

**Warning:** [2026-02-03 16:10] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência\_Iscte at that date.

**Outdated Information:** The information in this public profile may be outdated.

## Donatella Di Marco

### Academic Qualifications

University/Institution	Type	Degree	Period
Universidad de Sevilla and Universidad de Valencia	PhD	Psychology of Human Resource	2014
Universidad de Sevilla	M.Sc.	Human Resource Management	2010

### Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2018/2019	1º	Specialization Seminar in Human Resources and Organizational Behavior		No
2018/2019	1º	Healthy Organizations		No
2017/2018	1º	Qualitative Research	Doctorate Degree (PhD) in Management;	No

### Supervisions

- M.Sc. Dissertations

**- Concluded**

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Hilda Miranda Wijbenga	Workplace Diversity in the Netherlands, its Governing and an Examination of the Relation to Workplace Conflicts	English	Iscte	2019
2	Natacha Andreia Gouveia da Costa Germano	Afro-descendants? Experiences In Portuguese Workplaces: Perspectives on Subtle Discrimination and HRM Practices in Managing Diversity	English	Iscte	2019

## Total Citations

Web of Science®	393
Scopus	332

## Publications

• **Scientific Journals**

**- Scientific journal paper**

1	<p>Renedo, S., Inés Martínez-Corts, Di Marco, D. &amp; Medina, F. J. (2025). "Sweeten the (i)-deal": unveiling power and influence dynamics in family small and medium-sized enterprises. <i>Journal of Family Business Management</i>. 15 (3), 728-758</p> <p>- Times Cited Web of Science®: 1                      - Times Cited Scopus: 1                      - Times Cited Google Scholar: 1</p>
2	<p>Di Marco, D., Hoel, H., Arenas, A. &amp; Munduate, L. (2024). Non-heteronormative sexual orientations at work: Disclosure dynamics and the negotiation of boundaries between lesbian and gay employees and their co-workers. <i>Journal of Homosexuality</i>. 71 (2), 293-318</p> <p>- Times Cited Web of Science®: 7                      - Times Cited Scopus: 5                      - Times Cited Google Scholar: 11</p>
3	<p>Corlett, S., Di Marco, D., Hoel, H., Munduate, L. &amp; Arenas, A. (2024). Setting boundaries at work: Development and validation of the Sexual Identity Disclosure Dynamics Scale. <i>Psychology of Sexual Orientation and Gender Diversity</i>. N/A</p> <p>- Times Cited Web of Science®: 3                      - Times Cited Scopus: 3                      - Times Cited Google Scholar: 4</p>
4	<p>Corlett, S., Di Marco, D., Munduate, L. &amp; Arenas, A. (2023). Manifestations and reinforcement of heteronormativity in the workplace: A systematic scoping review. <i>Journal of Homosexuality</i>. 70 (12), 2714-2740</p> <p>- Times Cited Web of Science®: 22                      - Times Cited Scopus: 18                      - Times Cited Google Scholar: 39</p>

5	<p>Arenas, A., Sanclemente, F. J., Terán-Tinedo, V. &amp; Di Marco, D. (2023). Spanish validation of the Technostress Creators Scale. <i>Psicothema</i>. 35 (1), 98-108</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 10</li> <li>- Times Cited Scopus: 9</li> <li>- Times Cited Google Scholar: 17</li> </ul>
6	<p>Checa, I., Di Marco, D. &amp; Bohórquez, M. R. (2022). Measurement invariance of the Satisfaction with Life Scale by sexual orientation. <i>Archives of Sexual Behavior</i>. 51 (6), 2891-2897</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 8</li> <li>- Times Cited Scopus: 8</li> <li>- Times Cited Google Scholar: 13</li> </ul>
7	<p>Menardo, E. , Di Marco, D., Ramos, S., Brondino, M., Arenas, A., Costa, P....Pasini, M. (2022). Nature and mindfulness to cope with work-related stress: A narrative review. <i>International Journal of Environmental Research and Public Health</i>. 19 (10)</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 42</li> <li>- Times Cited Scopus: 36</li> <li>- Times Cited Google Scholar: 94</li> </ul>
8	<p>Corlett, S., Di Marco, D. &amp; Arenas, A. (2021). 'Coming out' across cultures: examining the experiences of Ecuadorian and Spanish LGB employees. <i>Current Psychology</i>. 40, 5391-5401</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 9</li> <li>- Times Cited Scopus: 7</li> <li>- Times Cited Google Scholar: 15</li> </ul>
9	<p>Lourenço, I., Di Marco, D., Branco, M., Lopes, A. I., Sarquis, R. &amp; Soliman, M. T. (2021). The relationship between LGBT executives and firms' value and financial performance. <i>Journal of Risk and Financial Management</i>. 14 (12)</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 13</li> <li>- Times Cited Scopus: 14</li> <li>- Times Cited Google Scholar: 22</li> </ul>
10	<p>Knoll, M., Götz, M., Adriasola, E, Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A....Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 Countries. <i>Journal of Organizational Behavior</i>. 42 (5), 619-648</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 67</li> <li>- Times Cited Scopus: 70</li> <li>- Times Cited Google Scholar: 127</li> </ul>
11	<p>Corlett, S., Di Marco, D. &amp; Arenas, A. (2019). Inclusión de la diversidad sexual para una cultura de paz en las organizaciones: Un estudio en Ecuador. <i>Revista de Cultura de Paz</i>. 3, 75-80</p> <ul style="list-style-type: none"> <li>- Times Cited Google Scholar: 12</li> </ul>
12	<p>Di Marco, D., Arenas, A., Munduate, L. &amp; Hoel, H. (2019). Discriminatory language in the workplace: unmasking prejudices and stereotypes. <i>Revista de Psicología Social</i>. 34 (1), 110-136</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 3</li> <li>- Times Cited Scopus: 2</li> </ul>
13	<p>Di Marco, D., Martínez-Corts, I., Arenas, A. &amp; Gamero, N. (2018). Spanish validation of the shorter version of the Workplace Incivility Scale: an employment status invariant measure. <i>Frontiers in Psychology</i>. 9</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 6</li> <li>- Times Cited Scopus: 5</li> <li>- Times Cited Google Scholar: 13</li> </ul>

14	Di Marco, D., Arenas, A., Giorgi, G., Arcangeli, G. & Mucci, N. (2018). Be friendly, stay well: the effects of job resources on well-being in a discriminatory work environment. <i>Frontiers in Psychology</i> . 9 - Times Cited Web of Science®: 27 - Times Cited Scopus: 26 - Times Cited Google Scholar: 45
15	Di Marco, D., Hoel, H., Arenas, A. & Munduate, L. (2018). Workplace incivility as modern sexual prejudice. <i>Journal of Interpersonal Violence</i> . 33 (12), 1978-2004 - Times Cited Web of Science®: 65 - Times Cited Scopus: 51 - Times Cited Google Scholar: 112
16	Di Marco, D., López-Cabrera, R., Arenas, A., Giorgi, G., Arcangeli, G. & Mucci, N. (2016). Approaching the discriminatory work environment as stressor: the protective role of job satisfaction on health. <i>Frontiers in Psychology</i> . 7 - Times Cited Web of Science®: 42 - Times Cited Scopus: 35 - Times Cited Google Scholar: 76
17	Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2015). Coming out strategies of lesbians and gays at work. <i>Revista de Psicología Social</i> . 30 (1), 122-151 - Times Cited Web of Science®: 9 - Times Cited Scopus: 6
18	Munduate, L., Di Marco, D., Martínez-Corts, I., Arenas, A. & Gamero, N. (2014). Rebuilding the social dialogue and promoting inclusive organizations. A tool for social innovation in times of crisis. <i>Papeles del Psicólogo</i> . 35 (2), 122-129 - Times Cited Web of Science®: 10 - Times Cited Scopus: 5 - Times Cited Google Scholar: 13

#### - Review article

1	Di Marco, D., Hoel, H. & Lewis, D. (2021). Discrimination and exclusion on grounds of sexual and gender identity: Are LGBT people's voices heard at the workplace?. <i>The Spanish Journal of Psychology</i> . 24 - Times Cited Web of Science®: 32 - Times Cited Scopus: 25 - Times Cited Google Scholar: 66
---	--

#### • Books and Book Chapters

##### - Book author

1	Corlett, S., Di Marco, D. & Arenas, A. (2021). Guía sobre la diversidad sexual y la identidad de género en la Universidad de Sevilla. Sevilla. Editorial Universidad de Sevilla.
2	Di Marco, D., Munduate, L., Arenas, A. & Hoel, H. (2018). ¿Quién queda en el armario? La experiencia de los colectivos de personas lesbianas y gays en el trabajo. Pirámide. - Times Cited Google Scholar: 5

##### - Book editor

1	Di Marco, D. & Gamero, G. (2025). Segregación y salud laboral desde la perspectiva de género Un análisis basado en la evidencia. Universidad de Sevilla.
---	--

2	Arenas, A., Di Marco, D., Munduate, L. & Euwema, M.C. (2017). Shaping Inclusive Workplaces Through Social Dialogue. Springer International. - Times Cited Google Scholar: 41
---	---

**- Book chapter**

1	Arenas, A., Corlett, S., Di Marco, D., Munduate, L, Elgoibar, P., Gamero, N....Sancllemente, F. J. (2025). Guía de autodiagnóstico de integración de la perspectiva de género en la prevención de riesgos laborales (Guía DIGEN). In Munduate, L. (Ed.), Buenas prácticas para la gestión preventiva desde la perspectiva de género. Guía de autodiagnóstico.: Editorial Pirámide.
2	Corlett, S., Di Marco, D. & Arenas, A. (2025). Definiendo límites en el entorno laboral: cómo las terceras personas moldean el proceso de disclosure de personas LGB e influyen en su bienestar. In Libro de Actas del III Congreso Internacional de Diversidad Sexual y Género en la Educación, la Filología y las Artes y del I Congreso Internacional de Diversidad Sexual y Género en la Psicología.: Dykinson.
3	Corlett, S., Di Marco, D. & Arenas, A. (2022). ¿Cómo se manifiesta la heteronormatividad en las organizaciones?: Un acercamiento desde la literatura científica. In Francisco Manuel Morales Rodríguez , René Clares (Ed.), Atención a la diversidad afectivo sexual-corporal y de género: evidencias recientes. (pp. 115-124). Granada: Universidad de Granada. - Times Cited Google Scholar: 7
4	Pasini, M, Arenas, A., Brondino, M., Di Marco, D., Duarte, A.P., Carvalho, C.V....Silva, S.A. (2021). A Game-Based Approach to Manage Technostress at Work. In Methodologies and Intelligent Systems for Technology Enhanced Learning, 11th International Conference. MIS4TEL 2021. Lecture Notes in Networks and Systems. (pp. 85-94). Cham: Springer. - Times Cited Web of Science®: 6 - Times Cited Scopus: 6 - Times Cited Google Scholar: 16
5	Di Marco, D., Arenas, A., Hoel, H. & Munduate, L. (2019). Living a Double Life and Experiencing Modern Sexual Prejudice: The Effect on Ecuadorean Lesbian, Gay, and Bisexual Workers' Well-Being. In Nakamura, N. & Logie, C.H. (Ed.), LGBTQ Mental Health: International Perspectives and Experiences.: American Psychological Association. - Times Cited Google Scholar: 9
6	Arenas, Alicia, Di Marco, D., Munduate, Lourdes & Martin C. Euwema (2017). Dialogue for Inclusion: When Managing Diversity Is not Enough. In Shaping Inclusive Workplaces Through Social Dialogue. (pp. 3-21). - Times Cited Web of Science®: 6 - Times Cited Google Scholar: 16
7	Di Marco, D., Arenas, Alicia, Martin C. Euwema & Munduate, Lourdes (2017). The Circle of Inclusion: From Illusion to Reality. In Shaping Inclusive Workplaces Through Social Dialogue. (pp. 261-272). - Times Cited Web of Science®: 2 - Times Cited Google Scholar: 2
8	Di Marco, D. (2017). Unlocking Closets at Organizations. In Shaping Inclusive Workplaces Through Social Dialogue. (pp. 187-200). - Times Cited Web of Science®: 3 - Times Cited Google Scholar: 5
9	Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2013). El proceso de coming out en el contexto laboral español. In Diversidad sexual en Iberoamérica. (pp. 187-194). - Times Cited Google Scholar: 2

• **Conferences/Workshops and Talks**

- **Publication in conference proceedings**

1	Marossi, C., Mariani, V., Arenas, A., Brondino, M., Carvalho, C. V. de., Costa, P....Pasini, M (2023). Mindfulness lessons in a virtual natural environment to cope with work-related stress. In Milrad, M., Otero, N., SánchezGómez, M. C., Mena, J. J., Durães, D., Sciarrone, F., Alvarez-Gómez, C., Rodrigues, M., Vittorini, P., Gennari, R., Di Mascio, T., Temperini, M., and De la Prieta, F. (Ed.), Methodologies and Intelligent Systems for Technology Enhanced Learning, 13th International Conference. Lecture Notes in Networks and Systems.: Springer. - Times Cited Google Scholar: 4
2	Silva, S. A., Duarte, A. P., Duarte, H., Delgado, F., Carvalho, C. V., Pasini, M...Arenas, A. (2021). DESTRESS: Um jogo para treinar competências de gestão de stress relacionado com o uso da tecnologia. In Nogueira, F., and Gonçalves, S. P. (Ed.), X Conferência Internacional Investigação e Intervenção em Recursos Humanos. Online: Instituto Politécnico do Porto.
3	Di Marco, D., Silva, S. A., Tavares, S. M. & Passos, A. M. (2018). Multiple bosses, incivility and health: the positive effect of role clarity. In Kevin Teoh, Nathalie Saade, Vlad Dediu, Juliet Hassard, Luis Torres (Ed.), 13th European Academy of Occupational Health Psychology Conference: adapting to rapid changes in today's workplace. (pp. 272-272). Lisboa - Times Cited Google Scholar: 1

- **Talk**

1	Corlett, S., Di Marco, D., Arenas, A. & Ortiz-Salado, R. (2025). To systematically review the factors that play a role in the hiring outcomes for LGBTQ+ people. 22nd EAWOP Congress.
2	Di Marco, D., Corlett, S., Paolillo, A. & Silva, S.A. (2025). The effectiveness of safety interventions addressed to diverse groups: a systematic review. 22nd European Congress of Work and Organizational Psychology.
3	Corlett, S., Di Marco, D., Arenas, A. & Mendoza-Denton, R. (2024). Navigating bias: Examining hiring discrimination towards transgender job applicants through the lens of competence and warmth. 17th Equality, Diversity, & Inclusion Conferenc.
4	Corlett, S., Di Marco, D., Arenas, A. & Mendoza-Denton, R. (2024). What is that Drives Hiring Discrimination Against Trans People? An Experimental Study. 16th EAOHP Conference.
5	Corlett, S., Di Marco, D., Munduate, L. & Arenas, A. (2023). Development and validation of a scale measuring sexual identity disclosure and the reaction of the audience at work. 21st EAWOP Congress.
6	Corlett, S., Di Marco, D. & Arenas, A. (2023). Definiendo límites en el entorno laboral: cómo las terceras personas moldean el proceso de disclosure de personas LGB e influyen en su bienestar. I Congreso Internacional de Diversidad Sexual y Género en la Psicología.
7	Corlett, S., Di Marco, D., Munduate, L., Hoel, H. & Arenas, A. (2022). Shaping Boundaries at Work: Development and Validation of the Disclosure Dynamics Scale. 15th Equality, Diversity and Inclusion International Conference.
8	Carvalho, F., Silva, S.A., Di Marco, D. & Schaufeli, W. B. (2022). Effects of customer incivility on burnout: A moderated mediation model. BAT Research Seminar.

9	Corlett, S., Di Marco, D., Munduate, L. & Arenas, A. (2022). Setting boundaries at work: development and validation of the disclosure dynamics scale. III International Conference on LGBT+ Psychology and Related Fields.
10	Corlett, S., Di Marco, D., Munduate, L. & Arenas, A. (2021). The state of the art and the future of the study of heteronormativity in the workplace. 13th-14th Equality, Diversity and Inclusion International Conference.
11	Corlett, S., Di Marco, D., Munduate, L. & Arenas, A. (2021). Heteronormatividad en el trabajo y su abordaje para la construcción de organizaciones inclusivas. 5th National Congress of Psychology and International Symposium on Public Health Psychology.
12	Carvalho, F., Silva, S.A., Di Marco, D., Carvalho, H. & Schaufeli, W. B. (2021). Effects of customer incivility on burnout: A moderated mediation model. Work, Stress, and Health 2021 Conference .
13	Silva, S.A., Duarte, A.P., Duarte, H., Delgado, F., Carvalho, C.V., Pasini, M...Arenas, A. (2021). Destress: um jogo para treinar competências de gestão de stress relacionado com o uso da tecnologia. X Conferência Internacional Investigação e Intervenção em Recursos Humanos.
14	Pasini, M, Arenas, A., Brondino, M., Di Marco, D., Duarte, A.P., Carlos Vaz de Carvalho...Silva, S.A. (2021). A Game-Based Approach to Manage Technostress at Work. 11th International Conference on Methodologies and Intelligent Systems for Technology Enhanced Learning (Mis4Tel).
15	Corlett, S., Di Marco, D., Munduate, L. & Arenas, A. (2020). ¿Cómo se refuerza la heteronormatividad en las organizaciones? Un acercamiento desde la literatura científica. 1st International Congress on Attention to Affective-Sexual, Bodily and Gender Diversity.
16	Di Marco, D., Silva, S.A. & Tavares, S. M. (2019). Uncivil behaviors at work make me shut up! The role played by climate for authenticity in the relationship between workplace incivility, prosocial silence and psychological health. The 19th European Congress of Work and Organizational Psychology.
17	Götz, M., Knoll, M., Di Marco, D., Silva, S.A., Tavares, S. M. & et al. (2019). Remaining silent in eleven languages: Validating scales for employee silence motives across fifteen countries. 19th European Congress of Work and Organizational Psychology.
18	Di Marco, D., Silva, S.A. & Passos, A. M. (2019). I cannot stay focused! The effect of connecting leadership, incivility and organizational justice on impaired cognitive control. The 19th European Congress of Work and Organizational Psychology.
19	Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2018). The Experience of LGB People in Latin America: Uncovering Subtle Discrimination at Work. 29th International Congress of Applied Psychology.
20	Di Marco, D., Silva, S.A. & Passos, A. M. (2018). Diversity at organizations: new challenges for Human Resource Managers. 15th International Human Resource Management Conference.
21	Di Marco, D., Silva, S.A., Tavares, S. M. & Passos, A. M. (2018). "The role of workplace incivility on employees' participation : a exploratory study with Portuguese workers". 11th International Workshop Organizational Participation in Europe Network.
22	Di Marco, D., Silva, S.A., Tavares, S. M. & Passos, A. M. (2018). Multiple Bosses, Incivility and Health: The Positive Effect of Role Clarity. 13th European Academy of Occupational Health Psychology Conference.

23	Di Marco, D., Arenas, A., Munduate, L. & Euwema, M.C. (2017). Shaping Inclusive Workplaces Through Social Dialogue: Good Practices From The International Arena. 18th Congress of European Association of Work and Organizational Psychology.
24	Di Marco, D., Medina, F.J., Arenas, A. & Pérez Samaniego, S. (2017). The mediating effect of workplace incivility on the relationship between organizational justice and health. 15th European Congress of Psychology.
25	Pérez-Samaniego, S., Di Marco, D. & Medina, F.J. (2016). Discriminación en contextos laborales interculturales: la experiencia de la comunidad indígena Saraguro. I Jornadas Internacionales de Conocimientos Ancestrales y Procesos de Desarrollo.
26	Pérez-Samaniego, S., Di Marco, D., Medina, F.J. & Arenas, A. (2016). Discriminación abierta y sutil hacia indígenas en contextos laborales interculturales. Congreso Internacional de Psicología del Trabajo y de los Recursos Humanos.
27	Munduate, L., Di Marco, D., Arenas, A. & Hoel, H. (2016). Are Spanish workplaces free of discrimination? The case of incivility against LGB employees. 31st International Congress of Psychology.
28	Di Marco, D. (2015). El colectivo LGTBIQ en los Centros de Estudio y Trabajo. II Jornadas Educativos del MAES.
29	Di Marco, D. (2015). Las dinámicas de disclosure en los contextos laborales españoles: y tú, ¿qué rol juegas?. Jornada de Gestión de la diversidad afectivo sexual en el ámbito laboral.
30	Di Marco, D., Arenas, A., Hoel, H. & Munduate, L. (2015). Workplace incivility as modern sexual prejudice: the experience of Spanish LGB employees. 17th Congress of European Association of Work and Organizational Psychology.
31	Di Marco, D., Hoel, H., Arenas, A. & Munduate, L. (2014). Identity management strategies applied by Spanish Lesbian and Gay employees. 6th Equality, Diversity and Inclusion International Conference.
32	Di Marco, D. (2014). El aprendizaje basado en problemas (Problem-based learning). Jornadas de formación del profesorado Novel.
33	Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2014). Comportamientos incívicos y discriminación moderna en el entorno laboral: el caso de las personas lesbianas y gais en España. XII Congreso nacional de Psicología Social.
34	Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2012). El proceso de coming out en el contexto laboral español. I Congreso Internacional sobre estudios de Diversidad Sexual en Iberoamérica.
35	Di Marco, D., Arenas, A., Hoel, H. & Munduate, L. (2012). Discrimination on grounds of sexual orientation at work. VII Simpósio sobre Comportamento Organizacional.

## • Other Publications

### - Other publications

1	Munduate, L., Di Marco, D., Arenas, A. & Hoel, H. (2016). Are Spanish workplaces free of discrimination? The case of incivility against LGB employees. International Journal of Psychology. 51, 768-768
2	Di Marco, D. (2014). El aprendizaje basado en problemas (Problem-based learning) [CD-ROM]. Programa de formación del Profesorado Novel.

3

Di Marco, D., Arenas, A., Munduate, L. & Hoel, H. (2013). Experiencias de lesbianas y gays en el trabajo. In FELGTB website.  
- Times Cited Google Scholar: 4

## Awards

Best dissertation award (2014)