Gender in the Workplace

Dr. Julie Elkins

She, Her, Her’s
What do I know about gender?....
Goals of the Workshop

1. Create a space to talk about Gender in workplace
2. Hear about your goals for the workshop
3. Remember how we learned about gender
4. Explore a theory
5. Identify Gender Constructs
   A. About children
   B. About work
   C. Along the gender continuum
      i. What you are born with
      ii. How you feel
      iii. How your present your gender
6. Create opportunities for new learning for Gender in the workplace
Participant Introduction

Name

Pronouns (They, Them, Their; She, Her, Hers; He, Him, His; Ze, Zim, Zir;…..etc.)

Role in the Community

Why you came to the workshop and what you hope to get out of it
Power Walk

1. Worked for a Male
2. Worked for a Female
3. Worked for someone not on the binary
4. Worked in a “female profession”
5. Worked in a “male profession”
6. Was the “only one”
7. Wore a tie to work
8. Wore heels to work
Gender

**Gender:** A social construct; refers to socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate, initially for the traditional binary approach to gender. However, now the spectrum of gender is recognized.

*Source: Cronn-Mills, 2015; Petrokowski, 2017; Airton, 2018*

**Gender Oppression**
- Transphobia
- Sexism
- Cissexism
- Genderphobia

*King, 2019*
First Socialization

Socialized
Taught on a Personal Level by Parents, Relatives, Teachers, People We Love and Trust: Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams

Institutional and Cultural Socialization
Reinforced/Bombardeed with Messages from

Institutions
Churches
Schools
Television
Legal System
Mental Health
Medicine
Business

Culture
Practices
Song Lyrics
Language
Media
Patterns of Thought

On Conscious and Unconscious Levels

Fear
Ignorance
Confusion
Insecurity

Do Nothing
Don’t Make Waves
Promote Status Quo

Actions
Change
Raise Consciousness
Interrupt
Educate
Take a Stand
Question
Reframe

Direction for Change

Resulting in

Enforcements

Empowerment
Discrimination
Persecution
Privilege
Rewards and Punishments
Sanctioned
Stigmatized
Enforced

What do you know about Gender?
What Do You know about Gender?
Dr. Jean Kilbourne

https://youtu.be/jWKXit_3rpQ
What happens when I Google Girls or Boys Images
Sex assigned at Birth

A medical term designating a certain combination of gonads, chromosomes, external gender organ, secondary sex characteristics and hormonal balances.

Intersex, Female, or Male.

Problematic categories because:

- Government terms- funds, legal, census
- Limiting- Does not capture the spectrum & diversity
- Overwhelming assumptions about gender.
- Socialization begins before birth and continues into elderly years & death
- Over 400 ways to determined as intersex – History of mistreatment from birth to death

King, 2019
Assigned sex at birth does not dictate your gender identity. It does not determine your gender expression. It does not indicate who will be sexually or romantically attracted to. It does not decide what kind of toys, career or hobbies that will be of interest.

King, 2019
Gender Expression

How one represents or expresses one’s gender identity to others, often through behavior, clothing, hairstyle, body characteristics and voice features.

- Trans Feminine
- Trans Masculine
- Feminine
- Androgynous
- Masculine
- Gender Non-Conforming
- Nonbinary
- Gender Fluid
- Agender

On Your Own: The Origin of the Neck Tie
https://www.youtube.com/watch?v=gm-yO8sNzkJE

On Your Own: Gender fluid & nonbinary labels & meanings http://genderqueerid.com/gq-terms

King, 2019
Misgendering a person

Misgender/Misgendering:

: to accidentally or intentionally assign incorrectly gendered language to a person so that it invalidates their gender identity.

- When you misgender someone, take responsibility for it shows effort to treat the person with respect. Apologize and move on.
- Correct others who misgender people with directness & compassion.
- Being misgendered for a transgender, nonbinary or gender non-conforming person feels embarrassing, triggering, and vulnerable.
- It is unprofessional, disrespectful and oppressive.

Utilizing the dead name is equally distressing, disrespectful and oppressive.

King, 2019
The Tale of “O”

https://www.youtube.com/watch?v=p56b6nzslaU
Now what.....

What is the culture where you work?
How can you build a more inclusive team?
Remove gender biases from job descriptions (60/100% data)
Performance-based job descriptions - responsible for accomplishing
Remove Gendered language (champion, polite)
Respectfully Portray Women In advertising
Women--- stop apologizing
Company-wide compensation audit  Equal Pay = Promotions
Gender Neutral working Environment
Brag- women promoted based on performance, men on potential
Paid paternal leave
Mentor and support between women
www.thrivingInclusion.com

Fleurette King
Dr. Julie Elkins

jbeboston@gmail.com