

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 you 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

A participant introduction form with a blue and white striped design. The top blue section contains the text "Hello" in large white font and "my name is" in smaller white font. Below this is a white rectangular box for writing a name. The next blue section contains the text "my pronouns are" in white font. Below this is another white rectangular box for writing pronouns. The form ends with a solid blue section at the bottom.

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



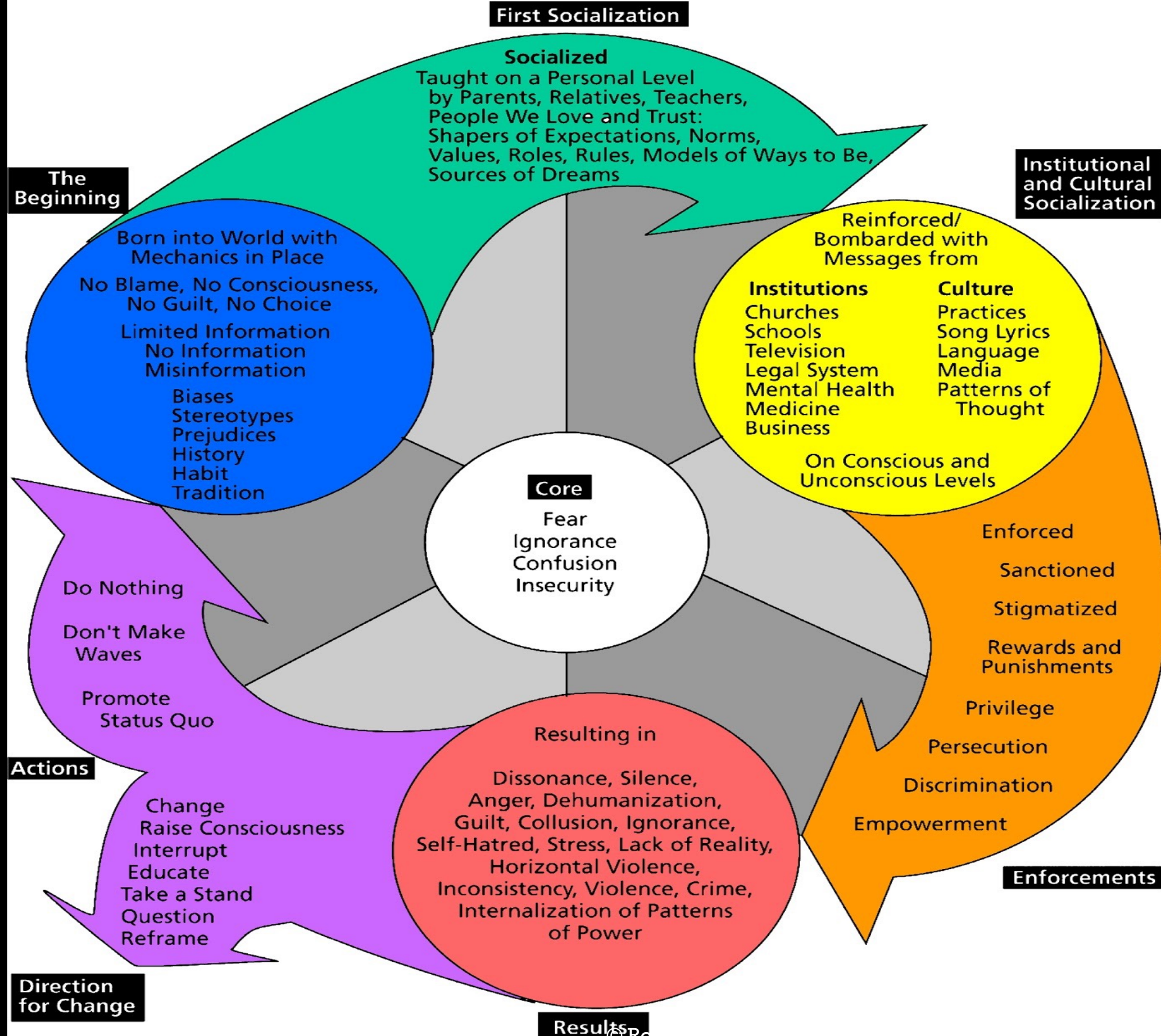
Gender: A social construct; refers to socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate, initially for the traditional binary approach to gender. However, now the spectrum of gender is recognized.

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

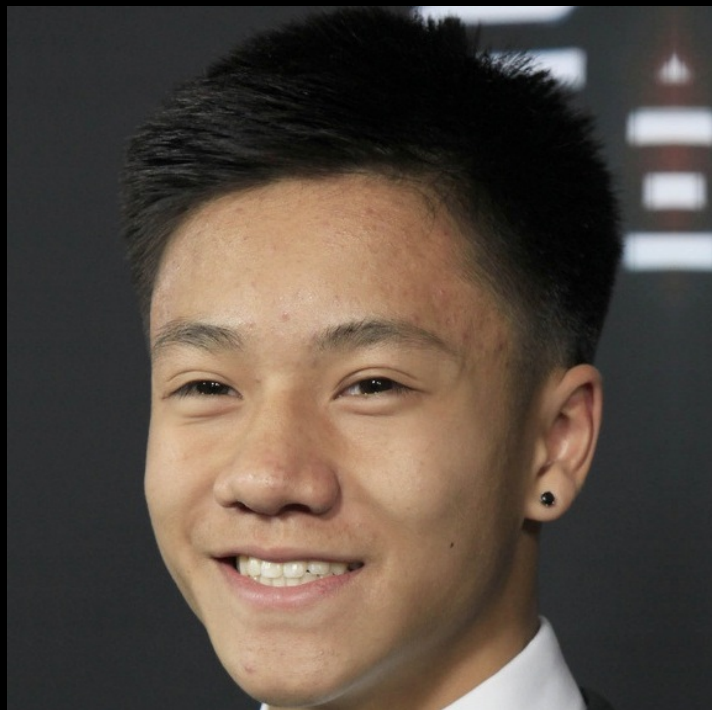
Gender Oppression

- Transphobia
- Sexism
- Cissexism
- Genderphobia

King, 2019



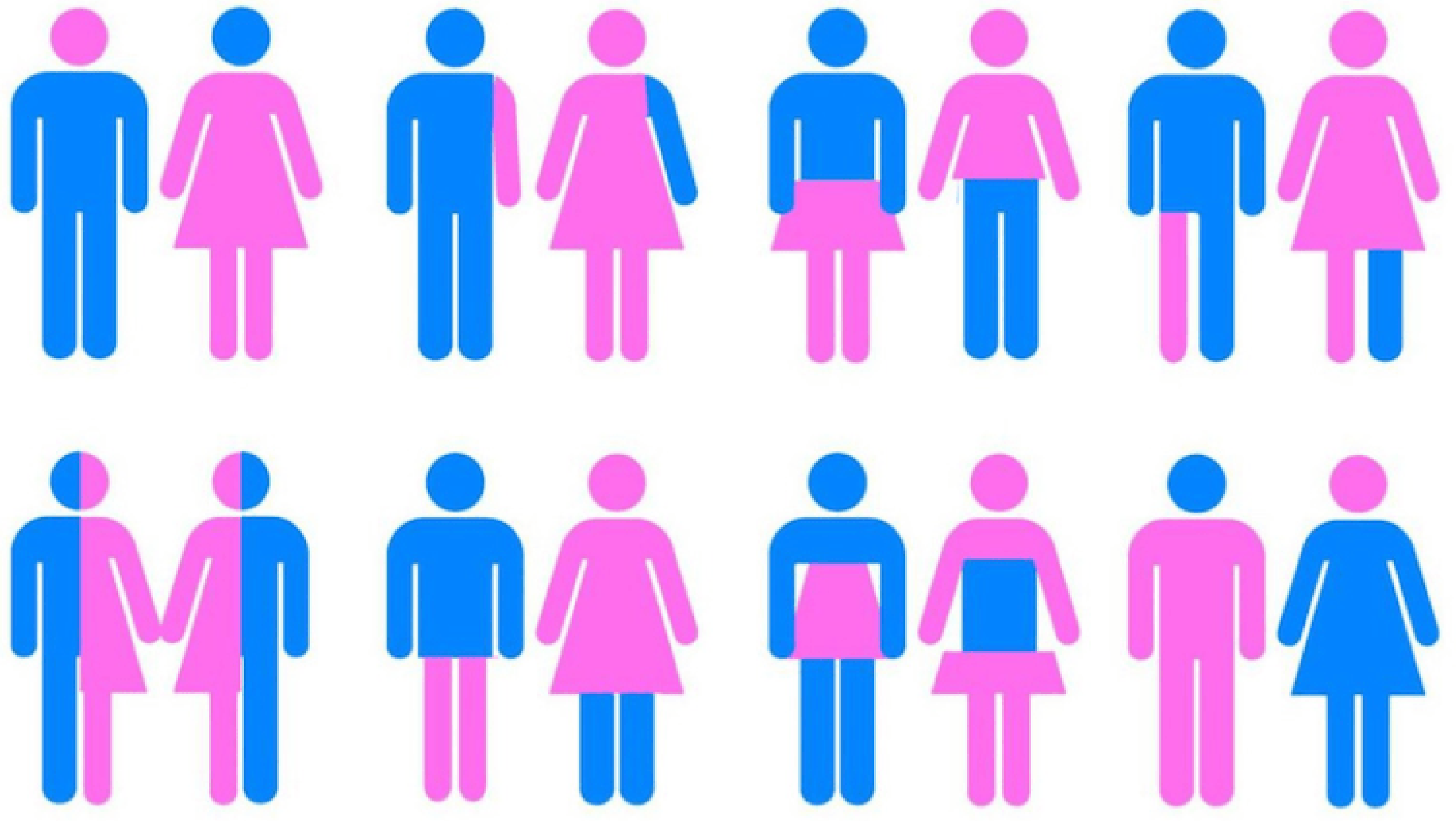
What do you know about Gender?







What Do You know about Gender?





NATIONAL
WOMEN'S
HALL OF FAME

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

...determine your gender
expression

...indicate who will be
sexually or romantically
attracted to

...decide what kind of toys,
career or hobbies that will
be of interest

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=gmyQsNxkjE>

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

- Any of the language used for gender identity

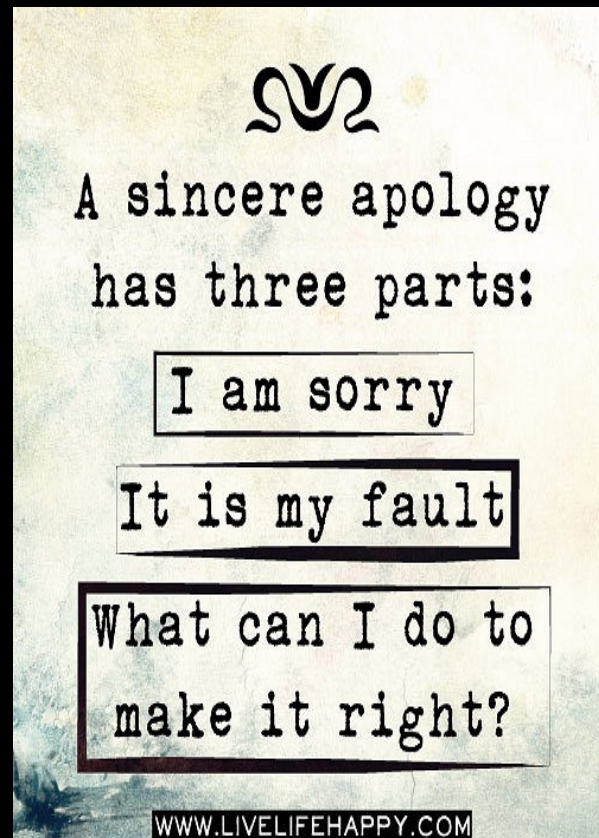
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Misgendering a person

Misgender/Misgendering

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

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



- **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.**

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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



jbeeboston@gmail.com