

Gender Identity & Expression at the Workplace

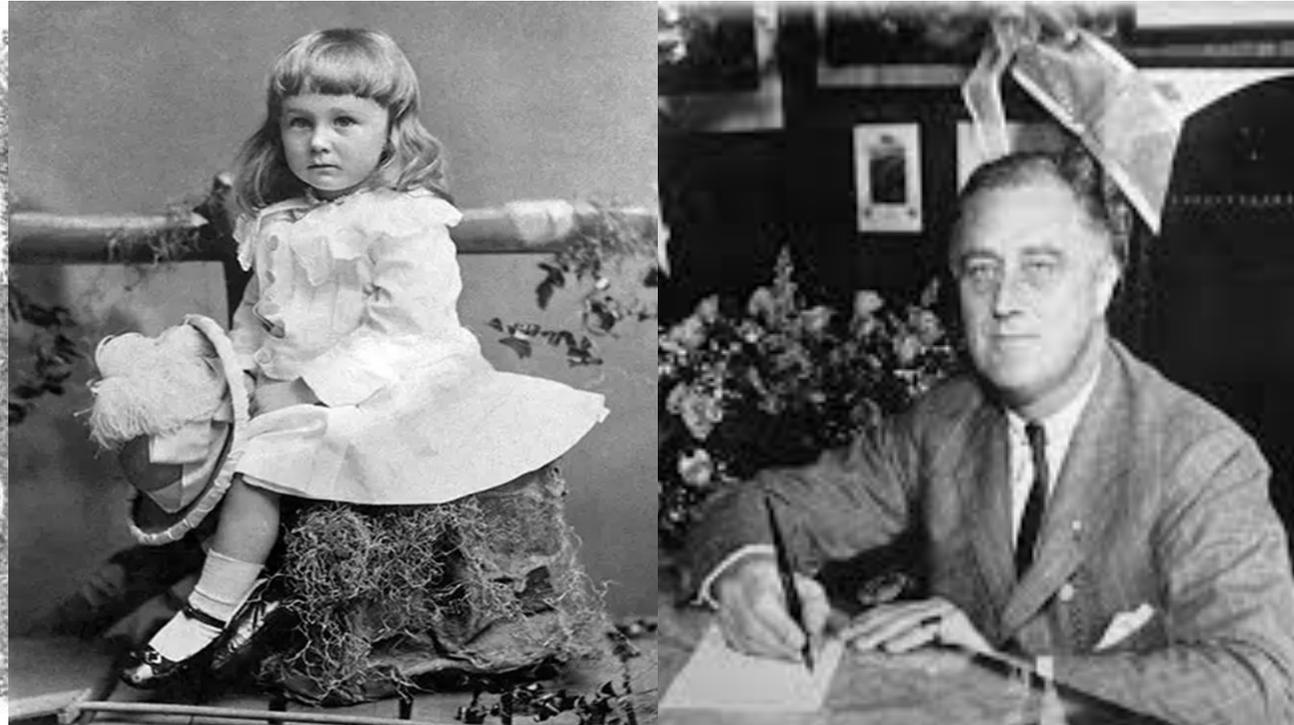
June 14, 2022





- I. Understanding the History
- II. Definitions
- III. Barriers and Challenges at the Workplace
- IV. Impact at the Workplace
- V. Robust Q&A
- VI. What Can YOU Do?
- VII. Let's Commit

Understanding the History



Definitions



- **Sex:** The sex (male, female or intersex) that a doctor or midwife uses to describe a child at birth based on their external anatomy.
- **Gender binary:** A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.
- **Gender Identity:** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.
- **Cisgender:** A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

Definitions

- **Gender Expression:** External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
- **Transgender:** An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth.
- **Non-Binary:** An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.
- **LGBTQIA++:** An acronym for “lesbian, gay, bisexual, transgender, queer/questioning, intersex, and asexual”.

Barriers & Challenges at the Workplace

Access and Safety

Respect of Self
Identification

Legal & Historical Status
vs. Current Personal
Status

General Lack of
Understanding/Education

Internal Inclusion vs.
External Inclusion

Impact at the Workplace



Robust Q&A



As a leader
and
champion...

WHAT CAN
YOU DO?

1. Adopt Inclusive Environments

- Designate gender neutral bathrooms
- Implement inclusive dress codes
- Support and practice the use of pronouns
- Develop gender inclusive benefits and health coverage packages
- Provide more inclusive gender options on forms and in systems
- Implement harassment and bullying policies

2. Practice Conscious Allyship

- Build a community of trust
- Understand that allyship for LGBA looks and feels different for TQI+

3. Continue Your Education

- Bring in guest speakers including those who identify along the trans identity spectrum
- Provide cisgender employees opportunities to develop skills to support gender non-conforming colleagues
- Encourage an environment where correction is a considered a gift

As an ally
and
advocate...

WHAT CAN
YOU DO?

1. Adopt Inclusive Environments

- De-gender your language
- Support the use of pronouns by self disclosing your own
- Push for gender neutral bathrooms

2. Practice Conscious Allyship

- Build a community of trust
- Participate in LGBT ERGs and events
- Understand that allyship for LGBA looks and feels different for TQI+

3. Continue Your Education

- Continuously self-educate (Ted talks, follow LGBT groups on social media, books)
- Seek opportunities to develop skills to support gender non-conforming colleagues
- Practice correcting not cancelling

Let's Commit.

What is the **ONE** thing
you will start doing tomorrow?



Resources

Articles

[McKinsey & Company: Being Transgender at Work](#)
[Harvard Business Review- Creating a Trans-Inclusive Workplace](#)

Websites

[Human Rights Campaign- Resources](#)

Media

[Netflix- Disclosure](#)
[Podcast: Cultivate a Trans- Inclusive Workplace](#)
[Ted Talk: A Poem on the Transgender Experience](#)
[Ted Talk: How to Talk \(and listen\) to transgender people](#)

Books

The Real Lives of Transgender and Nonbinary Humans by
Brandi Lai

Black on Both Sides: A Racial History of Trans Identity

Brown Trans Figurations: Rethinking Race, Gender & Sexuality
in Chicanx/Latinx Studies

The Truth About Me: A Hijra Life Story by A. Revathi