

Iris Po Yee LO

Education

PhD in Sociology, the University of Oxford

MPhil in Social Work and Social Administration, the University of Hong Kong

Bachelor of Arts, the University of Hong Kong

Academic positions

2025-Present **Associate Professor**, Department of Sociology, Hong Kong Baptist University

2021-2025 **Assistant Professor**, Department of Applied Social Sciences, the Hong Kong Polytechnic University

Research interests

Gender and sexuality; family sociology; work-family reconciliation; health; social policy

Research grants (a selected list)

2025-Present **General Research Fund (GRF), Research Grants Council 2025-2026**

-Principal investigator (PI): 'From silenced violence to help-seeking: LGBTQ+ people's lived experiences of intimate partner violence'

2025-Present **General Research Fund (GRF), Research Grants Council 2024-2025**

-PI: 'Does sexuality matter at work? A narrative enquiry into the negotiations between vocational identity and sexual identity among young LGB adults'

2024-Present **Early Career Scheme (ECS), Research Grants Council 2023-2024**

-PI: 'From unspoken secrets to family dialogues: The negotiations of family expectations and intergenerational intimacy between Chinese parents and their adult LGB children'

2024-2025 **Research Grant, Department of Rehabilitation Sciences, Hong Kong Polytechnic University**

-Co-Investigator: 'Tomorrow digital healthcare in Metaverse: Developing AI-powered personalized remote health monitoring and therapy platform'

2022-2025 **Research Grant, Department of Applied Social Sciences, Hong Kong Polytechnic University**

-PI: 'Adulthood in changing societies: Gender, work, and family life'

2022-2023 **External Competitive Grant, Oxfam Hong Kong**

-PI: 'Empowering through learning – Parent-child language programme for junior non-Chinese speaking students' (A mixed-method study)

2021-2023 **Direct Allocation Grant, Research Grants Council**

-PI: 'Workplace equality and inclusion in a post-pandemic world: A mixed-method study of non-heterosexual employees' experiences of minority stress and organizational support'

Refereed journal publications (a selected list)

Lo, I. P. Y. (2025). Queer bonds at work: A dialectical approach to understanding workplace relations among sexual minority employees in Hong Kong. *Work, Employment and Society*. (Scopus Top 10%, Q1)

<https://doi.org/10.1177/09500170251343278>

Lo, I. P. Y., Kim, Y. K., Liu, E. H., & Yan, E. (2025). Typologies of minority stressors and depressive symptoms among LGBTQ people in the workplace: A moderated mediation model of workplace climate and resilience. *Sexuality Research and Social Policy* 22, 1043–1057. (Top 10%, Q1) <https://doi.org/10.1007/s13178-024-01027-x>

Lo, I. P. Y. (2024). Visual methods in family and sexuality research: Picturing the everyday, the imaginary, and the void. *Qualitative Research*, 24(3), 548–569. (Top 2%, Q1) <https://doi.org/10.1177/14687941231165892>

Lo, I. P. Y. (2024). The interplay between intimacy and commodification: Queer agency and vulnerability amid neoliberalism with Chinese characteristics. *The Sociological Review*, 72(1), 118–136. (Top 10%, Q1) <https://doi.org/10.1177/00380261231151771>

Lo, I. P. Y., Yu, S. W. K., Ho, G., Ng, I., & Lee, S. M. (2024). The cross-regional impact of Taiwan's same-sex marriage legalisation: The queer economy of welfare mix. *Social Policy and Society*, 23(2), 477–492. (Top 10%, Q1) <https://doi.org/10.1017/S1474746424000083>

Lo, I. P. Y., Liu, E. H., Lai, D. W. L., & Yan, E. (2024). Intimate networks of care: Perceptions of intergenerational family care and experiences of ageing among Chinese midlife and older lesbians and gay men. *Sociology of Health and Illness*, 46(4), 762–779. (Q1) <https://doi.org/10.1111/1467-9566.13739>

Lo, I. P. Y. (2023). Dialectical family imaginaries: Navigating relational selfhood and becoming a parent through assisted reproduction in China. *Sociology*, 57(3), 642–658. (Top 10%, Q1) <https://doi.org/10.1177/00380385221113480>

Lo, I. P. Y., Liu, E. H., Lai, D. W. L., & Yan, E. (2023). Reflexive planning for later life: Minority stress and aging challenges among midlife Chinese lesbians and gay men. *Journal of Homosexuality*, 70(14), 3470–3492. (Top 10%, Q1) <https://doi.org/10.1080/00918369.2022.2095242>

Lo, I. P. Y. (2022). (Dis)Engagement with queer counterpublics: Exploring intimate and family lives in online and offline spaces in China. *British Journal of Sociology*, 73(1), 139-153. (Top 10%, Q1) <https://doi.org/10.1111/1468-4446.12913>

Yu, S. W. K., Lo, I. P. Y., & Chau, R. C. M. (2021). Government strategies for supporting the adult worker model in European countries: Mixed implications for defamilisation. *International Journal of Sociology and Social Policy*, 41(9/10), 979-992. (Q1) <https://doi.org/10.1108/IJSSP-04-2020-0135>

Lo, I. P. Y. (2020). Family formation among lalas (lesbians) in urban China: Strategies for forming families and navigating relationships with families of origin. *Journal of Sociology*, 56(4), 629-645. (Q1) <https://doi.org/10.1177/1440783320912828>

Lo, I. P. Y., Kim, Y. K., Small, E., & Chan, C. H. Y. (2019). The gendered self of Chinese lesbians: Self-esteem as a mediator between gender roles and depression. *Archives of Sexual Behavior*, 48(5), 1543-1554. (Q1) <https://doi.org/10.1007/s10508-019-1402-0>

Invited presentations and knowledge exchange activities (a selected list)

‘Queer bonding and alliances: Workplace experiences of Chinese LGB employees in Hong Kong’. Paper presented at 119th Annual Meeting of the American Sociological Association, Montreal, Canada (2024, August).

‘An intersectional approach to understanding social integration among South Asian women in Hong Kong’. Paper presented at 119th Annual Meeting of the American Sociological Association, Montreal, Canada (2024, August).

‘LGBTQ+ in China: A dialectical approach to understanding intimate and family life in Chinese society’. Invited guest lecture, Factor-Inwentash Faculty of Social Work, University of Toronto, Canada (2024, June).

‘AI and its role in women’s participation in the Hong Kong workforce’. Invited speaker for a panel discussion on AI and gender, hosted by BNP Paribas, Hong Kong (2024, May).

‘Using comparative data to explore health policy decisions made by the government in three low- and middle-income countries in East Asia’. Paper presented at 6th International Conference on Public Policy, International Public Policy Association, Toronto, Canada (with Ho, G., Yu, C., Ho, F., & Yu, S. W. K.) (2023, June).

‘Understanding gender roles’. Invited speaker for a panel discussion on gender bias in workplaces, hosted by Manulife (2022, March)

‘Rethinking social hierarchies in intimate and family lives: A qualitative study of Chinese lalas’ paths to family formation’. Paper presented at 68th British Sociological Association Annual Conference, Glasgow, UK (2019, April).

‘Methodological challenges of research on queer families in China’. Invited guest lecture, the Qualitative Methods Hub, Department of Education, the University of Oxford, UK (2019, May).

Awards and scholarships (a selected list)

2024	Top-cited article 2022-2023 in <i>The British Journal of Sociology</i>
2022	Special Commendation, The Australian Sociological Association Award for Best Paper
2022	Highly Commended Award, Best Doctoral Thesis, British Association of Chinese Studies
2019	Light Senior Scholarship, St. Catherine’s College, the University of Oxford
2019	Writing-Up Award, Department of Sociology, the University of Oxford
2018-2019	Henfrey Graduate Scholarship, St. Catherine’s College, the University of Oxford
2014-2016	Postgraduate Scholarship, the University of Hong Kong

Professional services

2025-Present	Editorial Board, <i>Work, Employment and Society</i>
2025-Present	Editorial Board, <i>The International Journal of Qualitative Methods</i>
2024-Present	Advisory Council, The Women’s Foundation
2022-Present	External Academic Advisor, Faculty of Social Sciences, University of Wollongong (UOW) College Hong Kong
2022-2024	Guest Editor, <i>Social Policy and Society</i>
2019-2020	Seminar Leader, Master of Public Policy Programme, the University of Oxford