



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

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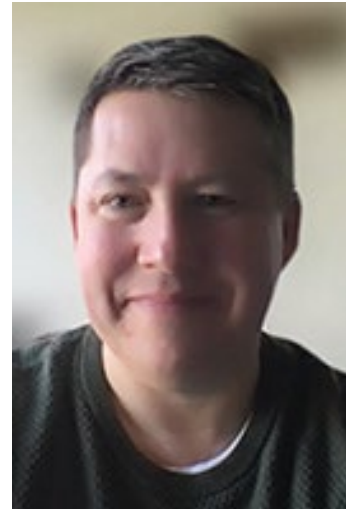
CUPA-HR Webinar

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# Presenters



**Aaric Guerriero**  
Patient Equity and Inclusion Manager,  
Froedtert Health System



**Dr. Jon Humiston**  
Director and Adjunct Faculty,  
Central Michigan University

# Agenda

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



# Objectives

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- 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

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Gender socialization through the lens of Harro's Cycle of Socialization

**THE BEGINNING**



**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

Do nothing  
 Promote status quo  
 Don't make waves



**RESULTS**



Enforced  
 Sanctioned  
 Stigmatized  
 Rewards/Punishments  
 Privilege  
 Persecution  
 Discrimination  
 Empowerment



**ACTIONS**

Change  
 Raise consciousness  
 Interrupt  
 Educate  
 Take a stand  
 Question  
 Reframe



# Moving Beyond the Gender Binary

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## Two-Spirit:

**Lakota:** wíŋkte

**Ponca:** mixuga

**Crow:** bade

**Navajo:** asdzaan  
(female-in-woman)

hastiin (male-in-man)

nadleeh (androgyny or  
gender fluidity)

nadleehi  
(woman-in-man,  
feminine gender)

dilbah  
(man-in-woman,  
masculine gender)



**Mahu**

**Femminielli**



**Sekrata**

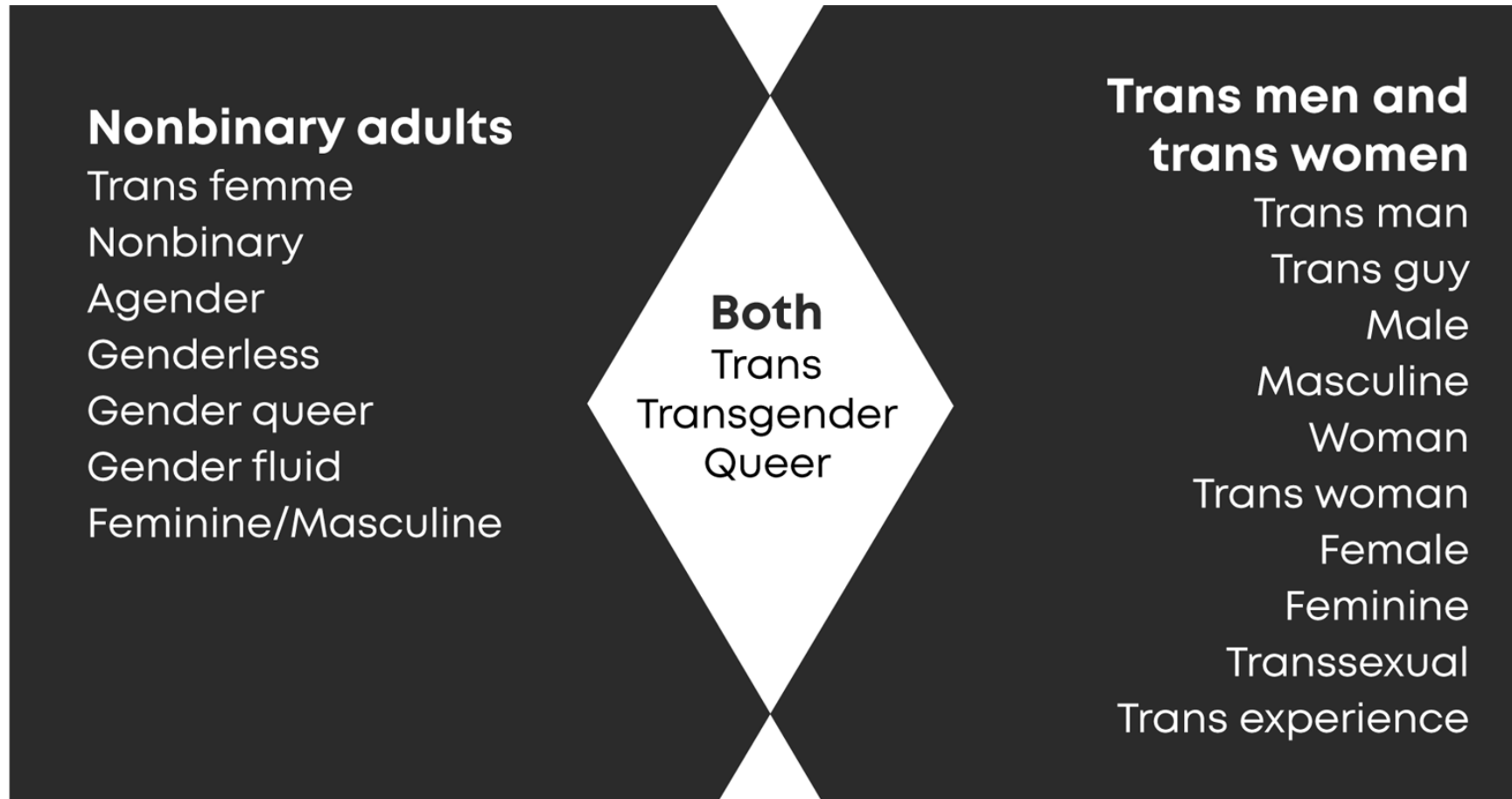
**Hijras**

**Waria**

**Fa'afafine**

# Terms Beyond the Gender Binary

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# Intersectionality

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Intersectionality plays a huge role in terms of the level of acceptance or violence some trans and nonbinary people face.

# A Place to Start

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# Adapting Our Language

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**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

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Ask

Don't Make Assumptions

Avoid Saying "Preferred Pronouns"

Respect and Use Pronouns

Do Not Out Someone

# Making Mistakes and Recovering

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## Mistakes

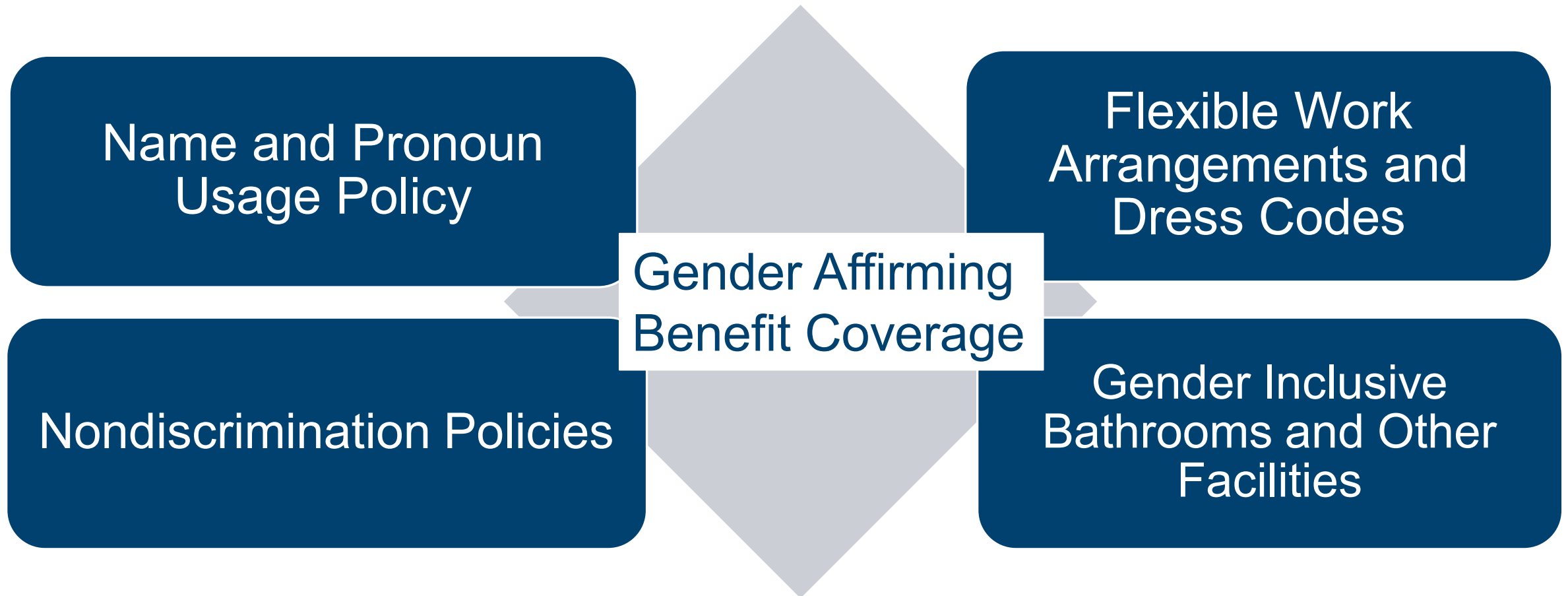
- Refusing to use or incorrectly using someone's pronouns.
- Refusing to use someone's chosen name and intentionally using their deadname.
- Outing someone unintentionally.

## Recovering

- Recognizing and apologizing
- Avoiding making the mistake again
- Educating yourself

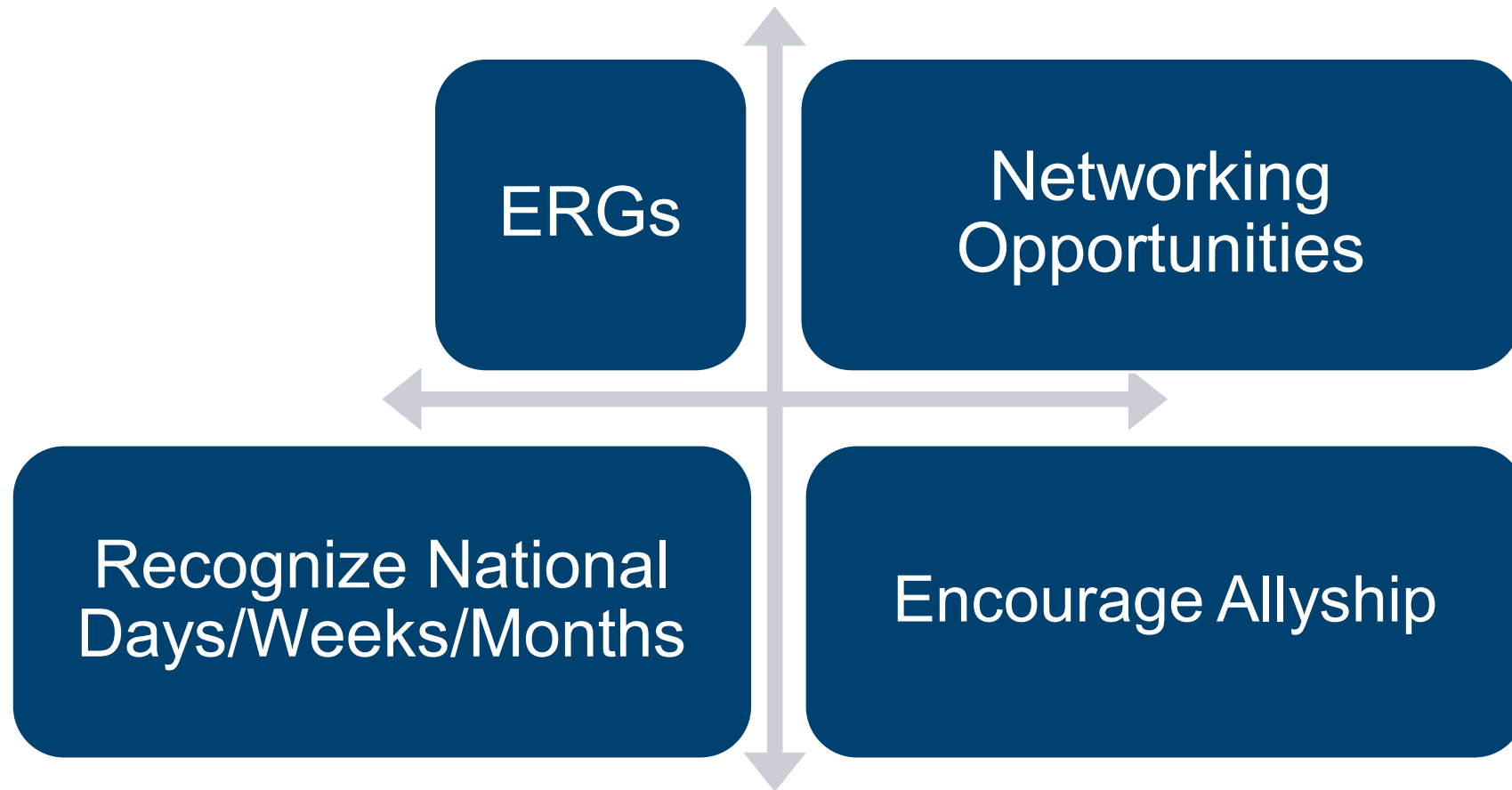
# Creating Inclusive Policies and Practices

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# Creating Inclusion for Trans and Nonbinary Employees

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# Let's Reflect: Individual and Institutional Change

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# Individually

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Educate yourself

Attend workshops and events

Connect with organizations

Seek out mentors

Have open conversations

Engage in ongoing education

Offer support

# Institutionally

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## **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

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- ✓ 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

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- ✓ 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

*Please complete your event evaluation*

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