

Gender Diversity in the Workplace

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 @transfocused



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Pronouns: They/Them/She/her



- > Specializing in EDI and HR Systems
- > Member of UBC Gender Diverse Task Force
- > Lived experience: Trans feminine non-binary



Outline

- ▶ Icebreaker Exercises
- ▶ Terms + Concepts
- ▶ Background + Context
- ▶ Supportive Culture
- ▶ Wrap-up



Housekeeping

- ▶ Ask questions by **chat** or raise hand to **talk**
- ▶ **Chat** is not anonymous
- ▶ **Polls** throughout webinar
 - ▶ Participate **anonymously**
 - ▶ 30 seconds to **respond**
 - ▶ **Link** to see results



I feel nervous about saying the wrong thing

It all feels so new

I don't get it

What if i use wrong pronoun?

I don't want to hurt anyone

What do I do if I make a mistake?

I want to be respectful

Icebreaker





What is your earliest memory or recall
of knowing your **gender identity**?





How do you respond if strangers repeatedly make **incorrect assumptions** about you?



Terms + Concepts





Concept: Sex at Birth

- ▶ **Anatomy** one is born with
 - Hormones
 - Chromosomes
 - Sex characteristics
- ▶ **Assigned** by doc w/ only two options: female or male

Everyone is assigned a sex at birth



Concept: Gender Identity

- ▶ Internal, deeply felt sense of being man, woman, or between/beyond these binaries
- ▶ Independent of sex assigned at birth

Everyone has a gender identity



Term: Cisgender (Cis)

- ▶ Umbrella term of people whose gender **aligns** with sex at birth
- ▶ From Latin meaning: “On the same side as”
- ▶ It’s an adjective



Term: Transgender (Trans)

- ▶ Umbrella term of people whose gender **differs** from sex at birth
- ▶ Board terms include:
 - Trans woman
 - Trans man
 - Non-binary



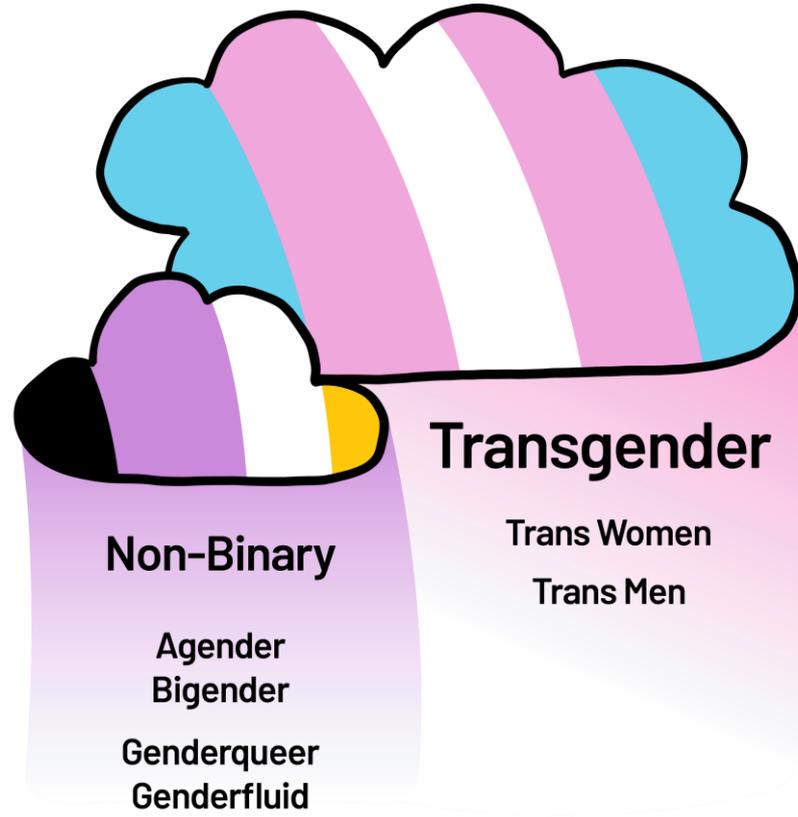
Estimate:
1 in 200 are trans



Term: Non-binary

- ▶ People whose gender exists **outside** of binary of woman or man
- ▶ Broad terms include:
 - Genderqueer
 - Polygender
 - Agender





Term: Two Spirit

- ▶ Used by **Indigenous** people in North America
- ▶ Cultural and spiritual identity with roles + responsibilities
- ▶ Describe **variance** in gender and/or sexual orientation
- ▶ Coined in 1990s at **pan-national** gathering
- ▶ Some have nation-specific term



Concept: Gender Expression

- ▶ Characteristics and behaviors
 - Appearance
 - Dress
 - Mannerisms
 - Speech
- ▶ Perceived as masculine, feminine, both or neither

Everyone has gender expression(s)



Concept: Sexual Orientation

- ▶ Refers to the identities that someone is attracted to sexually
- ▶ Straight, gay, bisexual, asexual are types of sexual orientations

Everyone has a sexual orientation

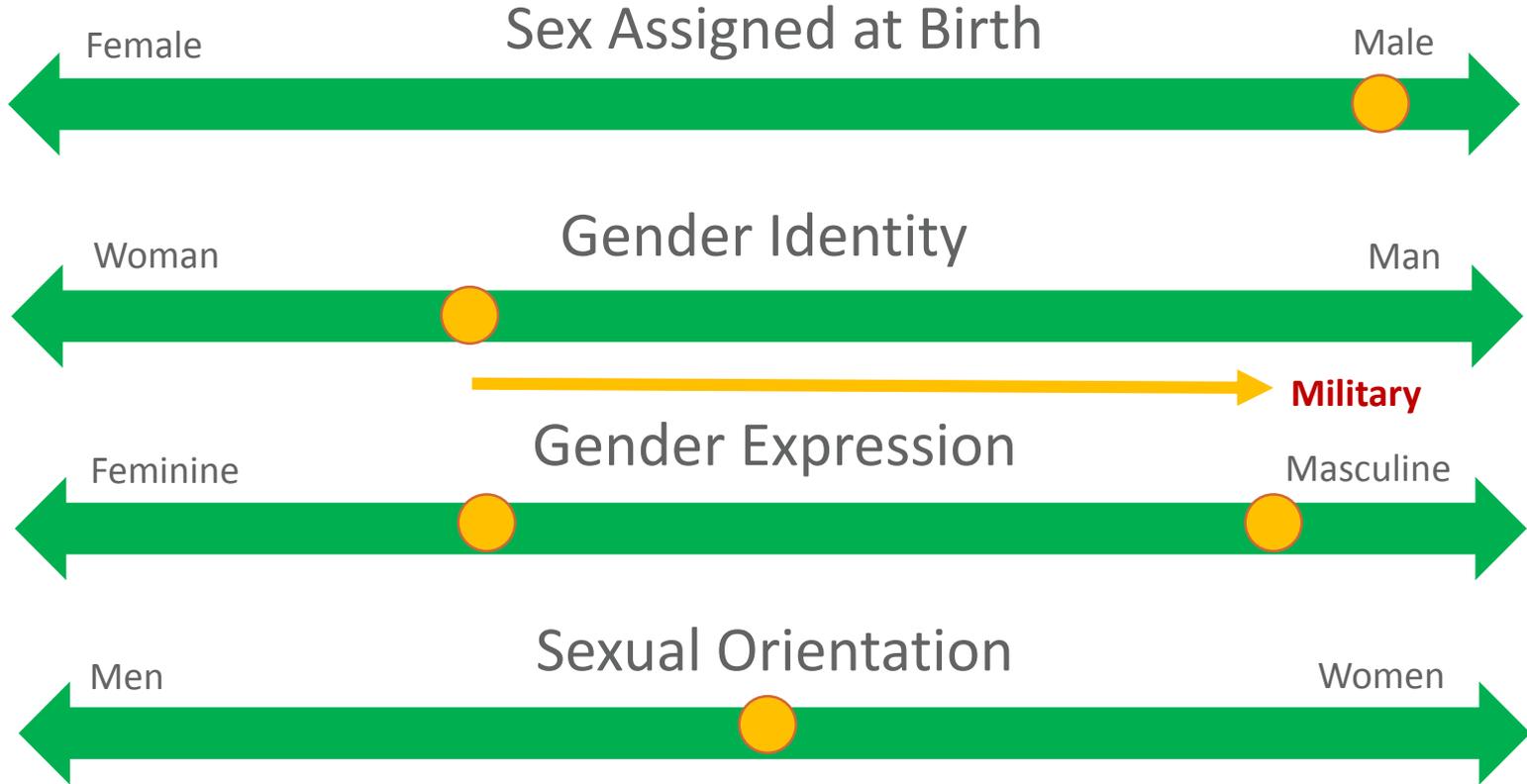


Concept: Transition

- ▶ **Social:** Change in name, pronoun, appearance
- ▶ **Medical:** Gender affirming procedures
- ▶ **Legal:** Changes to legal documentation

No single path – based on personal choice





Sex at birth

Female

Male

Gender identity

Woman

Man

Gender Expression

Feminine

Masculine

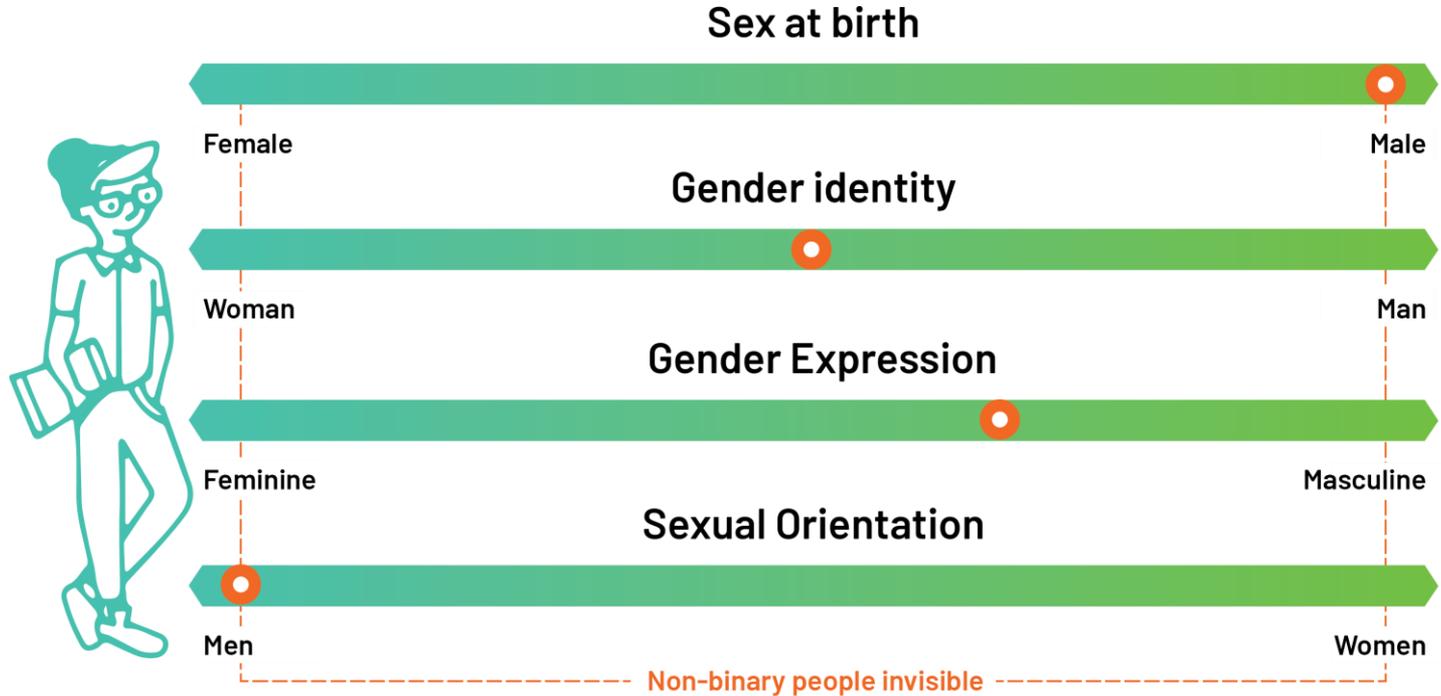
Sexual Orientation

Men

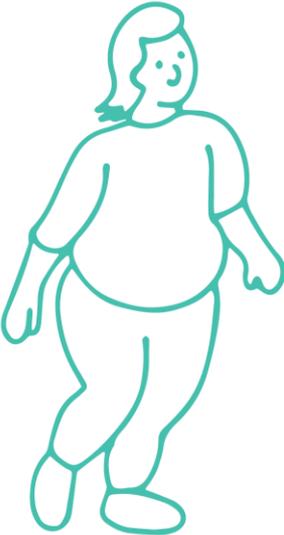
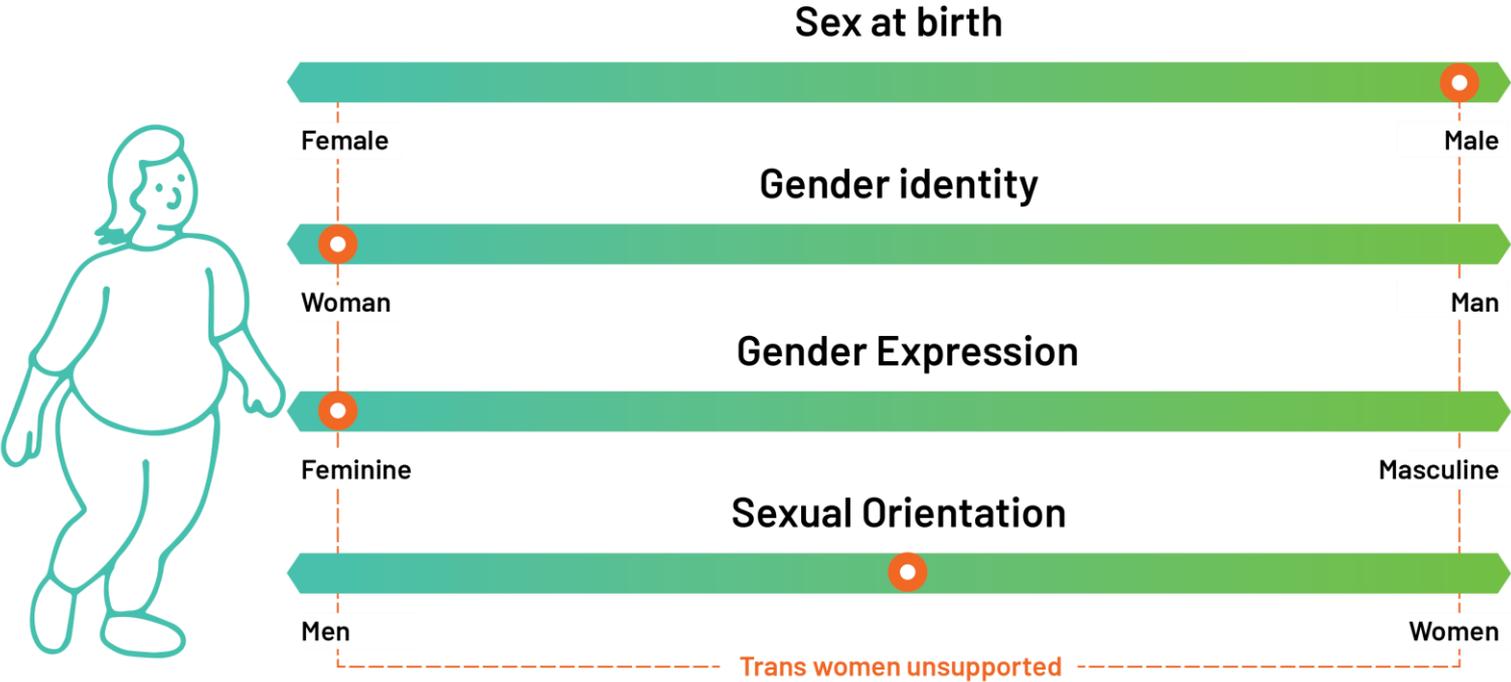
Women



Non-binary Example



Trans Woman Example







EXCLUSION IMPACTS

Dignity

Collaboration

Loyalty

Productivity

Authenticity





What is the difference between **gender identity** and **sexual orientation**?



Background + Context



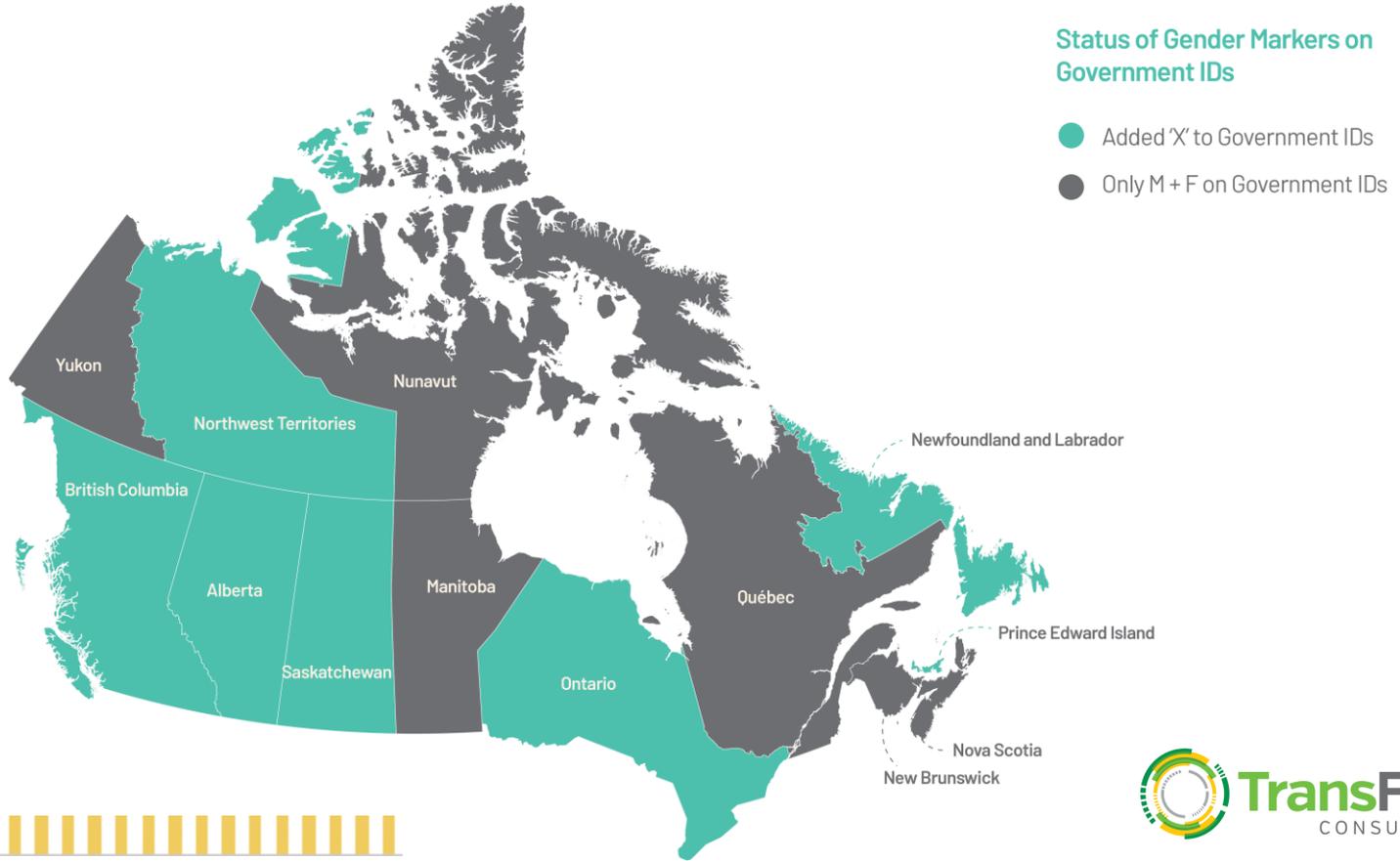
Legal Changes

Added “gender identity + expression” as protected grounds in:

- ▶ **Provincial Human Rights Codes**
(2012 to 2017)
- ▶ **Canadian Human Rights Act**
(June 2017)



Administrative Changes



Emerging Trends

84%

of Canadians support
trans rights

70%

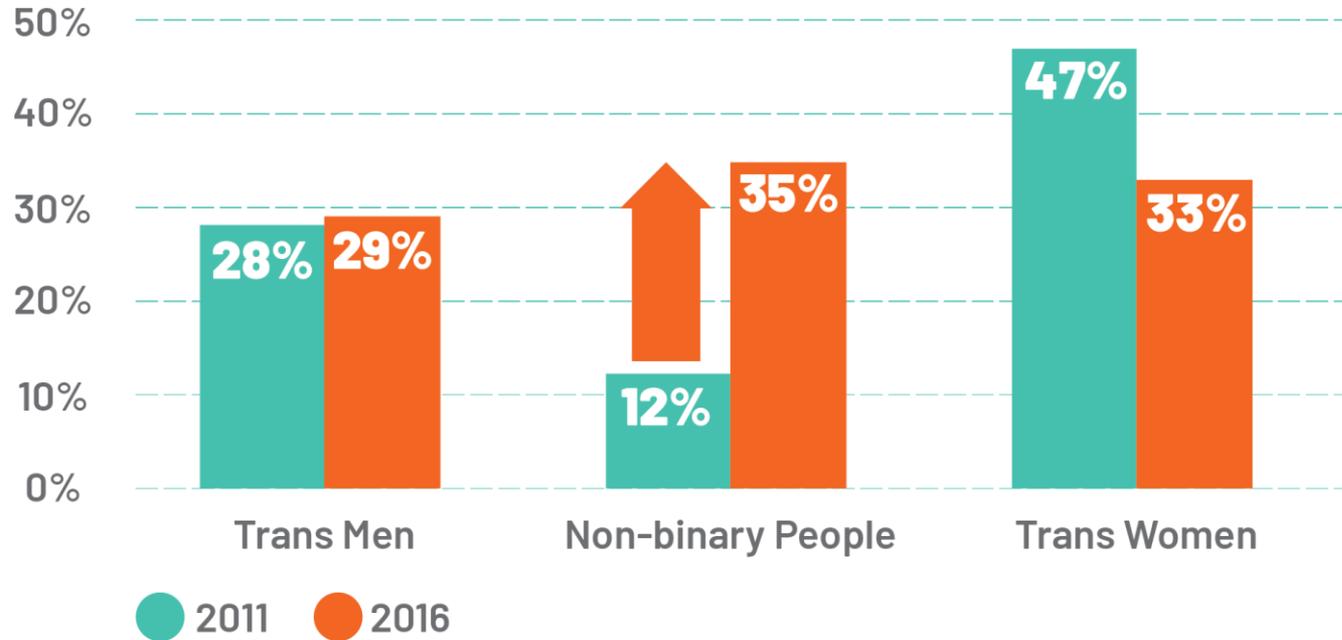
of people born between
1995 and 2015 expect
gender-neutral
washrooms

56%

of people born
between 1995 and 2015
know someone with
gender-neutral
pronouns



In 5 years, % of Non-binary respondents has nearly tripled



Source: National Center for Trans Equality

Common Myths

- ▶ **Myth 1:** Need to have surgery + hormones to be trans
- ▶ **Myth 2:** I can tell who is trans by looking at them
- ▶ **Myth 3:** It's cheap + easy to change documents



By the Numbers



- ▶ Rate of most **common procedure**:
 - Trans women: 12%
 - Non-binary people: 6%
 - Trans men: 36%
- ▶ 57% said others **rarely/never knew** they are trans
- ▶ 68% have **not changed any** documents



Increased discrimination based on intersecting forms of oppression (ableism, racism, classism, homophobia)

Limited/restricted access to health services

ATTEMPTED SUICIDE RATES ARE 9 TIMES HIGHER THAN THE NATIONAL AVERAGE

CONFLICT WITH AND/OR REJECTED BY FAMILY & FRIENDS

78% Harassment in School (K-12)

35% ARE PHYSICALLY ASSAULTED

More likely to be prosecuted and incarcerated than other groups with similar arrest rates

TRANS PHOBIA

HIGH MEDICAL COSTS

41% OF TRANSGENDER PEOPLE ATTEMPT SUICIDE

Verbal Harassment

HARASSED BULLIED IN SCHOOL

THREAT OF VIOLENCE AND DISCRIMINATION BASED ON APPEARANCE (IN NAVIGATING PUBLIC SPACES)

Challenges obtaining ID to match Gender

INCREASED BARRIERS FOR IMMIGRATION

CHALLENGES TO ACCESSING SAFE, STABLE HOUSING

Underemployment

WORKPLACE DISCRIMINATION



Structural Issues

Data Collection + Management

No gender options beyond male + female on forms and surveys



Records

Limited options for names, pronouns and titles within employee and customer profiles



Marketing + Communications

Denied access to account over the phone due to gender assumptions based on voice or name



Programs + Services

When organized by gender, trans and non-binary people are unsure if they can safely access and participate



Facilities

Lack of bathroom options



Main Takeaway

- If you encounter any structural issues, **mention** to others
- Ok to create **workarounds**, but replace w/ long-term solutions
- You are **important** part of change



What it takes to be inclusive





What year did the Canadian Human Rights Act get updated with “**gender identity + expression**”?



Supportive Culture



Need to Know

Name +
Pronoun

Helpful to Know

How to support them

No Need to Know

Everything else is
personal information:

- Gender identity
- Name at birth
- What bathroom they use
- Medical procedures
- Family/dating issues



What are pronouns?

- ▶ Refer to others in **third person**
- ▶ Some use **single** pronouns
- ▶ Some use **multiple** pronouns
- ▶ Some use **no** pronouns



History of Singular-use of They

- Emerged after plural “they”
- Start in **14th century**
- **Commonly** employed then
- Controversy in 18th century
- Continued use until **today**



"Tis meet that some more audience than *a mother*, since nature makes *them* partial, should o'erhear the speech."
~ *Hamlet* by Shakespeare (1599)



Singular-Use of “They”

Afton is a co-worker
who uses they pronouns



I really like working
with them

Afton collaborates
well with their team

They are highly creative
and a good problem-
solver



How gendered assumptions happen

- Use external factors to determine gender → pronouns
- **By phone**: Name + Voice
- **By text/email**: Name + Salutation
- **Face-to—face**: Name + Voice + Appearance

Example: Masculine-looking person named Tom →
“he/him” pronouns



Sex Assigned at Birth

Female

Male



Gender Identity

Woman

Man

She/Her
Pronouns

He/Him
Pronouns



Gender Expression

Feminine

Masculine

Androgynous

Are you a
boy or a girl?!



Impacts of misgendering

- Repeated misgendering based on assumptions results in **diverse responses**
- Feeling invisible, frustrated, exhausted, avoidance
- Tough **decision(s)** about what to do
- Tension b/w being **safe + seen**



Everyone can provide pronouns

To achieve culture where providing pronoun is regular part of life



To avoid causing feelings of stress or anxiety and social exclusion



To make things convenient

Add pronouns on the
name tags



Add pronouns on
Email Signature

Steven Huang (he/him)
Head of Diversity & Inclusion

LinkedIn: [thestevenhuang](#)



On Virtual meeting
apps like Zoom



Avoid gendered assumptions

- Avoid using external cues to determine gender:
 - Appearance
 - Voice
 - Name
 - Salutation
- Avoid using pronouns based on **assumed gender**
- Use gender-neutral pronouns “**they/them**” if pronouns not directly from client or employee



Use Gender Inclusive Language



Exceptions for names

- Some trans people have legal name \neq chosen name
- Sometimes need to collect legal name \rightarrow payroll
- Record both names
- Use **chosen name** when interacting with person



Making Mistakes

“To err is human”

- ▶ **Why:** Difficult at first
- ▶ **How:** Quick apology + correction
- ▶ **Who:** One-on-one and in groups



Witnessing Mistakes

- ▶ **Individual:** Gentle reminder + offer support
- ▶ **Group:**
 - ▶ Plan w/ trans person
 - ▶ Options: Pronouns in intro, pronoun check, follow-up



Washrooms

- ▶ Offer **all options** to everyone
- ▶ Access washroom that align with **gender identity**
- ▶ Decide **when + which** washroom to use
 - No need for ID change
 - No need for surgery



Examples of All-Inclusive Language

Binary Term	Gender-neutral Term
Women + Men	People or Individuals
Ladies + Gentlemen	Esteemed Guests
Husband + Wife	Partner or Spouse
Niece + Nephew	Nibbling
Fireman	Firefighter
Fall guy	Scapegoat



Issues Specific to Washrooms

59% of respondents
avoided W/C for
fear of harassment





What information do you need to know about a co-worker to **respectfully interact** with them?



Wrap-Up



Summary

- ▶ **Follow lead** of TN2S person
- ▶ **Respect** name + pronoun
- ▶ **Practice** gender inclusive language
- ▶ Apply conscious **effort**



External Resources

- ▶ **Watch videos:** YouTube channels by trans people
- ▶ **Watch TV shows** that centre trans narratives
- ▶ **Listen to podcasts** created by trans people
- ▶ **Read articles** on trans issues
- ▶ **Attend events** Trans Day of Remembrance + Visibility



Thank You!

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