DIVERSITY AND INCLUSION:

WHAT YOU NEED TO KNOW ABOUT GENDER VARIANCE - IN AND OUT OF THE WORKPLACE - AND DON’T EVEN KNOW TO ASK

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Agenda

• Introductions
• What do you want to learn today?
• Diversity
• Taboos
• Gender Variance
• Best Practices for HR and D&I organizations
Primary and Secondary areas of Diversity
Taboos
Talking about Sex and Gender

A taboo is a strong social prohibition (or ban) against words, objects, actions, or discussions that are considered undesirable or offensive by a group, culture, society, or community. Breaking a taboo is usually considered objectionable or abhorrent.

What does this mean to you?
What does this mean in your workplace?
This is often a difficult subject to understand.

We have a one-in-seventeen chance of being understood. Here’s an alarming fact: of approximately eight hundred thousand words in the English language, we use about eight hundred on a regular basis.

Those eight hundred words have fourteen thousand meanings. By division there are about seventeen meanings per word. In other words, we have a one-in-seventeen chance of being understood as we intended.

Perhaps you’ve heard of Chisholm’s Third Law: If you explain something so clearly that no one can misunderstand, someone will.

— The Zen of Listening: Mindful Communication in the Age of Distraction - Rebecca Shafir M.A.CCC
<table>
<thead>
<tr>
<th>We Know What We Know</th>
<th>We Know What We Don’t Know</th>
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<tr>
<td>We Don’t Know What We Know</td>
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Wednesday September 14

It isn’t what you don’t know that’s a problem. It’s what you know that just isn’t so—that’s the problem.
To listen is to continually give up all expectation and to give our attention, completely and freshly, to what is before us, not really knowing what we will hear or what that will mean. In the practice of our days, to listen is to lean in, softly, with a willingness to be changed by what we hear.

- Mark Nepo
Fact #1

People **DO NOT** have a choice in being transgender

They **DO** have a choice in what they do about it
Fact # 2

The binary view of sex and gender is an oversimplified approximation
Most cultures teach it as an absolute fact
It requires work to unlearn it as a fact
Some people are not willing to do this work!
You don’t need to be a math major

June 30, 2016. Los Angeles, CA — An estimated 0.6% of adults in the United States, or 1.4 million individuals, identify as transgender, according to a new study authored by researchers at The Williams Institute at the UCLA School of Law. The study provides the first ever state-level estimates of the percentage of adults who identify as transgender throughout the United States, ranging from 0.3% in North Dakota to 0.8% in Hawaii.

0.6% = .006 = 6 out of every 1000 adults

Or

1 out of every 167 adults

How many employees work at your company?
Sex ≠ gender

Male and Female are the terms used to describe a binary model of both sex and gender.

Not all transgender people who transition will have any surgeries or use hormone therapy. Transgender people are just people living authentically. Not all transgender people wish to transition from their gender assigned at birth.

Transsexual* is a term used for people who will live or express their gender differently than the aligned binary model—indepenent of any possible surgeries.

Transgender is an “umbrella” term for people who express any form of non-binary gender identity or expression. This has been true across all ages and cultures throughout history.

Sex and gender are aligned for over 95% of the population—but not for everyone.

Gender refers to a psychological sense of self and the cultural norms expected of a binary model. Trans 101: The Top 10 List.

Sex usually refers to biological and anatomical characteristics.
Diagram of Sex, Gender, and Sexuality
adapted from Diagram of Sex and Gender - Center for Gender Sanity

- **Biological Sex** (anatomy, chromosomes, hormones)
  - man
  - intersex
  - woman

- **Gender Identity** – (psychological sense of self)
  - male
  - two spirit, transgender, non-binary
  - female

- **Gender Expression** – (Communication of gender)
  - masculine
  - androgynous
  - feminine

- **Sexual Orientation** – (identity of erotic response)
  - Attracted to women
  - Bisexual, asexual, pansexual
  - Attracted to men

- **Sexual Behaviors**
  - Sex with women
  - Sex with men & women
  - Sex with men
Personal Choices

Grace’s advice to those transitioning:

Be prepared to lose everyone and everything in your life.

It may not happen but it is best to be prepared

The “event” of transitioning is not an end, but a new beginning.

Each person is most likely learning who they are becoming
A typical**** transgender journey

*** these journeys are like snowflakes - no two are the same
adapted from “Witnessing and Mirroring: Transsexual Identity Formation”, Devore

- Hiding
  - Stages
    - Abiding Anxiety
    - Identity confusion about originally assigned gender and sex
    - Identity comparison about originally assigned gender and sex
    - Discovery of Transsexual/Transgender concepts
    - Identity confusion about Trans*
    - Identity comparison about Trans

- Self Acceptance
  - Stages
    - Identity tolerance of trans* identity
    - Delay before Acceptance of Trans* identity
    - Acceptance of Trans* identity
    - Delay before transition

- Transition
  - Stages
    - Transition
    - Acceptance of post-transition gender and sex identities
    - Integration
    - Pride

You are here
Emotions
Transgender – Early Feelings

what does one do to fit in?
Being Transgender - more feelings

• Confusion....
  • Where do I fit in/belong?
  • Why am I different?
• Fear
  • No one understands...
  • If they really knew me they would
    • make fun of me
    • abandon or disconnect from me
    • beat me up
• Shame
  • from Brene Brown: Shame is the intensely painful feeling or experience of believing that we are flawed and therefore unworthy of love and belonging
• Denial
• Anger
• Isolation
How do people **feel** when they first learn that someone they know is transgender?

- Surprise....astonishment
- Shock....confusion
- Betrayed
- Angry
- Understanding
- No understanding
- Excited
- Guilt
- Acceptance
- Ho hum..
  - > Oh, that explains everything!
  - > It’s about time!
  - > Whatever floats your boat...

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Looks like the D&I and HR teams have their work cut out for them
Two Paths:
Where are you and where do you want to be?

You get a phone call (or email)
I am transgender and I am going to transition at work

What do you do?

Reactive -- once and done

or

Proactive -- planned and supportive for the organization
Best Practices
More facts...

Whatever else you get here, remember this

No one ever transitions alone

It is often more difficult for the individual’s family members than for co-workers

No two transition journeys are the same
Language, Triggers, Boundaries and other warnings
50,000 foot level Questions???

- Is education/training needed?
- What are the goals?
  > Who needs this education?
    • Think about the right mix of facts and feelings!
  > Who deals with follow on questions and further needed training?
- Do you need a trained professional resource?
  > Does the employee have personal and professional support?
    • Friends, medical, psychological
- How will you address “taboo” subjects?
- Do you know what benefits will be made available?
- What is tolerated, and what has zero tolerance?
  > What are the company policies?
  > Are they clearly communicated?
- Do we need to discuss bathrooms and locker rooms? *(of course we do!)*
Best Practices Tasks

• Create Corporate Gender Transition Guide and publish
• Determine Health Benefits and Coverage and publish
  > Employee
  > Dependents
• D&I and Senior HR and Benefits Training (to help with above)
• Proactive D&I trainings – on Gender Variance (not individual transitions)
• Specific individual transition requests
  > Discovery: review journey and support systems (may need professional help)
  > Determine timelines
  > Create announcement letter and review
  > Managers & local HR team training (to create internal support system)
  > Coworker training
  > Local HR follow up
Gender Transition Guide - outline

• Corporate support and policy
• Information for Employees
• Information for support team
• Information for Managers and business partners
• Information for coworkers
• Information for external resources
• Other support and references
Your Experience

What have you done?
How has it worked?
“The journey between who you once were, and who you are now becoming, is where the dance of life really takes place.”

- Barbara De Angelis

Q & A
Additional Information and References
Chisholm’s Third Law of Human Interaction.

*Purposes as understood by the purposer will be misunderstood by others.*

*First Corollary:* If you explain so clearly that nobody can misunderstand, somebody will.

*Second Corollary:* If you do something which you are sure will meet everybody’s approval, somebody won’t like it.

*Third Corollary:* Procedures devised to implement the purpose won’t quite work.
Transgender 101: Top Ten List

1. Sex and Gender are not the same: sex ≠ gender. Male and Female are the terms used to describe a binary model of both sex and gender.
2. Sex usually refers to biological and anatomical characteristics.
3. Gender refers to a psychological sense of self and the cultural norms expected of a binary model.
4. Sex and gender are aligned for over 95% of the population but not for everyone.
5. This is and has been true across all ages and cultures throughout history.
6. Transgender is an “umbrella” term for people who express any form of non-binary gender identity or expression.
7. Transsexual is a term used for people who will live or express their gender differently than the aligned binary model— independent of any possible surgeries.
8. Not all transgender people wish to transition from their gender assigned at birth.
9. Not all transgender people who do transition will have any surgeries.
10. Transgender people are just people living authentically.
References

  > This is a great sample of a corporate manual for Gender transition in the workplace. It is a good start and most likely will require customization, and definitely will require frequent updates.

• http://www.transequality.org/sites/default/files/docs/usts/USTS%20Full%20Report%20-%20FINAL%201.6.17.pdf
  > This is the 2015 Survey of Transgender people in the US. Over 27K people responded.

• http://judithkayeconsulting.net
  > Judy Kaye’s website: includes her training services and bios

• https://www.liveurtruth.net
  > Grace Stevens’ website: Include videos; a newsroom and all of Grace’s blogs from Huffington Post and her Store for books, mugs and t-shirts