



## Editorial

Welcome to the second issue of Interdisciplinary Perspectives on Equality and Diversity, featuring a range of pieces exploring gender, sexuality and migration and their effects on the reproduction of inequalities. We are delighted to welcome submissions exploring sexuality and gender identity (Meinich), gender inequality (Chibba) and the experiences of international PhD students (Sang). In addition, we have a book review from Kate White on Maria Tsourfouli's new book examining careers in medicine.

Our student essay for this issue is from Jenny Meinich, currently a PhD student at Heriot Watt University (School of Management and Languages). Jenny's essay, titled *Heteronormativity: the impact on lesbian, gay, bisexual and trans\* individuals workplace experience* is based on coursework submitted for an undergraduate degree in management. Through an analysis of the extant, but limited, research on sexuality in the workplace, Jenny critiques the heteronormative assumptions which underpin much of contemporary working life. As part of IPED's ethos, the review process is constructive and we hope the student essays will provide some pedagogical interest as well as an examination of LGBT issues in the workplace. As such, we have provided a commentary from one of the reviewers regarding the essay's merits, and areas for development.

Michael Chibba's paper *Inequality, GINI index, gender bias and other related issues* critiques the use of the GINI index to understand inequality. Noting the complexities of inequality, Michael identifies the difficulties faced by researchers and practitioners in disentangling the various sources and forms of (dis)advantage which are used to develop statistical measures of inequality. Reviewers felt that the paper adds to our understanding of how inequality can be conceptualized, measured and operationalized. As one reviewer stated:

*'This is a very important paper which draw attention to the necessity of better measures for inequality that can capture broader dimensions'*

Details of the GINI index can be seen here  
<http://data.worldbank.org/indicator/SI.POV.GINI>

Kate Sang has provided this issue's research note: *Supporting PhD students' acculturation through social media: a research agenda*. Kate's paper presents a



proposed research agenda to support international PhD student's socialization into academia. In the context of high levels of postgraduate researcher attrition, Kate's paper proposes a participatory framework to developing an intervention to support students' entry into study. Reviewers felt that the paper adds to understanding of approaches to supporting postgraduate study and the sustainability of the higher education labour force. As one reviewer commented:

*'Supporting the PhD students during their studies is indeed a very significant topic, though it has not received enough attention from the academic institution yet. ... The main strength of this research stems mainly from combining several disciplines together namely sociology, psychology and socio- psychology and information technology.'*

Thank you to all our contributors to this issue of IPED, both authors and reviewers. We hope that working with the journal has been a constructive and valuable experience and that the work produced here will encourage others to submit to our fully open access journal. Authors retain all copyrights to their work, and we hope both contributors and readers will share the submissions widely. One of the aims of IPED is to publish papers in a range of languages. Please do consider submitting your work, particularly if it is in English, Spanish, Greek, Thai or German. We may be able to accommodate other languages, so please drop us a note ([k.sang@hw.ac.uk](mailto:k.sang@hw.ac.uk)).