Inclusion of Transgender and Nonbinary Employees in the Workplace: A Critical Conversation

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CUPA-HR Webinar

Presenters

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Agenda

- Gender Socialization and the Impact
- Beyond the Gender Binary
- A Place to Start: Individually and Institutionally
- Reflection
Objectives

- Recognize the needs of transgender and nonbinary employees in the workplace
- Understand the role that leaders and coworkers play in enhancing the climate for transgender and nonbinary employees
- Develop successful approaches for integrating inclusive language, raising visibility for marginalized employees, and incorporate institutionalize best practices for supporting and including transgender and nonbinary employees
- Create a plan including specific details, logistics and strategies to develop and implement inclusive programs and workplaces
Have a Question?

Submit questions to our presenters using the Chat.
Gender Socialization and the Impact

Gender socialization through the lens of Harro’s Cycle of Socialization
THE BEGINNING

Born into the world
Limited information
No information
Bias
Stereotypes
Prejudices
History
Habits
Traditions

INSTITUTIONAL AND CULTURAL SOCIALIZATION

1. Taught on a personal level how we are supposed to be
2. People we love and trust give us messages of expectations and norms
3. We learn values, roles, rules

RESULTS

Enforced
Sanctioned
Stigmatized
Rewards/Punishments
Privilege
Persecution
Discrimination
Empowerment

Do nothing
Promote status quo
Don't make waves

ACTIONS

Change
Raise consciousness
Interrupt
Educate
Take a stand
Question
Reframe

Resulting in dissonance, silence, anger, dehumanization, self-hatred, stress, inconsistency, violence, internalization of power of others.
Two-Spirit:
Lakota: wiŋkte
Ponca: mixuga
Crow: bade
Navajo: asdzaan (female-in-woman)
 hastiin (male-in-man)
 nadlee (androgyny or
gender fluidity)
 nadlee (woman-in-man, feminine gender)
dilbah (man-in-woman, masculine gender)
Terms Beyond the Gender Binary

Nonbinary adults
Trans femme
Nonbinary
Agender
Genderless
Gender queer
Gender fluid
Feminine/Masculine

Both
Trans
Transgender
Queer

Trans men and trans women
Trans man
Trans guy
Male
Masculine
Woman
Trans woman
Female
Feminine
Transsexual
Trans experience
Intersectionality

Intersectionality plays a huge role in terms of the level of acceptance or violence some trans and nonbinary people face.
A Place to Start
Adapting Our Language

Avoid making assumptions about someone's gender identity and expression.

Use gender-inclusive language when referring to groups of people.

Avoid language that reinforces gender stereotypes and to be respectful and inclusive of all individuals.
Pronouns and Best Practices

- Ask
- Don’t Make Assumptions
- Avoid Saying “Preferred Pronouns”
- Respect and Use Pronouns
- Do Not Out Someone
Making Mistakes and Recovering

Mistakes

- Refusing to use or incorrectly using someone’s pronouns.
- Refusing to use someone’s chosen name and intentionally using their deadname.
- Outing someone unintentionally.

Recovering

- Recognizing and apologizing
- Avoiding making the mistake again
- Educating yourself
Creating Inclusive Policies and Practices

- Name and Pronoun Usage Policy
- Nondiscrimination Policies
- Flexible Work Arrangements and Dress Codes
- Gender Inclusive Bathrooms and Other Facilities

Gender Affirming Benefit Coverage
Creating Inclusion for Trans and Nonbinary Employees

- ERGs
- Networking Opportunities
- Recognize National Days/Weeks/Months
- Encourage Allyship
Let’s Reflect: Individual and Institutional Change
Individually

- Educate yourself
- Attend workshops and events
- Connect with organizations
- Seek out mentors
- Have open conversations
- Engage in ongoing education
- Offer support
Institutionally

Policies and Procedures
- Does the non-discrimination policy include sexual orientation, sex (or biological sex), gender identity, and gender expression?
- Does the company allow employees to identify their gender outside of the gender binary?
- Does the company have a name in use policy or chosen name policy that is easy to access and navigate?
- Will systems allow for gender pronouns to be included?
- Does the company health care insurance cover benefits for transgender and nonbinary employees?
- Is gender inclusive language used in internal and external materials (marketing, job ads, etc.)?
- Are gender inclusive bathroom locations shared with potential employees during the interview process and shared with all new employees?

Programmatic Support
- Does the company have an ERG for their LGBTQIA+ employees?
- Does the company have an LGBTQ+ Safe Zone/IDEAL space training available for all employees?

Visibility
- Does the company state publicly their support of LGBTQIA+ communities during Pride Month, National Coming Out Day, National Day of Silence, etc.?
- Does the company publicly address anti-transgender hate and bias crimes that occur?
- Does the company co-sponsor, or have presence at local LGBTQIA+ pride events?
Takeaways

- Awareness about the transgender and nonbinary community and employment needs

- Some successful approaches for integrating inclusive language, raising visibility, and concrete approaches to creating a more welcoming environment for transgender and nonbinary employees
Calls to Action

- Adapt our language
- Utilize pronouns and best practices
- Create inclusive policies and practices
- Create inclusion for transgender and nonbinary employees
- Continue to educate yourself
Thank You

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