a series of items were used to detect inconsistent responses across timepoints. Specifically, at both Time 1 and Time 2, participants responded to two items related to their location. First, they were asked from which state they were responding. Second, they were asked if they were currently traveling such that they were not in their home state. Those who reported different states and did not report traveling out of their home state at either timepoint and those who reported the same state as both their home state and a state they were traveling to were removed from the study and not sent the Time 3 survey. Using this technique, 50 participants were removed; this left a sample of 307 who were sent Time 3.

Of these 307 participants, 206 completed Time 3. Similar to previous time points, several procedures were used to help ensure data quality.

First, participants were asked during Time 3 to provide an email address for their partner if they were also participating in this study; this was framed as being necessary to improve statistical estimates and the quality of data. Individuals who responded with the same email as the one they used to participate were removed from the final sample. Through this technique, 6 participants were removed.

Second, two attention checks were administered at Time 2 as well as at Time 3. Items used at Time 2 were "I can run fourteen miles in two minutes" (scored on five-point scale that ranged from "Strongly disagree" to "Strongly agree") and "I have never used a computer" (scored on five-point scale that ranged from "Strongly disagree" to "Strongly agree"). Items used at Time 3 were "I am paid weekly by ghosts" (scored on seven-point frequency scale that ranged from "Never" to "Every day") and "I have never seen a computer" (scored on five-point scale that ranged from "Strongly disagree" to "Strongly agree"). Participants were considered to have failed one of the five-point attention checks if they responded "Somewhat agree" or "Strongly agree" and to have failed the seven-point attention check item if they did not respond "Never." Those who failed both attention checks at either time point were removed. Through this technique, 10 participants were removed due to Time 2 responses and 3 participants were removed due to Time 3 responses.

Third, the state and traveling questions used during Time 1 and Time 2 were also used at Time 3. Individuals who reported multiple home states (i.e., they reported different states across timepoints and that they were not traveling out of their home state during either timepoint or

reported the same state but differing traveling statuses across timepoints) were removed; through this technique, 20 participants were removed.

Fourth, participants who reported their relationship status or job status had changed were removed. This decision was made to ensure responses at later timepoints adequately represented their relationship and job experience as reported at Time 1. Specifically, I removed those who reported no longer having the same partner at either Time 2 or Time 3; through this technique, 13 were removed. Additionally, I removed those who reported they no longer worked for the same organization at either Time 2 or Time 3; through this technique, 4 participants were removed.

Lastly, in line with suggestions from Huang et al. (2012), participants were removed for responding to questions too quickly; this is thought to reflect insufficient effort responding. Past research has used two seconds per question as a benchmark value such that those who respond in under two seconds per question were removed (Bowling et al., 2016). Erring on the side of being too conservative rather than too lenient because of the recruitment strategies used, three seconds per question was used as the threshold. This led to the removal of 0 participants at Time 1, 10 participants at Time 2, and 2 participants at Time 3.

Following this rigorous exclusion process, a final sample of 138 individuals who were involved in a committed same gender presenting romantic relationship and took all three surveys remained. Demographic data for the final sample of participants within the main study can be found in Table 8. On average, participants were 32.19 years old (SD = 8.49) with a median education of a four-year college degree. For race, participants were allowed to select multiple response options: 81% identified as White, 11% identified as Black, 5% identified as Asian, 6% identified as Latino, and 1% identified as a member of another group (“other”). Related to work, the average participant had worked at their current workplace for 43.73 months (SD = 39.03),

worked for 39.73 hours per week (SD = 7.94) and had a median income between $60,000 and $70,000 per year. Related to their romantic relationships, the average participant had been romantically involved with their partner for 69.72 months (SD = 61.49) with 61% presenting as a relationship where two men were romantically involved and 39% presenting as a relationship where two women were romantically involved. Related to relationship status, 21 reported being romantically involved but not living together, engaged, married, or in a domestic partnership, 57 reported living with partner but not engaged, married, or in a domestic partnership, 16 reported being engaged, 9 reported being in a domestic partnership, and 35 reported being married to their partner. Lastly, related to one's sexual and gender identity, 115 identified as gay, lesbian, or homosexual, 19 identified as bisexual or pansexual, 2 identified as asexual, and 2 preferred to self-identify; 31 participants identified as transgender.

Survey Procedure

To help rule out spurious mood effects, a multiple timepoint survey was employed to space data collection across three waves with each separated by one month. Demographics, formal signals of inclusion, and informal signals of inclusion were collected at Time 1 with availability of WRPIS and preferred work-romantic partner role integration collected at Time 2 and job, family, and health outcomes collected at Time 3.

Measures

A complete list of items and scales can be found within Tables 1, 2, and 3. Descriptive statistics for the main study measures can be found in Table 9.

Formal signals of inclusion. In order to increase variance within this scale compared to the pilot study, a nine-item scale that combined one item from Ragins and Cornwell (2001), five items from the Human Rights Campaign's employee benefits and policies questionnaire (Human

Rights Campaign, n.d.), and three researcher created items was used. Participants responded to items such as, "Does your organization have a committee to discuss gender and sexual minority issues and concerns (e.g., an LGBTQ+ committee)," "Does your organization offer FMLA-equivalent benefits that allow employees to take family and medical leave to care for same-sex partners as well as the children of a same sex-partner, regardless of biological or adoptive status," and "Does your company demonstrate support for the LGBTQ+ community during June Pride Month?" Items were scored on three-point scales written to match the item content. For example, response options to the item reading "Does your organization have a committee to discuss gender and sexual minority issues and concerns (e.g., an LGBTQ+ committee)?" were "No, my organization does not have any committees to discuss gender and sexual minority issues and concerns." (scored 0), "I am unsure if my organization has any committees to discuss gender and sexual minority issues and concerns" (scored as missing), and "Yes, my organization has a committee to discuss gender and sexual minority diversity issues and concerns" (scored 1). Scores were summed across the items to create a formative measure of formal signals of inclusion. The mean score was 3.62 (SD = 2.55); counts of the responses to each item can be found in Table 10.

Informal signals of inclusion. Eight-items adapted from the hostility subscale of lesbian, gay, bisexual, and transgendered climate inventory (LGBTCI) scale were used (Holman et al., 2019; Liddle et al., 2004) and then reverse scored such that higher scores reflect greater inclusivity. Scale items include "Gender and sexual minority employees must be secretive" and "Employees are expected to not act 'too gay'" and items were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Within this study, Cronbach's alpha reliability for the eight-item scale was 0.92.

Perceived availability of work-romantic partner integration supplies. A modified nine-item scale of permeability of the border around work from Clark (2002) was used. Informed by the pilot study, WRPIS items were adapted to focus on romantic partner integration and language reflected whether supplies "can" be used. A sample item is "I can have family-related items at my workplace" and responses were scored on a five-point scale that ranges from "Strongly disagree" to "Strongly agree." In addition to the changes noted in the pilot study, five additional items were added based on the qualitative reports from Sawyer and colleagues (2017). The additional items kept the same stem ("In my work environment," and read as follows: "I can disclose the gender of my romantic partner with organizational stakeholders (i.e., coworkers, clients)", "I can show physical affection (i.e., give a hug) to my romantic partner in front of work-related individuals", "I can speak about my partner without altering any information about them (i.e., using their name and/or pronouns)," "I can share details and/or memories about my romantic partner with work-related individuals," and "I can acknowledge the role of my romantic partner in any future social or life plans." This left a nine-item scale and Cronbach's alpha reliability was 0.90. Given the additional items, a confirmatory factor analysis was conducted wherein all items were loaded onto one factor; fit was acceptable (CFI = 0.93, SRMR = 0.06).

Preference for work-romantic partner role integration. In line with past operationalizations of segmentation and integration preferences on a continuum, four segmentation preferences items from Methot and LePine (2016) were adapted and then reverse scored such that higher scores reflected a greater preference for integration of family into the work domain. Specifically, the scale was adapted to measure one's preference to integrate their romantic partner into their work domain rather than a broader preference to integrate one's family, which one may or may not include one's romantic partner based on marital status; these

items are parallel to the original scale, except "non-work" has been changed to "my romantic partner." A sample item is "I like being able to leave concerns related to my romantic partner behind when I go to work" and responses were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Cronbach's alpha reliability was 0.77.

Job satisfaction. A four-item measure of job satisfaction from Netemeyer et al. (2010) was used. A sample item is "All-in-all, I am satisfied with my present job" and responses were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Cronbach's alpha reliability was 0.88.

Romantic relationship satisfaction. A five-item measure adapted from the Quality Marriage Index (Norton, 1983) was used; specifically, items were reworded to reflect a general romantic relationship rather than a marital relationships. A sample item is "My relationship with my partner is strong" and responses were scored on a five-point scale that ranged from "Strongly disagree" to "Strongly agree." Cronbach's alpha reliability was .89.

Emotional exhaustion. Five emotional exhaustion items from the Maslach Burnout Inventory (Schaufeli & Buunk, 1996) were used. A sample item is "I feel emotionally drained from my work" and responses were scored on a seven-point scale that ranged from "Never" to "Every day." Cronbach's alpha reliability was .92.

Controls. Control variables were selected in line with suggestions from Spector and Brannick (2011). Specifically, variables were included if they were thought to relate to both the predictors and their related outcomes.

First, given the expectation formal and informal signals of inclusion positively relate to WRPIS while WRPIS relates to work, health, and romantic relationship outcomes, both formal and informal signals of inclusion were included as predictors of job satisfaction, romantic relationship satisfaction, and emotional exhaustion. This decision was made in line with past

research supporting formal signals of inclusion (e.g., LGBTQ+ inclusive policies and procedures) and informal signals of inclusion (e.g., LGBTQ+ hostility climate) as predictors of work, health, and family outcomes (Ragins & Cornwell, 2001; Webster et al., 2018). From a practical sense, the inclusion of these variables as predictors of outcomes also allows results to inform on whether these outcomes are better explained by broader diversity, equity, and inclusion resources or the specific diversity, equity, and inclusion resources provided by WRPIS. Through this, an improved understanding of the utility of WRPIS as a novel or more effective measure of diversity, equity, and inclusion experiences will be achieved.

Second, negative affect was included as a control variable given a general predisposition towards negative emotions and perceptions may deflate one's reports of informal inclusion signals and work-family integration supplies given higher scores on each would denote a more positive evaluation. Additionally, negative affect is related to lesser satisfaction (Heller et al., 2002) and greater emotional exhaustion (Wright & Cropanzano, 1998), providing additional rationale to control for its effects. To measure negative affect, a five-item measure from E. R. Thompson (2007) was used. A sample item is "Thinking about yourself and how you normally feel, to what extent do you generally feel: Ashamed" and responses were scored on a five-point scale that ranged from "Never" to "Always." Cronbach's alpha reliability was 0.79.

Third, three aspects of one's work experience were controlled. One, in line with the expectation organizational signals would be less important for those who spend less time in a shared company location/worksite as well as research that informs on the role of remote work in improved wellbeing outcomes for sexual and gender minorities (Amerikaner et al., 2023), the percentage of time one spends working at a shared work location was controlled; this was recorded using one item that read "Approximately what percentage of your typical work week do

you work from a shared company office/location and not from a remote location?" on a 101-point sliding scale that had "0 (Never work in shared company office/location" and "100 (Always work in shared company location)" on the scales' poles. Two, the employee benefits legally required by organizations within the United States varies based on organization size, such that organizations with under 50 employees have less regulations. Given the focus on formal signals of inclusion (including benefits) within this study, a binary variable denoting whether one's employer had under 50 (coded 0) or 50+ (coded 1) employees was controlled. This was recorded using one item that read "Which best describes how many people are employed by your organization?" with responses options modeled after the Bureau of Labor Statistics survey (Bureau of Labor Statistics, 2022); responses were then dichotomized to denote whether 50 or more people worked at the organization. Third, one's tenure within their workplace was controlled given lengthier tenures would allow one more opportunity to develop high-quality relationships with in-person peers who could provide informal signals of inclusion. Additionally, following the attraction, selection, attrition model (Schneider, 1987), individuals are thought to be more likely remain at organizations where they feel they "fit." Related to sexual and gender minorities, the degree to which an organization and its workplace is inclusive may be relevant to that fit, which may have implications for work, family, and health outcomes (Kreiner, 2006; Kristof-Brown et al., 2005). This information was operationalized by recording the number of years and months the participant had worked within their workplace and then calculating the total number of months.

Fourth, data suggests experiences vary across the various groups that make up the LGBTQ+ community, including stressors related to work, family, and health outcomes; as summarized by Mink et al., "Like any large population, LGBTQ members share many similar

experiences, needs, and traits, but differences among subgroups also impact their experience with stress, stigma, and health outcomes" (Mink et al., 2014, page 505). Accordingly, I controlled for self-reported gender presentation of the relationship (romantic relationship presents as two women coded 0 and romantic relationship presents as two men coded 1) as well as transgender status (does not identify as transgender coded 0 and does identify as transgender coded 1).

Results

Prior to the analysis of hypotheses, model fit was examined to confirm items from reflective scales (informal signals of inclusion, WRPIS, preference for work-romantic partner integration, negative affect, job satisfaction, emotional exhaustion, and romantic relationship satisfaction) loaded onto their respective measures using a CFA within the 'lavaan' package (Rosseel, 2012) in R (R Core Team, 2019); specifically, items were set to load onto their factor and only their factor. Informed by suggestions from Hu and Bentler (1999), CFI and SRMR were used to evaluate model fit. Model fit was acceptable (CFI = 0.87, SRMR = 0.08), allowing for further analysis. Unstandardized path estimates are reported.

Following examination of model fit, correlations between variables were examined (Table 11) with initial support provided for several hypotheses. Most notably, informal signals of inclusion was significantly related to integration supplies ($r = 0.51$, $p < 0.001$), job satisfaction ($r = 0.36$, $p = 0.001$), romantic relationship satisfaction ($r = 0.36$, $p = 0.001$) and emotional exhaustion ($r = -0.35$, $p = 0.001$), while formal signals of inclusion was significantly positively related to perceived availability of WRPIS ($r = 0.17$, $p = 0.04$) but not significantly related to the other outcomes ($p > .05$); overall, this provides initial support for H1. Additionally, WRPIS was significantly related to romantic relationship satisfaction ($r = 0.38$, $p < 0.001$), but was not

significantly related to job satisfaction (r = 0.12, p = 0.17) nor emotional exhaustion (r = -0.05, p = 0.57), providing initial partial support for H2.

Hypotheses were tested using a path model created within lavaan (Figure 2) that featured 1000 bootstraps; 1000 bootstraps was chosen as this number has been used within previously published organizational psychology research (e.g., Barnes et al., 2017; Thau & Mitchell, 2010) and because past suggestions related to conducting bootstrap analyses have posited this amount as adequate for calculation of 95% confidence intervals (Carpenter & Bithell, 2000; Davidson & MacKinnon, 2000). Given the intent to examine interaction effects between perceived availability of WRPIS and preference for work-romantic partner integration, these measures were centered around their respective means and an interaction term was created by multiplying the centered scores together. Prior to analysis of the individual paths within the model, the overall fit of the model was examined. Once again, the CFI and SRMR scores were examined in line with Hu and Bentler (1999). Using this evaluation technique, model fit was deemed acceptable (CFI = 0.92, SRMR = 0.03). Following examination of model fit, specific paths were examined to test hypotheses. Notably, a maximum likelihood estimator was used; one participant did not provide information on workplace tenure, and, thus, they were not included within this analysis. The full list of estimated paths for this model can be found in Table 12.

Hypothesis 1 stated formal signals of inclusion (H1a) and informal signals of inclusion (H1b) are positively related to perceived availability of WRPIS. To test H1a, the path from formal signals of inclusion to perceived availability of WRPIS was examined. Results did not support a direct relationship between formal signals of inclusion and WRPIS (B = 0.03, p = 0.17). To test H1b, the path from informal signals of inclusion to perceived availability of

WRPIS was examined. In support of H1b, results suggest a significant positive relationship between informal signals of inclusion and perceived availability of WRPIS (B = 0.35, $p < 0.001$).

Hypothesis 2 stated perceived availability of WRPIS is positively related to job satisfaction (H2a) and romantic relationship satisfaction (H2b) and negatively related to emotional exhaustion (H2c). To test H2a, the path from perceived availability of WRPIS to job satisfaction was examined. Results indicated a non-significant relationship between the variables (B = -0.04, $p = 0.74$). To test H2b, the path from perceived availability of WRPIS to romantic relationship satisfaction was examined. Results suggest a significant positive relationship between the variables (B = 0.23, $p = 0.02$), providing support for H2b. To test H2c, the path from perceived availability of WRPIS to emotional exhaustion was examined. Results were not significant (B = 0.31, $p = 0.13$).

Hypothesis 3 stated the relationship between perceived availability of WRPIS and job satisfaction (H3a), romantic relationship satisfaction (H3b), and emotional exhaustion (H3c) would each be stronger among individuals with a greater preference for work-romantic partner integration. To test these hypotheses, the path from the interaction term created by multiplying perceived availability of WRPIS and preference for work-romantic partner integration to each outcome was examined. No significant moderating effects were observed for job satisfaction (B = 0.00, $p = 0.96$), romantic relationship satisfaction (B = -0.10, $p = 0.47$), nor emotional exhaustion (B = -0.06, $p = 0.72$). Taken together, no support was provided for Hypothesis 3.

Supplemental analyses

Following hypothesis testing, four overarching types of supplemental analyses were conducted.

Mediation testing. First, using the hypothesis testing model, I tested the role of perceived availability of WRPIS as a mediator of the relationship between informal signals of inclusion and romantic relationship satisfaction using the Preacher and Hayes bootstrapping approach (2004). This decision was made given the theoretical placement of informal signals of inclusion as a predictor of perceived availability of WRPIS and perceived availability of WRPIS as a theoretical predictor of romantic relationship satisfaction. While a direct effect from informal signals of inclusion and romantic relationship satisfaction was not supported (B = .05, 95% confidence interval [-.09, .20]), results did support an indirect effect via perceived availability of WPRIS as a mediator (B = .08, 95% confidence interval [.01, .16]).

Effect size comparisons. Second, the estimates from the hypothesis testing model were standardized to allow for comparison of the relationships from formal signals of inclusion and informal signals of inclusion to perceived availability of WRPIS. Notably, the estimated relationship between informal signals of inclusion and perceived availability of WRPIS was larger (β = .43, 95% confidence interval [.26, .61]) than the relationship between formal signals of inclusion and perceived availability of WRPIS (β = .10, 95% confidence interval [-.03, .24]) and the confidence intervals did not overlap. Taken together, this suggests a stronger relationship between informal signals of inclusion and perceived availability of WRPIS than formal signals of inclusion and perceived availability of WRPIS.

Robustness checks. Third, robustness checks were conducted using the lavaan package with all models using 1000 bootstraps and a maximum likelihood estimator; because workplace tenure was not included in these analyses, the full sample of 138 participants was used. To begin, an alternative model was examined without any control variables. Hypothesized relationships remained consistent across the model with and without control variables, implying the reported

significant relationships between variables were not due to the inclusion of any control variables. However, overall model fit without controls was poor (CFI = 0.77, SRMR = 0.09).

Next, given the poor model fit indicated in the model without any control variables, the model was re-fit while including both formal and informal signals of inclusion as predictors of job satisfaction, romantic relationship satisfaction, and emotional exhaustion. These variables were chosen for inclusion given they were already positioned as indirectly related to these outcome variables via perceived availability of WRPIS. Model fit improved after allowing for estimation of these direct paths and was acceptable (CFI = 0.90, SRMR = 0.05). Once again, the statistical significance (based on $p < .05$) of the hypothesized predictors was consistent across the models, implying results were not due to the inclusion of any control variables that were not included as variables of interest within the hypothesized model (shown in Figure 1). The lone change from the model featuring all control variables was the path from informal signals of inclusion to romantic relationship satisfaction became statistically significant (B = 0.16, p = 0.02) after omitting the additional control variables (e.g., negative affect and individual demographics).

Additionally, the previous model that featured planned hypotheses plus direct effects of informal and formal signals on job satisfaction, romantic relationship satisfaction, and emotional exhaustion was re-examined after removing the 31 transgender participants. This decision was made given the unique stressors experienced by transgender individuals compared to those who identify as cisgender (Mink et al., 2014; Sawyer et al., 2016), such as misgendering (McLemore, 2018) as well as lesser social support and greater harassment (Factor & Rothblum, 2007); notably, the Sawyer et al. (2017) qualitative study that highlighted the lack of work-romantic partner integration supplies among sexual minorities did not include transgender individuals.

Relationships were largely consistent between this model and the one discussed in the previous paragraph. One notable change is the relationship between perceived availability of WRPIS and romantic relationship satisfaction was not statistically significant (p = 0.07) even though the path estimate (B = 0.28) was larger. This is due to the greater uncertainty in the path's confidence interval (SE = .15) compared to the previous model (SE = .09), likely related to the lesser sample size in the cisgender-only sample compared to the full sample of individuals in same gender presenting romantic relationships. To facilitate comparisons of the estimated paths across models that use different control variables, a summary table was created to display the estimates of the paths used for hypothesis testing (Table 13); as shown, effect sizes were generally consistent across models.

Multi-group comparisons. Fourth, three multi-group path analyses were conducted using lavaan to identify potential interaction effects; models used 1000 bootstraps and a maximum likelihood estimator. Given the previously noted consistency within the model featuring all controls and the model using only formal and informal signals of inclusion as controls, all control variables except for formal and informal signals of inclusion were omitted within these analyses to create more parsimonious models that would allow for greater focus on the hypothesized relationships of interest. Using lavaan, the group was set to one of three binary variables within a multi-group path analysis: gender presentation of romantic relationship (those in romantic relationships that present as two men and those in romantic relationships that present as two women), employer size (under 50 employees and 50 or more employees), and percentage of time spent working remote (less than 80% of the work week spent at shared company office/location and 80% or more of work week spent at shared company office/location).

Specifically, two models were created for each of the three grouping variables in order to identify potentially significant interaction effects within a multigroup moderation framework as used in past research (e.g., Doxbeck et al., 2021). Within the first model, all aspects of the models were allowed to vary between groups *including* the path estimates between variables. Within the second model, all aspects of the models were allowed to vary between groups (e.g., means, variance, etc.) *except for* the path estimates between variables, which were constrained to be equivalent across the two groups. Following estimation of these models, an analysis of variance was conducted to ascertain whether model fit was improved when path estimates were allowed to vary compared to when they were not.

Importantly, results did not suggest a significant difference between the two models ($p > .05$) when employer size or percentage of time spent working remote was inputted as a grouping variable; thus, additional analyses to detect significant interaction effects related to these variables were not conducted. However, results did suggest a significant difference between the two models when gender presentation of romantic relationship was inputted as a grouping variable ($\Delta\chi2 = 31.75$, $p = .02$). Analysis of the AIC and BIC reflected improved fit for the model allowing path estimates to vary (AIC = 1388, BIC = 1502) compared to the model that did not allow path estimates to vary (AIC = 1390, BIC = 1554); analysis of CFI and SRMR also provided evidence of acceptable fit for the model that allowed path estimates to vary (CFI = .92, SRMR = .04). Given this, further analyses were conducted to identify the specific paths that varied by gender presentation of romantic relationship.

Specifically, following comparison of the model fit, the estimates and confidence intervals for the path estimates were compared between the group whose romantic relationship presented as two men and the group whose romantic relationship presented as two women.

Estimates displaying a potentially meaningful amount of variation between groups were then examined in greater detail using a multiple regression approach. The use of multiple regressions to examine interactions was used in favor of constraining various paths and comparing model fit as the intent was to identify paths that vary between groups rather than areas that would improve the overall fit of the model; this is in line with the intent of this supplemental analysis to identify interactions of potential interest for future research and better focuses analyses on the potential relevance of these interaction effects. Moreover, to best understand the nature of any significant interactions ($p < .05$), the R package 'interactions' (Long, 2019) was used to conduct simple slopes analyses and plot the results for any significant interactions.

Gender presentation. From a theoretical perspective, gender presentation of romantic relationship was positioned as a moderator because expectations and behaviors regarding involvement in the family domain vary across gender (S. M. Allen & Hawkins, 1999; Eagly, 1987); this may have relevance for how supplies are perceived and the degree to which supplies operate as a resource. Related to gender presentation of romantic relationship, comparison of the path estimates (Table 14) among those in romantic relationships that present as two men and those in romantic relationships that present as two women led to further investigation of four moderated pathways.

One, the moderating effect of gender presentation of one's romantic relationship on the relationship between informal signals of inclusion and WRPIS was investigated. Results from the multiple regression model suggested a significant interaction effect (B = 0.30, $p = 0.02$). Accordingly, a simple slope test was conducted and revealed a significant positive relationship between variables among those in romantic relationships that present as two women (B = 0.22, *p*

= .02) but a considerably stronger positive relationship among those in romantic relationships that present as two men (B = 0.51, $p < .001$). Relationships are visualized in Figure 3.

Two, the moderating effect of gender presentation of one's romantic relationship on the relationship between WRPIS and emotional exhaustion was investigated. Results from the multiple regression model did not suggest a significant interaction effect (B = -0.28, $p = .39$) given this, further analysis of the potential moderation was not conducted.

Three, a potential three-way interaction effect between gender presentation of one's romantic relationship, WRPIS, and preference for work-romantic partner on romantic relationship was investigated. Results from the multiple regression model suggested a significant three-way interaction effect (B = 0.44, $p = 0.01$). Accordingly, a simple slope test was conducted (Table 15) and revealed the relationship between WRPIS and romantic relationship satisfaction was most positive among those in romantic relationships that present as two women with a lower preference for work-romantic partner integration (B = 0.38, $p = 0.002$), but that the relationship was not significant among those in romantic relationships that present as two women who had mean-level or higher preferences for work-romantic partner integration ($p > .05$). By comparison, the relationship was not significant for those in romantic relationships that present as two men when preference for work-romantic partner integration was lower (B = 0.13, $p = 0.38$), but was significant and positive for those in romantic relationships that present as two men who had mean-level (B = 0.24, $p = 0.04$) or higher (B = 0.35, $p = 0.03$) preferences for work-romantic partner integration. Relationships are visualized in Figure 4. One potential explanation for this unexpected effect may be the length of time of the relationships given stereotypes that lesbian women become romantically committed very quickly (Gordon, 2006), which may have relevance for romantic relationship quality and awareness of partner preferences for work-

romantic partner integration. To explore this possibility within my data, a regression was conducted wherein gender presentation of the romantic relationship was inputted as a predictor of relationship length. Results supported those in romantic relationships that presented as two men had a longer relationship length (scored in months) than those in romantic relationships that presented as two women (B = 27.95, p = .01).

Four, two sets of moderation analyses related to gender presentation of the romantic relationship were conducted to examine the relationship between WRPIS and job satisfaction. First, the statistical significance of the three-way interaction between WRPIS, preference for work-romantic partner integration, and gender presentation of romantic relationship as a predictor of job satisfaction was examined. Results did not suggest a significant three-way interaction (B = -0.22, p = 0.32); given this, further analysis of the potential moderation was not conducted. Second, the statistical significance of the two-way interaction (absent the presence of the previously tested three-way interaction) between perceived availability of WRPIS and gender presentation of romantic relationship was examined. This time, results did suggest a significant interaction effect (B = 0.52, p = 0.01). Accordingly, a simple slope test was conducted and revealed the relationship between WRPIS and job satisfaction was significant and negative for those in romantic relationships that present as two women (B = -0.33, p = 0.03), and was not significant for those in romantic relationships that present as two men (B = 0.19, p = 0.22). Relationships are visualized in Figure 5.

Tables

Table 8

Participant demographic data within main study

Variable	N	Mean	SD	Median	Min	Max	Skew	Kurtosis
Age	138	32.19	8.49	30.0	20	63	1.82	3.57
Income	138	8.24	4.06	7.0	2	28	1.97	5.35
Education	138	5.08	0.93	5.0	3	7	-0.16	0.28
Average paid work hours per week	138	39.73	7.94	40.0	8	60	-1.30	5.70
% of time working from organizational workplace	138	79.49	23.11	85.5	20	100	-0.93	-0.25
Job tenure (months)	138	55.20	54.37	38.0	2	315	1.97	5.06
Workplace tenure (months)	137	43.73	39.03	37.0	2	229	1.95	5.32
Organization tenure (months)	131	52.18	46.64	40.0	2	282	2.00	5.38
Ethnicity: White (0 = No, 1 = Yes)	138	0.81	0.39	1.0	0	1	-1.58	0.49
Ethnicity: Black (0 = No, 1 = Yes)	138	0.11	0.31	0.0	0	1	2.49	4.22
Ethnicity: Asian (0 = No, 1 = Yes)	138	0.05	0.22	0.0	0	1	4.05	14.51
Ethnicity: Latino (0 = No, 1 = Yes)	138	0.06	0.23	0.0	0	1	3.74	12.09
Ethnicity: Other (0 = No, 1 = Yes)	138	0.01	0.09	0.0	0	1	11.49	131.04
Gender presentation of romantic relationship	138	0.61	0.49	1.0	0	1	-0.44	-1.82
Romantic relationship length (months)	138	69.72	61.49	55.0	3	392	2.18	6.57

Note: Income was coded in $10,000 increments from 'Under $9,999' (coded 1) to 'Over $300,000' (coded 31). Education was coded 'Less than high school' = 1, 'High school graduate' = 2, 'Some college' = 3, '2 year degree' = 4, '4 year degree = 5', 'Masters degree' = 6, 'Doctorate degree' = 7. Gender presentation of romantic relationship was coded 0 for those in a romantic relationship that present as two women and 1 for those in a romantic relationships that present as two men

Table 9

Descriptive data for focal variables within main study

Variable	Mean	SD	Median	Min	Max	Skew	Kurtosis
Formal signals of inclusion	3.62	2.55	4.00	0.00	9.0	0.24	-0.95
Informal signals of inclusion	3.84	0.99	4.00	1.25	5.0	-0.44	-0.99
Work-romantic partner integration supplies	4.16	0.80	4.33	1.44	5.0	-0.96	0.59
Preference for work-romantic partner integration	2.71	0.93	2.75	1.00	5.0	0.18	-0.37
Job satisfaction	3.76	0.95	4.00	1.00	5.0	-0.47	-0.64
Relationship satisfaction	4.49	0.70	4.80	1.20	5.0	-2.05	5.11
Emotional exhaustion	4.13	1.54	4.40	1.00	7.0	-0.47	-0.64
Negative affect	2.20	0.68	2.00	1.00	4.4	0.59	-0.12
% of time working from organizational workplace	79.49	23.11	85.50	20.00	100.0	-0.93	-0.25
Employer size > 50	0.59	0.49	1.00	0.00	1.0	-0.35	-1.89
Workplace tenure (months)	43.73	39.03	37.00	2.00	229.0	1.95	5.32
Gender presentation of relationship	0.61	0.49	1.00	0.00	1.0	-0.44	-1.82
Identifies as transgender	0.22	0.42	0.00	0.00	1.0	1.31	-0.30

Note: N = 138 for all variables except workplace tenure which had an N of 137. * p < .05, ** p < .01. Employer size > 50 coded such that employers with under 50 employers were coded 0 and employers with over 50 employees were coded 1. Gender presentation of romantic relationship was coded 0 for those in a romantic relationship that present as two women and 1 for those in a romantic relationships that present as two men. Identifies as transgender was coded such that those who did not identify as transgender were coded 0 and those who identified as transgender were coded 1.

Table 10

Counts of formal integration signals responses within main study

Response	Does your organization have a committee to discuss gender and sexual minority issues and concerns (e.g., an LGBTQ+ committee)?	Does your organization offer FMLA-equivalent benefits that allow employees to take family and medical leave to care for same-sex partners as well as the children of a same sex-partner, regardless of biological or adoptive status?	Does your organization have a human resources information system (HRIS) that captures sexual orientation (if voluntarily disclosed) along with other demographic information such as race and gender?	Does your organization conduct an anonymous employee engagement or climate survey that includes questions related to sexual and gender minority concerns?	Does your organization commemorate an LGBTQ+ (or equivalent) Awareness Day each year for employees?	Does your organization have one or more open sexual and/or gender minority people serving in a high-level leadership position that is visible organization-wide?	Does your organization provide financial assistance and/or reimbursement for sexual and/or gender minorities who seek to adopt or conceive a child (e.g., in vitro fertilization)?	Has your organization issued a formal statement opposing any of the anti-LGBTQ+ legislature that has been proposed in recent years?	Does your company demonstrate support for the LGBTQ+ community during June Pride Month?
No	55	34	52	76	60	54	70	78	44
Yes	68	69	58	38	62	60	35	36	74
Unsure	15	35	28	24	16	24	33	24	20

Table 11

Means, standard deviations, and bivariate correlations within main study

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Formal signals of inclusion	-												
2. Informal signals of inclusion	0.13	(0.92)											
3. Work-romantic partner integration supplies	0.17*	0.51**	(0.90)										
4. Preference for work-romantic partner integration	0.25**	0.29**	0.35**	(0.77)									
5. Job satisfaction	0.05	0.36**	0.12	0.06	(0.88)								
6. Relationship satisfaction	0.02	0.36**	0.38**	0.14	0.15	(0.89)							
7. Emotional exhaustion	0.01	-0.35**	-0.05	-0.11	-0.59**	-0.23**	(0.92)						
8. Negative affect	0.05	-0.45**	-0.29**	-0.12	-0.32**	-0.45**	0.44**	(0.79)					
9. % of time working from organizational workplace	-0.05	0.02	-0.06	-0.03	0.05	-0.12	0.05	0.16	-				
10. Employer size > 50	0.11	0.12	0.28**	0.04	-0.05	0.02	0.04	-0.12	-0.10	-			
11. Tenure with organization (months)	0.19*	0.02	0.05	0.19*	-0.04	-0.06	0.04	-0.01	0.09	0.05**	-		
12. Gender presentation of relationship	0.04	0.25**	0.20*	0.13	0.01	0.09	-0.18*	-0.16	0.08	0.14	0.06	-	
13. Identifies as transgender	0.01	-0.07	-0.27**	-0.08	0.14	0.06	-0.18*	0.05	0.04	-0.32**	-0.07	-0.14	-
Mean	3.62	3.84	4.16	2.71	3.76	4.49	4.13	2.20	79.49	0.59	49.53	0.61	0.22
SD	2.55	0.99	0.80	0.93	0.95	0.70	1.54	0.68	23.11	0.49	46.86	0.49	0.42

Note: N = 138. * $p < .05$, ** $p < .01$. Employer size > 50 coded such that employers with under 50 employers were coded 0 and employers with over 50 employees were coded 1 Gender presentation of romantic relationship was coded 0 for those in a romantic relationship that present as two women and 1 for those in a romantic relationships that present as two men Identifies as transgender was coded such that those who did not identify as transgender were coded 0 and those who identified as transgender were coded 1.

Table 12

Path estimates for all predictors from model featuring all control variables as used for hypothesis testing

	Endogenous variables [95% confidence interval shown in brackets]			
Predictor	Work-romantic partner integration supplies	Job satisfaction	Romantic relationship satisfaction	Emotional exhaustion
Formal signals of inclusion	0.03 [-0.01, 0.08]	0.02 [-0.04, 0.08]	0.00 [-0.05, 0.04]	0.00 [-0.10, 0.10]
Informal signals of inclusion	**0.35 [0.19, 0.51]**	**0.29 [0.07, 0.51]**	0.05 [-0.10, 0.20]	**-0.38 [-0.66, -0.04]**
Work-romantic partner integration supplies		-0.04 [-0.32, 0.22]	**0.23 [0.03, 0.41]**	0.31 [-0.13, 0.70]
Preference for work-romantic partner integration		-0.02 [-0.22, 0.20]	0.02 [-0.14, 0.18]	-0.10 [-0.42, 0.24]
Interaction of integration supplies & preference		0.01 [-0.33, 0.20]	-0.10 [-0.32, 0.19]	-0.06 [-0.39, 0.24]
Negative affect	-0.08 [-0.32, 0.14]	**-0.34 [-0.59, -0.13]**	**-0.35 [-0.58, -0.15]**	**0.81 [0.40, 1.25]**
% of time working from organizational workplace	0.00 [-0.01, 0.00]	0.00 [0.00, 0.01]	0.00 [-0.01, 0.00]	0.00 [-0.01, 0.01]
Employer size > 50	0.23 [-0.02, 0.48]	-0.09 [-0.44, 0.26]	-0.10 [-0.33, 0.14]	0.08 [-0.42, 0.55]
Gender presentation of relationship	0.05 [-0.21, 0.31]	-0.15 [-0.49, 0.19]	-0.03 [-0.28, 0.20]	-0.35 [-0.80, 0.13]
Workplace_Tenure_Total_T1	0.00 [0.00, 0.00]	0.00 [-0.01, 0.00]	0.00 [0.00, 0.00]	0.00 [-0.01, 0.01]
Identifies as transgender	**-0.35 [-0.67, -0.03]**	0.30 [-0.06, 0.66]	**0.23 [0.01, 0.43]**	**-0.66 [-1.26, -0.09]**

N = 138. Unstandardized path estimates reported. Estimates with *p* values less than .05 are bolded. Employer size > 50 coded such that employers with under 50 employers were coded 0 and employers with over 50 employees were coded Gender presentation of romantic relationship was coded 0 for those in a romantic relationship that present as two women and 1 for those in a romantic relationships that present as two men Identifies as transgender was coded such that those who did not identify as transgender were coded 0 and those who identified as transgender were coded 1. Blank cells denote that a path from that predictor to the respective outcome variable was not estimated. Bold cells denote a statistically significant relationship.

Table 13

Comparisons of the estimates of hypothesized relationships across models with different control variables

		Estimated relationships across models with different control variables [95% confidence interval shown in brackets]			
Outcome	**Predictor**	**Full Model**	**Model without controls**	**Only signals of inclusion as controls**	**Cis-gender only sample (signals included as controls)**
Work-romantic partner integration supplies	Formal signals of inclusion	0.03 [-0.01, 0.08]	0.03 [-0.01, 0.07]	0.03 [-0.01, 0.07]	0.03 [-0.02, 0.08]
Work-romantic partner integration supplies	Informal signals of inclusion	**0.35 [0.19, 0.51]**	**0.40 [0.28, 0.53]**	**0.40 [0.28, 0.53]**	**0.42 [0.30, 0.57]**
Job satisfaction	Formal signals of inclusion	0.02 [-0.04, 0.08]		0.01 [-0.05, 0.06]	0.01 [-0.05, 0.08]
Job satisfaction	Informal signals of inclusion	**0.29 [0.07, 0.51]**		**0.39 [0.18, 0.58]**	**0.33 [0.03, 0.61]**
Job satisfaction	Work-romantic partner integration supplies	-0.04 [-0.32, 0.22]	0.13 [-0.11, 0.37]	-0.10 [-0.33, 0.16]	-0.04 [-0.38, 0.29]
Job satisfaction	Preference for work-romantic partner integration	-0.02 [-0.22, 0.20]	0.02 [-0.20, 0.25]	-0.04 [-0.23, 0.18]	-0.02 [-0.23, 0.24]
Job satisfaction	Interaction of integration supplies & preference	0.01 [-0.33, 0.20]	-0.01 [-0.31, 0.21]	0.00 [-0.30, 0.19]	0.07 [-0.34, 0.25]
Romantic relationship satisfaction	Formal signals of inclusion	0.00 [-0.05, 0.04]		-0.02 [-0.06, 0.03]	0.00 [-0.05, 0.06]
Romantic relationship satisfaction	Informal signals of inclusion	0.05 [-0.10, 0.20]		**0.16 [0.02, 0.29]**	0.08 [-0.10, 0.26]
Romantic relationship satisfaction	Work-romantic partner integration supplies	**0.23 [0.03, 0.41]**	**0.29 [0.14, 0.48]**	**0.21 [0.03, 0.43]**	0.28 [-0.02, 0.56]
Romantic relationship satisfaction	Preference for work-romantic partner integration	0.02 [-0.14, 0.18]	0.02 [-0.15, 0.19]	0.01 [-0.16, 0.18]	0.04 [-0.17, 0.23]
Romantic relationship satisfaction	Interaction of integration supplies & preference	-0.10 [-0.32, 0.19]	-0.10 [-0.34, 0.21]	-0.10 [-0.33, 0.21]	-0.13 [-0.36, 0.21]
Emotional exhaustion	Formal signals of inclusion	0.00 [-0.10, 0.10]		0.03 [-0.08, 0.13]	-0.05 [-0.16, 0.06]
Emotional exhaustion	Informal signals of inclusion	**-0.38 [-0.66, -0.04]**		**-0.66 [-0.91, -0.36]**	**-0.43 [-0.74, -0.08]**
Emotional exhaustion	Work-romantic partner integration supplies	0.31 [-0.13, 0.70]	-0.03 [-0.45, 0.39]	0.34 [-0.07, 0.72]	0.03 [-0.41, 0.48]
Emotional exhaustion	Preference for work-romantic partner integration	-0.10 [-0.42, 0.24]	-0.17 [-0.53, 0.18]	-0.09 [-0.44, 0.25]	-0.11 [-0.43, 0.19]
Emotional exhaustion	Interaction of integration supplies & preference	-0.06 [-0.39, 0.24]	-0.05 [-0.44, 0.28]	-0.05 [-0.42, 0.26]	-0.11 [-0.43, 0.26]

Note: Blank cells denote path was not estimated. Estimates with *p* values less than .05 are bolded.

Table 14

Estimated paths grouped by gender presentation of romantic relationship

		Estimates by gender presentation of relationship [95% confidence interval shown in brackets]	
Outcome	**Predictor**	*Romantic relationship presents as two women*	*Romantic relationship presents as two men*
Work-romantic partner integration supplies	Formal signals of inclusion	0.04 [-0.05, 0.13]	0.03 [-0.01, 0.08]
Work-romantic partner integration supplies	***Informal signals of inclusion***	***0.22 [-0.09, 0.53]***	***0.51 [0.37, 0.64]***
Job satisfaction	Formal signals of inclusion	-0.01 [-0.11, 0.09]	0.01 [-0.05, 0.08]
Job satisfaction	Informal signals of inclusion	0.31 [0.01, 0.62]	0.38 [0.00, 0.69]
Job satisfaction	***Work-romantic partner integration supplies***	***-0.32 [-0.68, 0.07]***	***0.14 [-0.22, 0.50]***
Job satisfaction	Preference for work-romantic partner integration	0.03 [-0.30, 0.38]	-0.02 [-0.26, 0.26]
Job satisfaction	Interaction of integration supplies & preference	0.03 [-0.43, 0.30]	-0.19 [-0.48, 0.07]
Romantic relationship satisfaction	Formal signals of inclusion	0.01 [-0.08, 0.10]	-0.04 [-0.09, 0.02]
Romantic relationship satisfaction	Informal signals of inclusion	0.14 [-0.11, 0.30]	0.17 [-0.03, 0.41]
Romantic relationship satisfaction	***Work-romantic partner integration supplies***	***0.09 [-0.16, 0.50]***	***0.24 [-0.09, 0.56]***
Romantic relationship satisfaction	Preference for work-romantic partner integration	0.07 [-0.21, 0.32]	-0.05 [-0.30, 0.19]
Romantic relationship satisfaction	***Interaction of integration supplies & preference***	***-0.31 [-0.57, 0.20]***	***0.12 [-0.16, 0.38]***
Emotional exhaustion	Formal signals of inclusion	-0.03 [-0.18, 0.09]	0.07 [-0.06, 0.22]
Emotional exhaustion	Informal signals of inclusion	-0.74 [-1.05, -0.27]	-0.40 [-0.91, 0.22]
Emotional exhaustion	***Work-romantic partner integration supplies***	***0.67 [-0.10, 1.13]***	***-0.02 [-0.65, 0.60]***
Emotional exhaustion	Preference for work-romantic partner integration	-0.25 [-0.65, 0.27]	-0.01 [-0.51, 0.38]
Emotional exhaustion	Interaction of integration supplies & preference	0.10 [-0.65, 0.52]	-0.19 [-0.59, 0.26]

Note: Path estimates that were examined within regression models to test for moderation are bold and italicized.

Table 15

Simple slopes analysis comparing the estimate from work-romantic partner integration supplies to romantic relationship satisfaction based on gender presentation of relationship and work-romantic partner integration preferences

Gender presentation of relationship	**Work-romantic partner integration preferences**		
	-1 SD	*Mean*	*+1 SD*
Romantic relationship presents as two women	0.38*	0.09	-0.21
Romantic relationship presents as two men	0.13	0.24*	0.35*

Figures

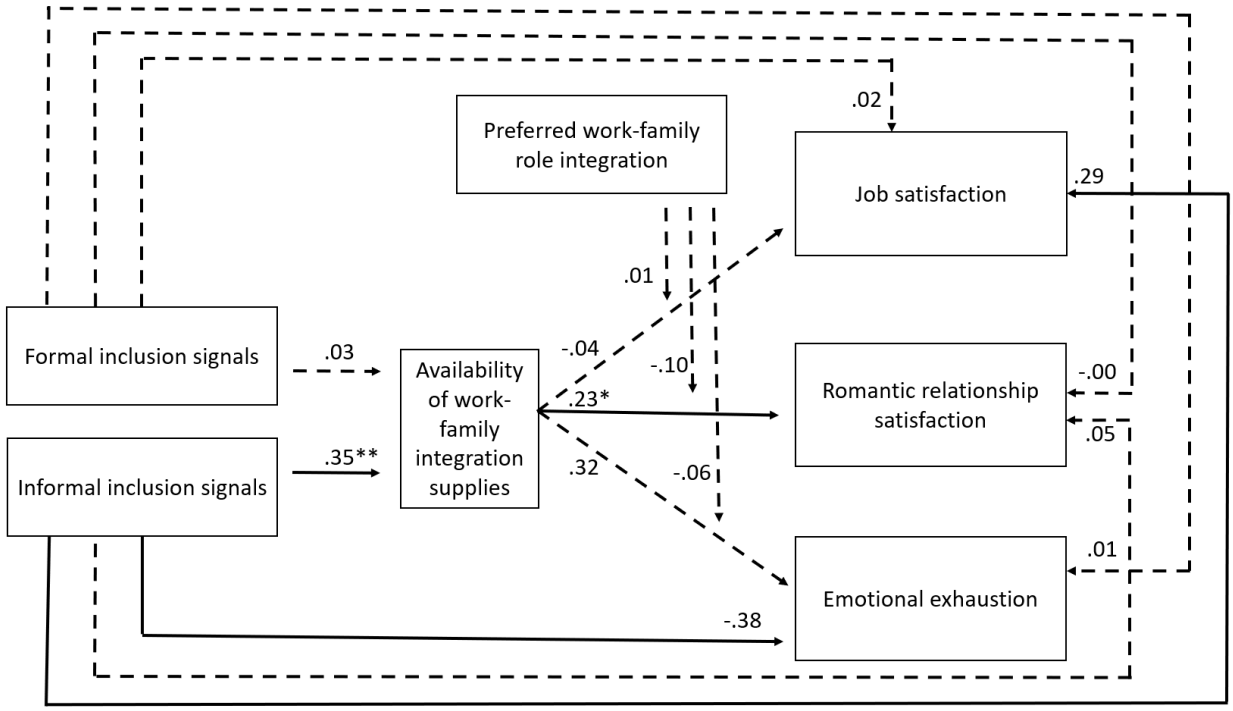

Figure 2: Results from model featuring all control variables as used for hypothesis testing

Notes: Unstandardized path estimates reported. Significant relationships ($p < .05$) denoted with solid line and non-significant ($p > .05$) relationships denoted with dashed line. Relationships from all control variables not depicted.

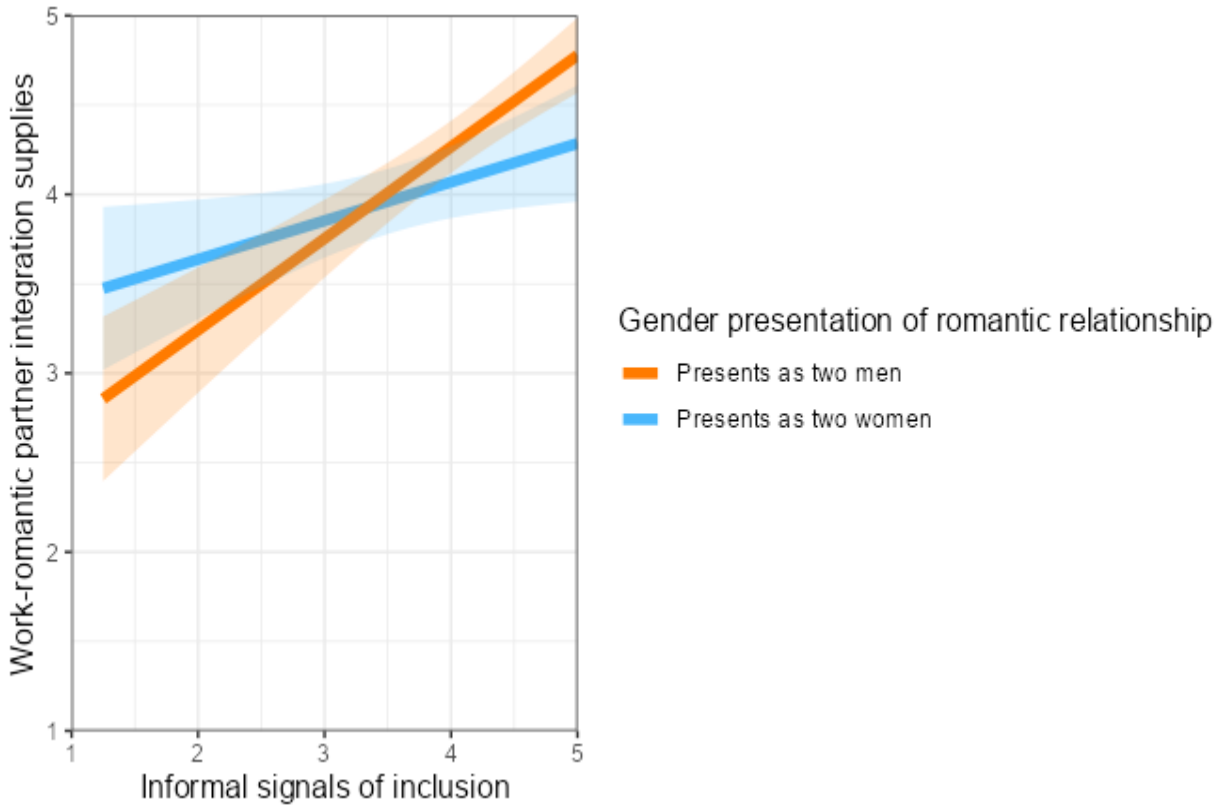

Figure 3: Relationship between informal signals of inclusion and work-romantic partner integration supplies as moderated by gender presentation of romantic relationship

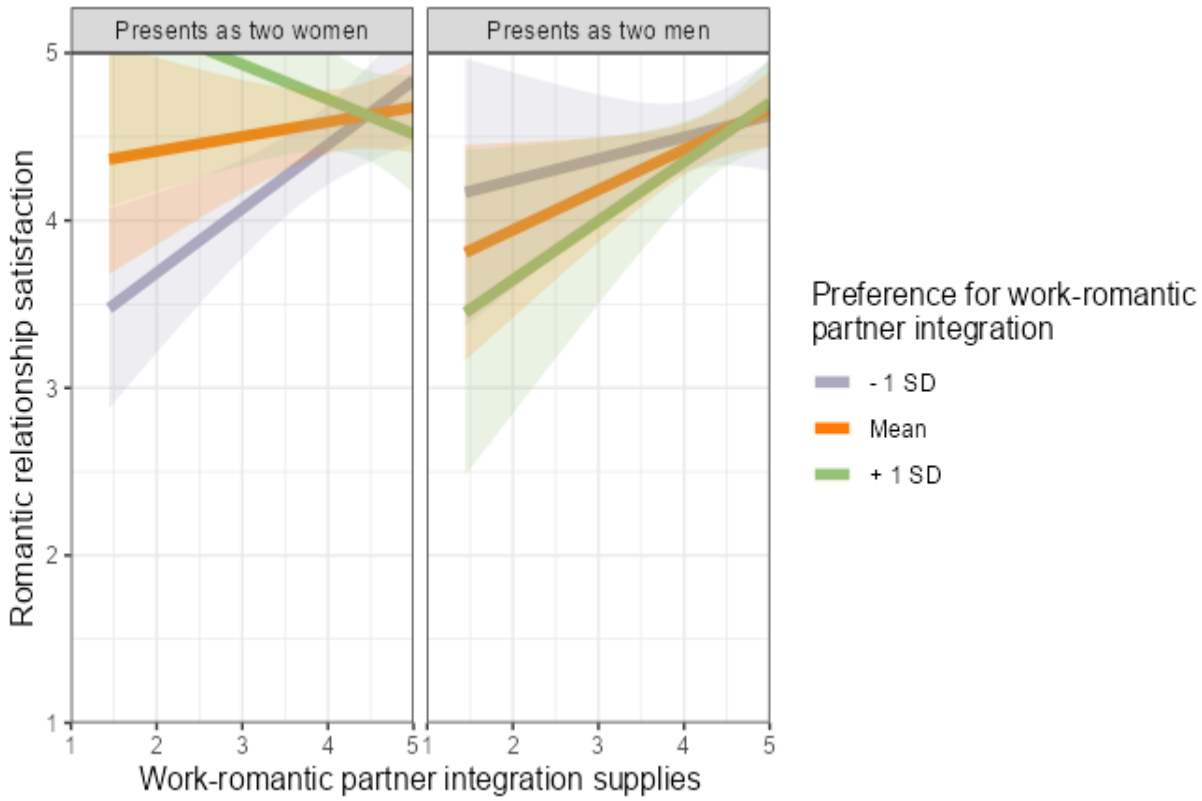

Figure 4: Relationship between work-romantic partner integration supplies and romantic relationship satisfaction as moderated by gender presentation of romantic relationship and preference for work-romantic relationship integration

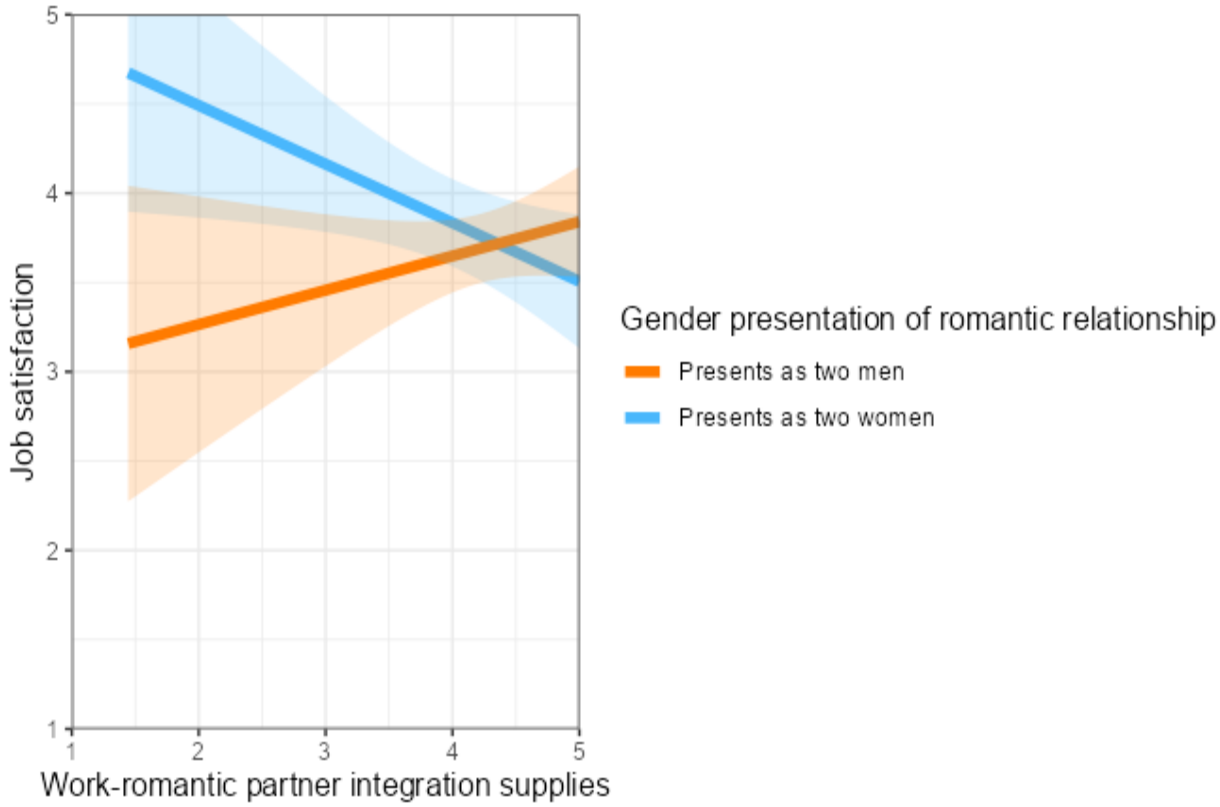

Figure 5: Relationship between work-romantic partner integration supplies and job satisfaction as moderated by gender presentation of romantic relationship

CHAPTER FIVE:

DISCUSSION

Qualitative reports suggest additional concerns for employees in same gender presenting romantic relationships compared to heterosexual employees in heteronormative-presenting romantic relationships (Dixon & Dougherty, 2014; Sawyer et al., 2017). Specifically, stigma against sexual and gender minorities and the potential for discrimination have been reported as additional concerns that prevent employees in a same gender presenting relationship from making their partner visible (i.e., seen and acknowledged) within their workplace. The current project builds upon these qualitative reports in two primary ways. First, by repositioning the concern as one of a lack of integration supplies rather than one of work-family "conflict," the concerns are better contextualized within the existing work-family literature. Such positioning allows for extensions to the existing boundary management literature and highlights the relevance of signaling theory for this phenomenon. Second, via an initial quantitative estimate of the theoretical antecedents and outcomes of this experience, this research provides practical knowledge on the environmental factors that exacerbate this concern for employees in same gender presenting romantic relationships. Overall, results support perceived availability of WRPIS is a work resource with relevance for outcomes in the family/romantic relationship domain. Results also provide evidence organizational signals of inclusion play a key role in determining the degree to which one feels as though they "can" integrate their romantic partner into their work life if they so choose.

First, informed by signaling theory (Spence, 1973), both formal (i.e., objective aspects of the environment such as policies and procedures) and informal (i.e., subjective cultural norms) signals of inclusion were positioned as theoretical antecedents of WRPIS. Notably, both formal signals of inclusion and informal signals of inclusion were significantly positively correlated to WRPIS, suggesting the relevance of such signals of inclusion if organizations are to allow for employees in same gender presenting relationships to integrate their work partner into their workplace. However, within models that simultaneously accounted for both formal and informal signals of inclusion as predictors of WRPIS, the relationship between informal signals of inclusion and WRPIS remained significant while the relationship between formal signals of inclusion and WRPIS became essentially zero. This is notable as it implies informal signals of inclusion, such as cultural norms, are signals of particular importance. From a conceptual perspective, this may occur because formal signals are largely a result of top-down influence that is set at the upper tiers of an organization. By comparison, informal signals, such as culture, may reflect bottom-up influences such as the norms among organization members with whom one regularly interacts, such as peers, bosses, and subordinates [for review of top-down and bottom-up influences see Kozlowski and Klein (2000)]. This distinction may be relevant for perceived availability of WRPIS as the use of such integration supplies are seen by those with whom one interacts. Accordingly, the cultural norms within one's more specific work team may play a larger role in the perceived availability of these supplies compared to formal signals of inclusion within the larger company (e.g., as the presence of a disclosed sexual and/or gender minority at the upper levels of the company).

Second, the role of perceived availability of WRPIS as a resource with relevance for outcomes across work, romantic relationship, and health domains was tested. Results did not

suggest WRPIS was a significant predictor of job satisfaction or emotional exhaustion across models with and without controls. However, estimates from all models suggested a significant positive relationship between perceived availability of WRPIS and romantic relationship satisfaction. From a nomological network perspective, this implies the most relevant outcomes for WRPIS may be from the family/romantic relationship domain.

Third, a boundary condition of the relationship between WRPIS and outcomes was tested. Specifically, I proposed relationships would be stronger when individuals have a greater preference for integration. Contrary to this hypothesis, results did not support an interaction effect between perceived availability of WRPIS and preference for work-romantic partner integration in relation to job satisfaction, romantic relationship satisfaction, or emotional exhaustion. This implies the relationship between perceived availability of WRPIS and its hypothesized outcomes was consistent across various levels of preference across the full sample. Specific to romantic relationship satisfaction (which was significantly related to WRPIS in all models), this implies the mere opportunity to integrate is positively related to romantic relationship satisfaction. This finding aligns with the literature on job control, which supports greater autonomy is a beneficial resource for employees (Gonzalez-Mulé et al., 2020; Luchman & González-Morales, 2013).

Theoretical Implications

Based on these findings, several areas of theoretical extension were identified. First, past qualitative research has suggested employees in same gender presenting relationships experience an additional form of work-family conflict termed ‘stigma-based conflict’ (Sawyer et al., 2017). However, the nature of the termed ‘conflict’ was one wherein one’s work domain and one’s family (or romantic relationship) domain were kept explicitly separate due to concerns over

discrimination or other forms of mistreatment. This inherent nature of the 'conflict' as being one of separation placed the term at odds with the larger literature on work-family conflict, which has typically examined an inability to manage the work and family domains due to the two overlapping in an inopportune fashion. I address this misalignment by conceptually placing the stressor as one of relevance for the work-family literature on boundary management. Specifically, it is reframed as a 'distance' boundary violation, or an instance wherein one seeks to integrate but is unable to [as detailed by Kreiner and colleagues (2009)]. Through this, the study expands the boundary management literature by placing a spotlight on a minority group with unique concerns compared to the typical heteronormative populations used within studies on work and family (reviewed in Murphy et al., 2021). Specifically, I focus on a distance violation wherein employees within same gender presenting relationships experience a lack of integration supplies. Moreover, I position signals of inclusion within an organization as a key consideration for inclusion with results suggesting informal signals (i.e., group norms) play a critical role in the degree to which equity is achieved for the ability for LGBTQ+ employees to manage their work-family boundaries. Through this, two substantial theoretical integrations are achieved. One, this integrates the tenets of signaling theory (Spence, 1973) into Kreiner and colleagues' model of boundary management (Kreiner et al., 2009), highlighting the importance of signals of inclusion for work-family management. Two, this extends the Kreiner et al. framework by merging it with the existing literature on diversity, equity, and inclusion that suggest the critical role workplace climate plays in the work experiences of minority employees (McKay & Avery, 2015; Webster et al., 2018).

Second, results support perceived availability of WRPIS was related to greater romantic relationship satisfaction. This is notable because past research suggests engaging in segmentation

behavior can be relate to lesser strain outcomes, such as lesser exhaustion and work-family conflict (Kossek et al., 2012; Powell & Greenhaus, 2010; Wepfer et al., 2018). By contrast, I find the presence of integration supplies in and of itself can be a resource within the family domain for sexual and gender minorities. Conceptually, this implies having the 'option' to integrate is beneficial, while opting to integrate may not be. This creates a complex situation for organizations to navigate as offering the resources can benefit employees, whereas use of the resources may be harmful to these same employees. Future theory should consider these challenges as well as the boundary conditions surrounding 'when' the various aspects of integration and segmentation (supplies, preferences, and behaviors) relate to desirable and/or undesirable outcomes.

Third, results support WRPIS plays a crucial role in the statistical relationship between informal signals of supplies and romantic relationship satisfaction. Specifically, the correlation between informal supplies of supplies and romantic relationship satisfaction was .36 and statistically significant. However, this relationship was attenuated and not-significant after accounting for WRPIS and other control variables with results supporting the relationship was theoretically mediated by WRPIS. From a theoretical perspective, this mediation may occur because WRPIS measures the degree to which one 'can' integrate their partner into their workplace, positioning it as a family resource specifically, whereas informal signals of inclusion are broader in nature and measure general LGBTQ+ inclusion within the workplace. Accordingly, greater overall inclusiveness may trickle down to the more narrow family-domain inclusiveness, which, in turn, better predicts family outcomes because of the conceptual link between the type of inclusiveness and the related outcome; notably, this aligns with calls from the occupational health psychology literature to select interventions based on specific relevance

to the predictor and outcome (Häusser et al., 2010). This implies a greater need to understand the full scope of inclusion dimensions and how the nomological network varies between these dimensions; specifically, greater attention should be paid to narrow forms of inclusiveness as they may provide illuminating context as to how broader signals of inclusion relate to various outcomes.

Practical Implications

Based on these findings, several areas of practical implications related to health and wellbeing for sexual and gender minority employees were also identified.

First, results suggest WRPIS plays an important role in romantic relationship satisfaction, such that greater WRPIS related to greater satisfaction. In recent years, the National Institute for Occupational Safety and Health (NIOSH) has promoted the "Total Worker Health" model (National Institute for Occupational Safety and Health, 2020b). Within this framework, wellbeing is conceptualized as not only the absence of injury or illness but also by being fulfilled and satisfied with one's life. This satisfaction extends to non-work areas, such as family, which would encompass one's relationship with their romantic partner. For organizations that wish for employees in same gender presenting relationships to experience wellbeing, this implies a greater focus on ensuring perceptions among this group as having the opportunity (or supplies) to manage their work-family interface as desired is needed. While this study supports work-romantic partner integration supplies is related to romantic relationship satisfaction, organizations may also consider examining perceived availability of health and wellbeing supports and availability of social support as predictors of related outcomes such as health or work social network embeddedness, respectively.

Second, results suggest the importance of informal signals of inclusion for employees in same gender presenting relationships; thus, it appears day-to-day lived experience within their job and the people whom they interact with may be more important than formal policies if we are to improve job, family, and health outcomes for this group. Conceptually speaking, this highlights the differences that can emerge within different teams or groups within the same organization (Cabana & Kaptein, 2021). This expectation is further supported by the non-significant correlation between formal signals of inclusion and informal signals of inclusion. For organizations, this emphasizes the need to ensure intended cultural norms are in fact integrated across the organization. Moreover, organizations that value equity across sexual orientation and gender identity groups may consider formal evaluations of top-down cultural change initiatives that are intended to improve LGBTQ+ inclusiveness.

Study Strengths and Limitations

Given the theoretical and methodological decisions, both strengths and weaknesses are present within this study.

Regarding strengths, I first acknowledge and meets NIOSH's call for greater exploration of minority populations (National Institute for Occupational Safety and Health, 2020a), including members of the LGBTQ+ community. Specifically, I provide greater information on the specific work-family struggles in navigating the work-family interface as experienced by employees with a same gender presenting romantic partner by sampling from this narrow population of employees. Through quantitatively estimating issues previously noted in qualitative work (Sawyer et al., 2017), additional support is provided for the role of a lack of WRPIS for employees in same gender presenting romantic relationships as a theoretical predictor of family outcomes with relevance for employee wellbeing and diversity, equity, and inclusion.

Second, examination of this population also supplements the existing work-family literature, which has blossomed in recent in recent decades but has largely utilized heterosexual study populations (Murphy et al., 2021). Through this examination, I complement the existing body of literature by expanding our understanding of the nature of the work-family interface for those in same gender presenting romantic relationships, providing greater context into the unique work-family boundary challenges experienced by this minority group.

Third, online research studies are becoming increasingly vulnerable to bad actors. One such solution has been the use of online surveying platforms; however, such methods are vulnerable to insufficient effort responders who answer questions quickly in order to maximize the return on their time investment (Webb & Tangney, 2022; Zhang & Conrad, 2014). Instead, this study opted for targeting online recruitment via partnering with LGBTQ+ focused professional organizations and online groups. Notably, several of these recruitment calls were made available to those within and outside of the groups that allowed for the study to be advertised, such as on Reddit pages which could be accessed by group members as well as non-group members. In line with this, the survey fell victim to bad faith responders, accumulating over 5200 responses. However, rigorous data cleaning procedures were used to ensure data quality in line with recent suggestions (Huang et al., 2012; Zickar & Keith, 2023). Specifically, varied checks were used to detect those who did not speak English (e.g., examination of qualitative data for nonsensical answers), responded multiple times (e.g., examination of qualitative data for patterned or duplicate responses), had inconsistent responses across timepoints (e.g., self-reported home state), engaged in insufficient effort responding (e.g., use of attention checks), and engaged in survey "speeding" wherein questions are taken are a rate that is not conducive to understanding the content (e.g., use of minimum time to complete each survey).

Through this, data quality of the final sample was best ensured, allowing for confidence in the reported results despite the current challenges with online data collection.

Regarding limitations, the study is underpowered for the detection of moderation effects. Specifically, the initial proposal called for a sampling of 850 individuals at Time 1 to allow for a 15% rate that would leave a final sample of 600 individuals. While the study sampled nearly six times the intended amount at Time 1, this was largely due to bad actors. Removal of these actors left the study underpowered with a final sample of 138 participants. Given this sub-optimal statistical power, false negatives within hypothesis testing may have occurred, especially as it pertains to moderation testing which typically requires a larger sample to detect significant effects.

Second, while both theoretical antecedents (informal and formal signals of inclusion) and outcomes (job satisfaction, romantic relationship satisfaction, and emotional exhaustion) of WRPIS were proposed, the data is essentially correlational, and, thus, causal inferences cannot be made. Importantly, while the placement of variables as predictors and/or outcomes was chosen based on existing theory, this limitation means relationship directions could be opposite expectations such that a hypothesized predictor of an outcome is actually predicted by that outcome. Also, the relationships could be bi-directional such that each variable predicts the other if examined longitudinally. In one example, I hypothesized romantic relationship satisfaction as an outcome of WRPIS based on theory; however, it could also be that those with stronger romantic relationships are more comfortable bringing partners to events because they view their partner more favorably. In another, one may be satisfied with some aspects of their job, and, in turn, experience a 'halo effect' wherein they view other aspects more favorably (Nisbett & Wilson, 1977), which could allow for higher job satisfaction to predict informal signals of

inclusion and/or WRPIS. To address this, future research should continue to use theory to inform the placement of variables within a model while also using within-person longitudinal procedures that better lend themselves to testing causal claims (Zyphur et al., 2020). Alternatively, after greater clarity around the nomological network of WRPIS is achieved, researchers should consider partnering with organizations and crafting quasi-experimental interventions to manipulate aspects of the environment such that greater informal signals of inclusion are perceived and then use longitudinal data collection procedures to test the hypothesized relationships. An improved ability to determine causality would be achieved through these approaches, providing greater clarity around "how" detected statistical relationships manifest.

Third, while a pilot study was conducted to examine discriminant validity between the predictors of interest prior to the execution of the main study, there is still conceptual and statistical overlap between specific variables. In one example, both the informal signals of inclusion and availability of work-romantic partner integration supplies measures ask participants to perceive the degree of LGBTQIA+ inclusion within their environment. Of note, the conceptual differences between these variables have been discussed in past literature about "sexuality blindness," which include experiences wherein LGBTQ+ individuals feel as though their relationships should be kept private and public displays of affection with their partners avoided even though they are "out" at work (Holmes IV, 2020). Despite this previously established conceptual difference in the constructs, there is still a strong statistical relationship between the two measures within the main study ($r = 0.51$, $p < .01$). Additionally, from a measurement perspective, the two constructs both ask participants to report on their perceptions of inclusion within their environment, which could allow for individual differences (such as

those related to perceptions about being discriminated against or to which LGBTQ+ individuals are generally received warmly) to impact individual responses such that they respond in lesser or greater agreement to both sets of items. Another example of potential overlap is between romantic relationship satisfaction and job satisfaction, as some individuals may simply have a greater or lesser predisposition to feeling satisfied that could have impacted the responses on both sets of items. To address these concerns, future research should conduct additional confirmatory factor analyses with larger samples of participants to ensure that items load onto their expected factor and only their expected factor.

Fourth, while the sample has adequate representation of both man-man and woman-woman presenting romantic relationships, the sample is largely white with 81% of the sample identifying as such. This abundance of one ethnic group prevents the study from a more intersectional approach that would allow for analysis of finer grain differences across multiple identities (Mink et al., 2014). Importantly, work-family research has shown work-family experiences can vary within one identity (e.g., gender) based on another identity (e.g., ethnic group) (Ammons et al., 2017). Future research should consider sampling procedures that provide adequate representation of multiple groups, allowing for analyses to tackle these intersectional concerns.

Future Research Directions

Several future directions were identified based on the previously noted implications, strengths, and limitations. First, greater exploration of the role gender presentation of romantic relationship (i.e., presents as two men who are romantically involved or presents as two women who are romantically involved) plays as a moderator of WRPIS relationships should be considered. Within this study, gender presentation of romantic relationship was not hypothesized

as an a priori moderator, but supplemental analyses revealed multiple relationships were moderated by this grouping variable. Past research within industrial-organizational psychology that has tackled sexual and gender minority concerns has often relied on samples of lesbian, gay, and bisexual participants and treated them as one group for analysis (e.g., Ragins et al., 2007; Ragins & Cornwell, 2001; Sawyer et al., 2017), likely due to the challenges in sampling from this minority population. However, this study provides evidence the nomological network between variables potentially varies meaningfully based on the gender presentation of the romantic relationship; notably, these differences are theoretically relevant in line with existing theory on the unique experiences of various groups within the LGBTQ+ community (Mink et al., 2014). Within this study, some moderations (e.g., the relationship between informal signals of inclusion and WRPIS) were such that the relationships were in the same direction across groups but of different strengths. In others (e.g., the three-way interaction between WRPIS, preference for work-romantic partner integration, and gender presentation of romantic relationship as a predictor of romantic relationship satisfaction), the results implied relationships could potentially be positive for some groups and null or even negative for others. Given the situating of WRPIS as a family resource intended to improve outcomes within this domain, the potential for harmful relationships is critically important and should be further examined before any interventions are implemented and have unintended adverse consequences.

Of particular interest may be the detected three-way interaction between WRPIS, preference for work-romantic partner integration, and gender presentation of romantic relationship as a predictor of romantic relationship satisfaction. Within this analysis, results suggest the relationship is most beneficial for women with a low preference for work-romantic partner integration and men with a high preference for work-romantic partner integration.

Notably, given the hypothesized role of integration preferences as strengthening the benefits of WRPIS, the relationship among women was unexpected but could have emerged through several different pathways. One potentially promising pathway is through the potential for increased intrusion boundary violations among this population. Intrusion boundary violations are the converse of distance boundary violations and occur when one seeks to segment their work and family but cannot (Kreiner et al., 2009). An example of an intrusion boundary violation is when one is called by a work colleague while on family time, such as while on a vacation.

Specifically, as it pertains to those who present as women, gender stereotypes put forth women are expected to give greater priority to family (Eagly, 1987). While stereotypes do vary based on sexuality (Kite & Deaux, 1987), research supports intent to engage in parenting behaviors do not significantly differ for heterosexual and homosexual women (Goldberg & Smith, 2009), implying 'traditional' stereotypes about women still play a role in behavioral intentions for non-heteronormative women. Accordingly, this expectation may allow for greater frequency of events wherein a member of one's family intrudes on their work-life due to *expected* or assumed preferences, creating intrusion boundary violations, a stressor. In support of this potential pathway through which greater supplies is detrimental to relationship wellbeing via greater intrusion boundary violations, women report more instances of making more scheduling changes related to family responsibilities than do men (Keene & Quadagno, 2004). This is notable given the availability to change one's schedule to accommodate family is an example using an integration supply, meaning this stress event is only able to occur for those who have access to the relevant supply. Alternatively, this intrusion pathway may emerge due to romantic relationship dynamics rather than gendered stereotypes. Specifically, a prescribed behavior among the lesbian community is that of "U-Hauling," which is the idea that lesbian women enter

into committed relationships very quickly including 'renting a U-Haul after only a handful of dates to move together' as the adage goes (Gordon, 2006). Notably, this may mean romantic relationships are less established, allowing for greater uncertainty between partners as it pertains to knowing their work-romantic partner integration preferences; in support of this possibility, those in romantic relationships that presented as two women reported romantic relationship lengths that were over two years less on average compared to those in romantic relationships that presented as two men. Through this lack of clarity around preferences, boundaries may be regularly compromised by one's partner, lessening satisfaction with one's partner. Lastly, it is also plausible the three-way moderation was spurious and only emerged due to random variance within the small size; this is particularly relevant given the small sample number of those who reported being in romantic relationships that presented as two women (N = 54). Given this uncertainty as to why this relationship emerged, future research should consider re-examining this relationship while testing multiple pathways and boundary conditions within a larger sample of those in romantic relationships that present as two women; in the meantime, relationships should be interpreted with caution due to the sample size concerns. Additionally, a negative relationship was found between perceived availability of WRPIS and job satisfaction among those in romantic relationships that present as two women; similar intrusion boundary violation pathways could explain this relationship and should also be examined.

Second, the study was limited to only those in same gender presenting romantic relationships. While these individuals are an important part of the LGBTQ+ community, it does prevent results from generalizing to others who may also be harmed by cultures that lack signals of inclusion or work-family integration supplies, such as sexual or gender minorities without a romantic partner or those who present as non-binary. Future research should consider

examination of such hypothesized relationships among other parts of the LGBTQ+ community to better inform on the shared and unique experiences of those who identify with the various parts of the community. Additionally, research should consider a more intersectional approach that accounts for multiple identities, such as ethnicity or age, to inform on how experiences vary within the more narrow groups that compose the LGBTQ+ community; in example, one such question could tackle how experiences vary among white and non-white gay men and white and non-white lesbian women. Through these strategies a more complete understanding of the boundary conditions of statistical relationships between variables would be achieved, allowing for a fine-grain understanding of "when" and "for whom" such relationships emerge.

Third, this study sought to examine outcomes of WRPIS in the work, family, and health domains. Results suggested a statistical relationship between WRPIS and romantic relationship satisfaction, but null relationships to job satisfaction and emotional exhaustion. Given the conceptual and statistically supported relevance of WRPIS for family outcomes, particular attention should be paid to other variables within the family domain. In one example, sexual and gender minorities who are also parents could be sampled and the relationship between WRPIS and parental satisfaction could be analyzed alongside romantic relationship satisfaction. Alternatively, dyadic methods could be used wherein both members of the romantic relationship and/or any children participate in the study, allowing for a greater understanding of how the work experiences of an employed LGBTQ+ person effect their loved ones. Through these approaches, information on the potential harms of a lack of WRPIS on nuclear LGBTQ+ families and the larger LGBTQ+ community would be gleaned.

Fifth, multilevel approaches could be implemented. Specifically, this study posits formal and informal signals of inclusion as related to WRPIS as well as outcomes in the job, family, and

health domains. Notably, the correlation between the two types of signals was not significant, implying the two are orthogonal such that one could have high scores on one type of signal and a low score on the other. Given this, multilevel approaches that utilize multiple organizations and multiple groups within those organizations could be used to explain the variance between- and within- organizations. Through this, the critical factors that allow for higher perceptions of informal signals of inclusion and/or WRPIS may be identified, providing greater clarity around the most effective ways for organizations to ensure equity and inclusion for sexual and gender minorities. Similarly, informal signals of inclusion are subjective perceptions of one's workplace, which is likely informed by one's workplace social network, such as through interactions with members of their team, department, or workplace. Accordingly, more direct social network approaches could be used to examine the number of work ties who the respondent perceives as an ally. Through this, information about how informal signals of inclusion and/or WRPIS come to be perceived may be gained, providing opportunities for clear recommendations on how organizations can improve perceptions of these outcomes.

Sixth, a critical assumption within this study is low WRPIS is a boundary management issue with particular relevance for those in same-sex presenting romantic relationships. While this assumption is present in this study, it is not tested nor confirmed. Future research should examine whether gender presentation of relationship (heteronormative presenting v. not heteronormative presenting) does, in fact, relate to lesser WRPIS given the conceptually critical nature of this assumption. In addition to addressing this, theoretical models of the role WRPIS plays for employees in same gender presenting romantic relationships could be fit to those in heterosexual presenting relationships to see if fit is adequate across both groups or if models only explain the relationships between variables among those in same gender presenting relationships.

Alternatively, the bisexual community could be leveraged to determine the degree to which supplies are perceived as lesser for same gender presenting compared to heterosexual presenting relationships. Specifically, while WRPIS is most relevant for those in romantic relationships, the content of the items could be modified to be asked to participants who are "single" rather than in a committed romantic relationship. From there, those who identify as bisexual could report on the degree to which they feel as though they perceive that they *could* engage in work-romantic partner integration behaviors within their workplace using two sets of items. In one, they would respond to items based on if they were to begin a romantic relationship that outwardly presents as heteronormative; in the other, they would respond to items based on if they were to begin a relationship that outwardly presents as non-heteronormative. Through this, each person would act as their own control and the two scores could be compared to examine whether this issue is more prominent for those in same gender presenting romantic relationships compared to those in heteronormative presenting romantic relationships.

Conclusion

The intent of this project was to examine the role of work romantic-partner integration supplies for work, family, and health outcomes among employees in same gender presenting romantic relationships. Results supported such integration supplies were a valuable predictor of romantic relationship satisfaction, positioning work romantic-partner integration supplies as relevant for LGBTQ+ romantic relationship outcomes. Given the role of romantic relationship satisfaction for long-term health and wellbeing (Roberson et al., 2018), this positions a lack of WRPIS as potentially harming the LGBTQ+ community. Beyond these practical implications, this study also repositions WRPIS as a boundary management 'distance' violation; this brings together the work-family and diversity, equity, and inclusion literatures and expands the

theoretical understanding of the unique challenges experienced by employees in same gender presenting romantic relationships as they manage the work-family interface.

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APPENDICES

Appendix A: Internal Review Board (IRB) approval letter for pilot study

UNIVERSITY of SOUTH FLORIDA

EXEMPT DETERMINATION

February 14, 2022

Joseph Regina
[redacted]

Dear Joseph Regina:

On 2/11/2022, the IRB reviewed and approved the following protocol:

Application Type:	Initial Study
IRB ID:	STUDY003860
Review Type:	Exempt 2
Title:	Pilot Study: Work-Family Integration Among Sexual and/or Gender minority Employees
Protocol:	• Regina, Joseph - HRP-503a - Social-Behavioral Protocol Template 5.1.20 - LGBTQ+WFC Pilot.docx;

The IRB determined that this protocol meets the criteria for exemption from IRB review.

In conducting this protocol, you are required to follow the requirements listed in the INVESTIGATOR MANUAL (HRP-103).

Please note, as per USF policy, once the exempt determination is made, the application is closed in BullsIRB. This does not limit your ability to conduct the research. Any proposed or anticipated change to the study design that was previously declared exempt from IRB oversight must be submitted to the IRB as a new study prior to initiation of the change. However, administrative changes, including changes in research personnel, do not warrant a modification or new application.

Ongoing IRB review and approval by this organization is not required. This determination applies only to the activities described in the IRB submission and does not apply should any changes be made. If changes are made and there are questions about whether these activities impact the exempt determination, please submit a new request to the IRB for a determination.

Sincerely,

Jennifer Walker
IRB Research Compliance Administrator

Institutional Review Boards / Research Integrity & Compliance
FWA No. 00001669
University of South Florida / 3702 Spectrum Blvd., Suite 165 / Tampa, FL 33612 / 813-974-5638

Appendix B: Internal Review Board (IRB) approval letter for main study

UNIVERSITY of SOUTH FLORIDA

EXEMPT DETERMINATION

December 2, 2021

Joseph Regina
[redacted]

Dear Joseph Regina:

On 12/1/2021, the IRB reviewed and approved the following protocol:

Application Type:	Initial Study
IRB ID:	STUDY003511
Review Type:	Exempt 2
Title:	Invisible Families, Clear Consequences: Work-Family Integration Among LGB Employees
Funding:	Society of Industrial-Organizational Psychology ; Natl Inst for Occupational Safety & Hlth
Protocol:	• LGB WFC Protocol;

The IRB determined that this protocol meets the criteria for exemption from IRB review.

In conducting this protocol, you are required to follow the requirements listed in the INVESTIGATOR MANUAL (HRP-103).

Please note, as per USF policy, once the exempt determination is made, the application is closed in BullsIRB. This does not limit your ability to conduct the research. Any proposed or anticipated change to the study design that was previously declared exempt from IRB oversight must be submitted to the IRB as a new study prior to initiation of the change. However, administrative changes, including changes in research personnel, do not warrant a modification or new application.

Ongoing IRB review and approval by this organization is not required. This determination applies only to the activities described in the IRB submission and does not apply should any changes be made. If changes are made and there are questions about whether these activities impact the exempt determination, please submit a new request to the IRB for a determination.

Appendix C: Copyright licensure for cited scales

Formal signals of inclusion (Ragins & Cornwell, 2001)

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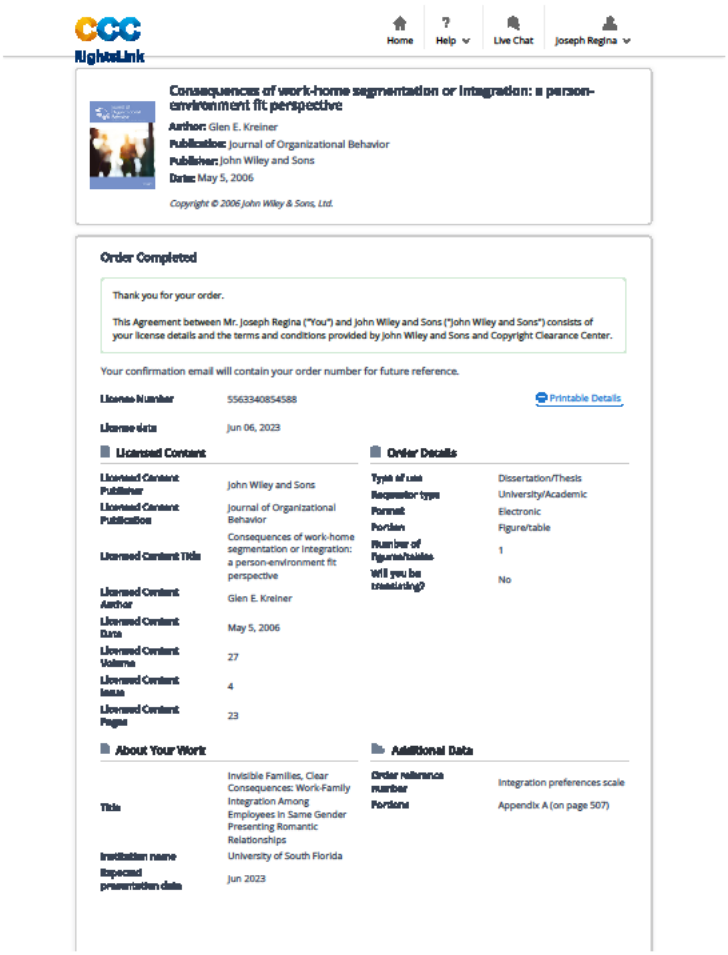
Informal signals of inclusion (Holman et al., 2019)

Perceived availability of work-family integration supplies (adapted from Clark, 2002)

Preference for work-family role integration (adapted from Kreiner et al., 2006)



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Author: Glen E. Kreiner
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Institution name	University of South Florida
Expected presentation date	Jun 2023

Additional Data

Order reference number	Integration preferences scale
Portions	Appendix A (on page 507)

Job satisfaction (Netemeyer et al., 2010)

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Store manager performance and satisfaction: Effects on store employee performance and satisfaction, store customer satisfaction, and store customer spending growth.

Author: Netemeyer, Richard G.; Maxham III, James G.; Lichtenstein, Donald R.
Publication: Journal of Applied Psychology
Publisher: American Psychological Association
Date: May 1, 2010

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Romantic relationship satisfaction (Norton, 1983)

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NEW WORK DETAILS

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		Expected Presentation Date	2023-06-08

Negative affect (Thompson, 2007)