**Scholar Highlight**

*Published Research by Dr. Hiran Roy (Lecturer)*

**LGBTIQ+ Inclusion in the workplace and the Response of Foodservice Industry: A study on Vancouver Visitor Destination**

The economic significance of LGBTIQ+ inclusion has been globally recognised by the business organizations including hospitality and tourism organizations. However, LGBTIQ+ inclusion is challenging in the hospitality and tourism organizations. There is a dearth of empirical studies on LGBTIQ+ inclusion in foodservice operations across North America, especially from a Vancouver context. Therefore, this study will explore how foodservice operations promote LGBTIQ+ inclusion and identify challenges in implementing LGBTIQ+ inclusive strategies in Vancouver, a visitor destination. A qualitative approach (semi-structured interview) will be employed to collect data from a sample of foodservice operations. A LGBTIQ+ inclusion model will also be developed based on the ‘unfreeze-change-(re)freeze’ theory to further understand organisational change with nonlinear, interconnected, interactive and iterative orientations.

Dr. Hiran Roy holds a Ph.D. in Management from the University of Canterbury, Christchurch, New Zealand. Prior to joining academia, he worked extensively (over 26 years) in the hospitality business industry as an Executive Chef with branded hotels globally. Dr. Roy is also the recipient of the New Zealand Commonwealth Scholarship and Fellowship Plan.

**Guest Speakers**

**Mr. Greg Walker.** Director of Public Affairs, British Columbia Lottery Corporation (BCLC)

Mr. Walker will be joining Ms. Denise Chiang’s HRTM 7734 – Global Marketing class on October 5th, at 12:00 PM. To attend, please email dchiang@fdlu.edu. BCLC is a Crown Corporation responsible for managing gambling in B.C. This includes overseeing gaming operations, monitoring equipment, and supervising the private sector companies who maintain the facilities and manage day-to-day operations. BCLC operates facilities in 33 communities across B.C., including 18 casinos (16 casinos, plus two casinos at racetracks).

**Dr. Kimberley Thomas-Francois**

Dr. Thomas-Francois will be joining Dr. Michael Lever’s HRTM 3203 – Food & Beverage Management class on October 18th, at 3:00 PM. To attend, please email mllever@fdlu.edu. Dr. Kimberly Thomas-Francois holds a PhD in Management and specialized in Service Management at the School of Hospitality, Food and Tourism Management, College of Business and Economics, University of Guelph. Currently she is conducting quantitative research using multivariate analysis in Smart and Virtual Food Retailing.

**Highlights from September’s MHMS Pizza Party:**