Gender Identity and Supporting Transitioning Employees in the Workplace

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pronouns: she, her, hers

Agenda

1. Introduction
2. Some statistics
3. Key vocabulary
4. Pronouns
5. Supporting Transitioning in the workplace
6. Checklist
7. Closing

Reflection questions

Do you have policies that are trans and gender inclusive?

Do you have a plan for employees who are transitioning in the workplace?

Do you have training about gender diversity?

Our current workplace

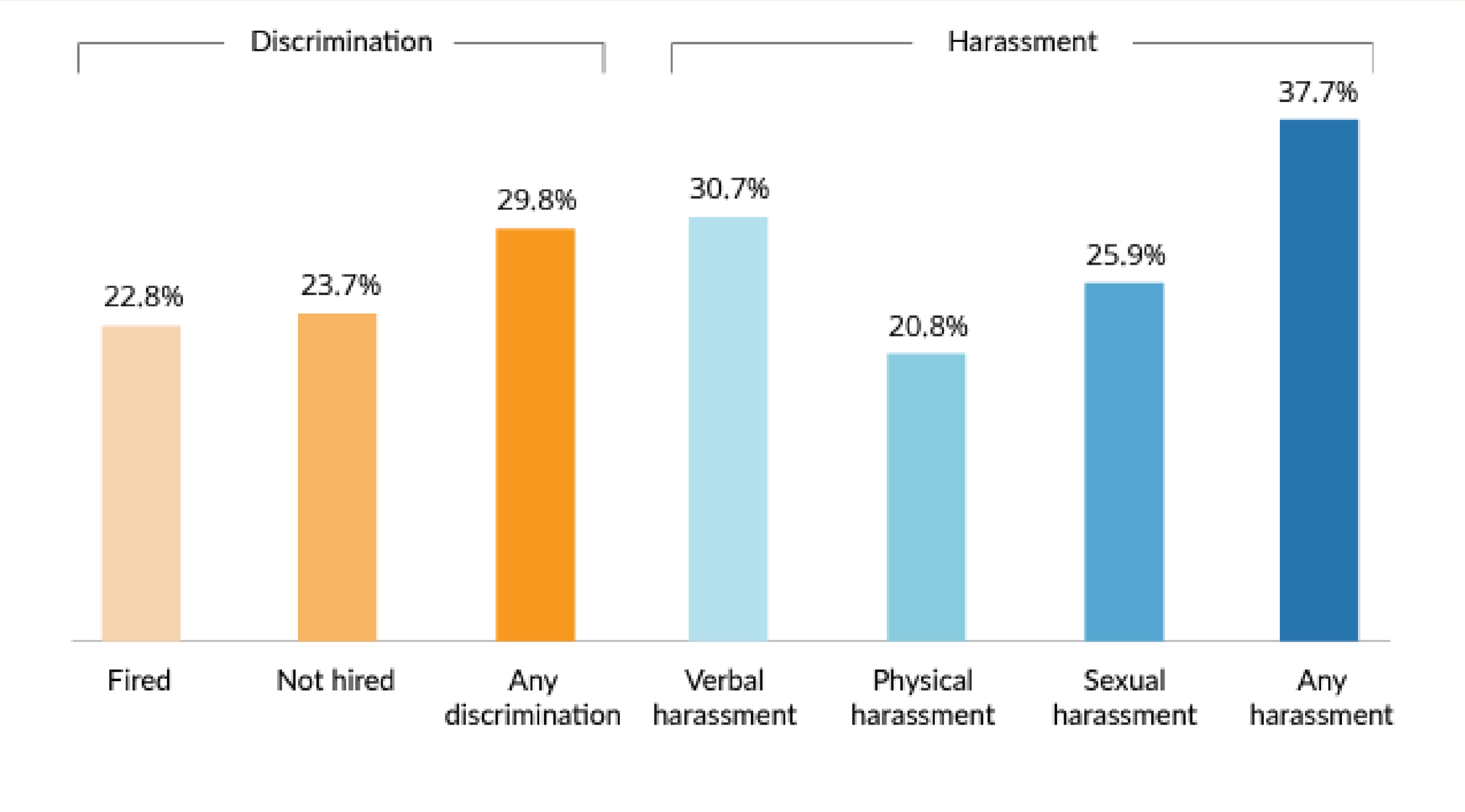
Some statistics

1.2 m
people identify as nonbinary

1.4 m
people identify as transgender

$.70/1.00
Nonbinary and transgender workers earn 70 cents to every dollar of the average worker

57% of nonbinary and 29.4% of transgender people live in poverty;
however, nonbinary and trans people are college educated, a rate twice as high as the general population



Statistics from UCLA School of Law
Wiliams Institute
LGBT People's Experiences of Workplace Discrimination and Harrassment

36.4%
of transgender participants changed their physical appearance to "cover" at work.

27.5%
reported changing their bathroom use at work

57%
of participants who experienced discrimination or harassment at work indicated that the unfair treatment was motivated by religious beliefs.

Statistics from UCLA School of Law
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“Once I asked to change my name tag at [a regional grocery store chain] as I finally came out as transgender. . . . [T]hey refused to call me by my chosen name and continued to misgender me constantly.”

-Transgender sexual minority person from Ohio

"Because I’m gay and trans
I got fired and blackmailed to leave"

-Transgender gay man from New Jersey

"I’m gay and trans I worked at [a national hardware chain] I had a large majority of my co-workers refuse to acknowledge my identity and I would fight with them every single day that I would work and get into arguments."

- Transgender bisexual person from Virginia

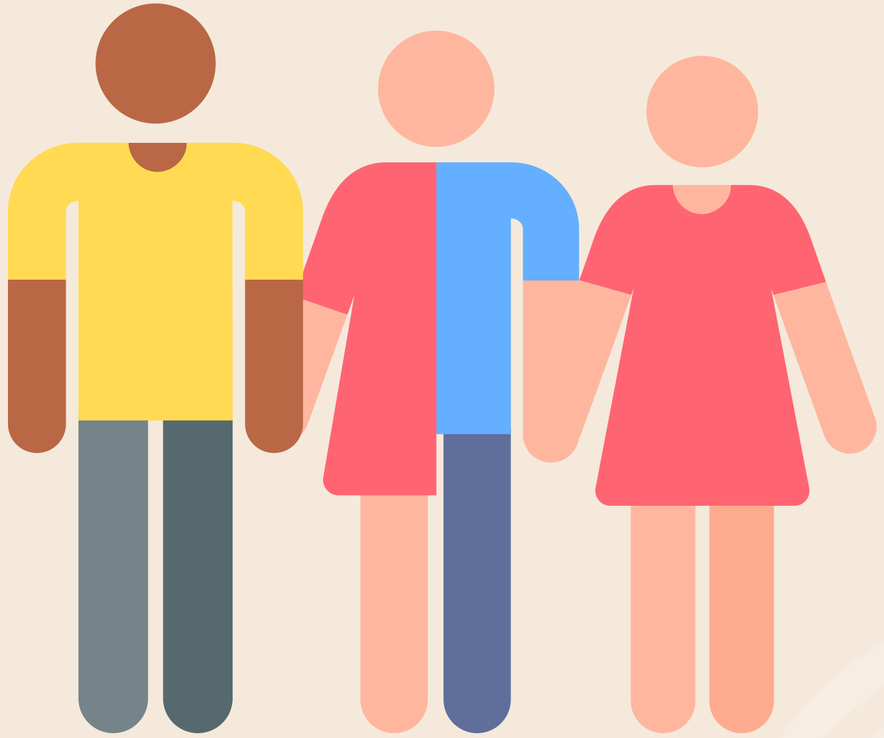
What is "gender" anyway?

This social construct defines societal norms, and behaviors, around what is male, female, or a gender that is nonbinary

Gender identity

A person's internal, personal sense of being a man or a woman, neither or both.

Gender identity ≠ sexual orientation



Gender expression

Is expressed through a person's name, pronouns, clothing, haircut, behavior, voice, behaviors, and/or body characteristics. Society identifies these cues as the gender a person identifies as.

Cisgender

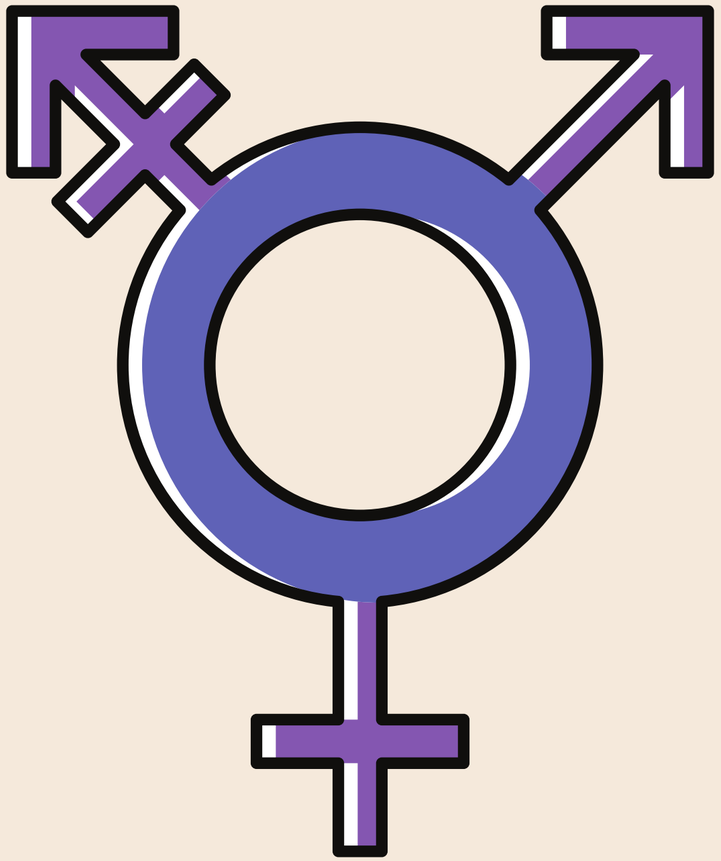
Used to describe people whose biological sex assigned at birth matches their gender identity

Transgender

Used to describe people whose gender identity differs from the sex they were assigned at birth

Agender

Used to describe people who do not identify as any gender



Sex

Refers to a person's biological status and is typically assigned at birth, usually on the basis of external anatomy. Sex has historically been defined as male, female and intersex.

Nonbinary

Used to describe people who describe themselves or their genders as not fitting into categories of man or woman.

Gender fluid

Used to describe people who do not identify themselves as having a fixed gender or people who have a gender or genders that change. Genderfluid people move between genders, experiencing their gender as something dynamic and changing, rather than static.

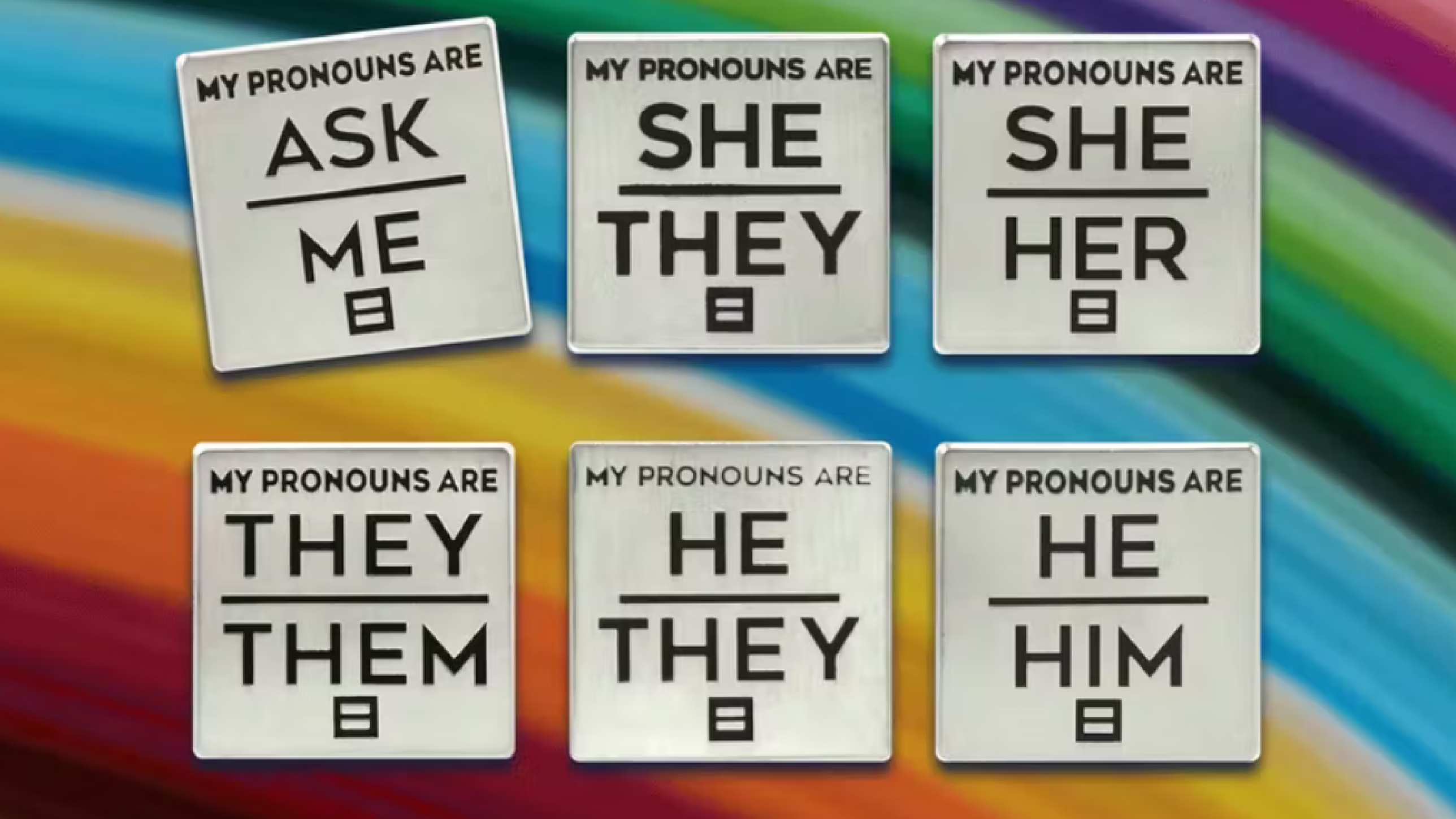
Gender transition

The processes a person may take to bring themselves and/or their bodies into alignment with their gender identity.

Gender dysphoria

The psychological distress that results from an incongruence between one's sex assigned at birth and one's gender identity.

Pronouns and the role they play in gender identity


MY PRONOUNS ARE
ASK
ME
MY PRONOUNS ARE
SHE
THEY
MY PRONOUNS ARE
SHE
HER
MY PRONOUNS ARE
THEY
THEM
MY PRONOUNS ARE
HE
THEY
MY PRONOUNS ARE
HE
HIM

Put your pronouns to practice

How can employers offer support and foster an inclusive work culture?

Transgender Inclusion in the Workplace: Transitioning at Work
Share
Watch on YouTube

Know your systems and have a plan

Adopt basic trans and gender inclusive policies that address:

- pronouns and name usage
- bathroom access
- dress code

Have a basic plan for employee transition that can be modified to meet the employee's needs and cultivates a work environment that is conducive to the process.

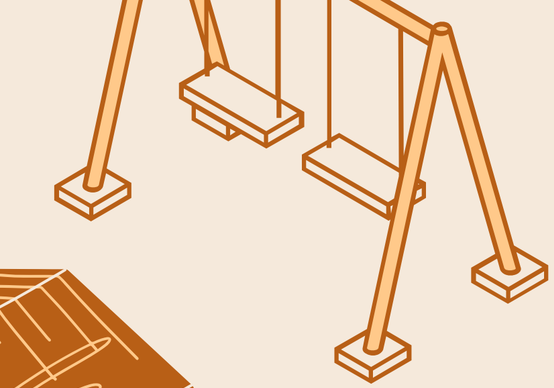
Let the employee lead the communication and disclosure.

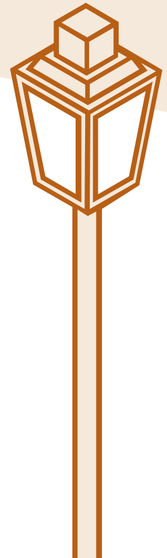
Keep information confidential until the employee is comfortable.

Have clear expectations of other employees and provide training and teach people how to be allies in the workplace.

Some more person-to-person tips

- Use the name and pronouns the person prefers.
- Unsure of the person's name or pronouns? Listen or ask.
- Dead naming... don’t do it.
- Support people using the restroom that matches the gender they identify with.
- Normalize using pronoun introductions
- When you mess up, apologize, move on, and genuinely try not to make the same mistake.





Be cautious not to "out" people

A note about discrimination in the workplace

In 2020 Bostock v. Clayton County added protection for gender identity when the court held that workplace discrimination based on sexual orientation and gender identity is unlawful “sex” discrimination under Title VII.

Predictable barriers to support in the workplace

- Lack of gender-identity-specific nondiscrimination policies and practices
- Lack of targeted education in the workplace
- Undeveloped process for support
- Lack of understanding and education among employees
- Stigmatization of transgender and gender-nonconforming people
- Bias against transgender or gender nonconforming people

Things to think about in your workplace

- Gender and pronoun options on applications
- Health insurance coverage and information
- Gender and trans inclusion policies
  - bathroom use
  - pronoun and name usage
  - pronoun intro in signature blocks
- A flexible transition plan
  - how to change a person's name
  - how to change email
  - communication
- Training to educate co-workers and managers

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