

Gender Diversity in the Workplace

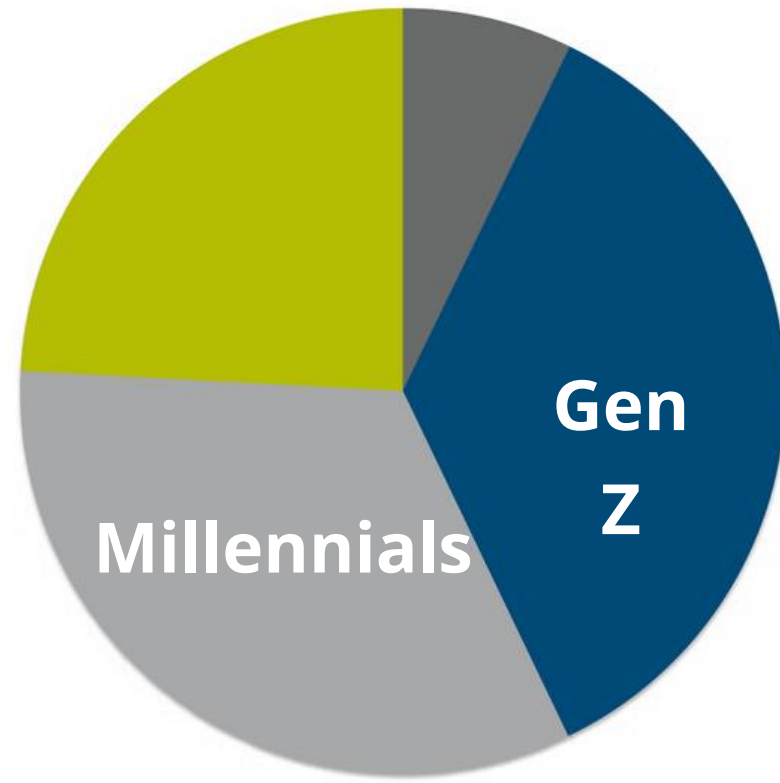
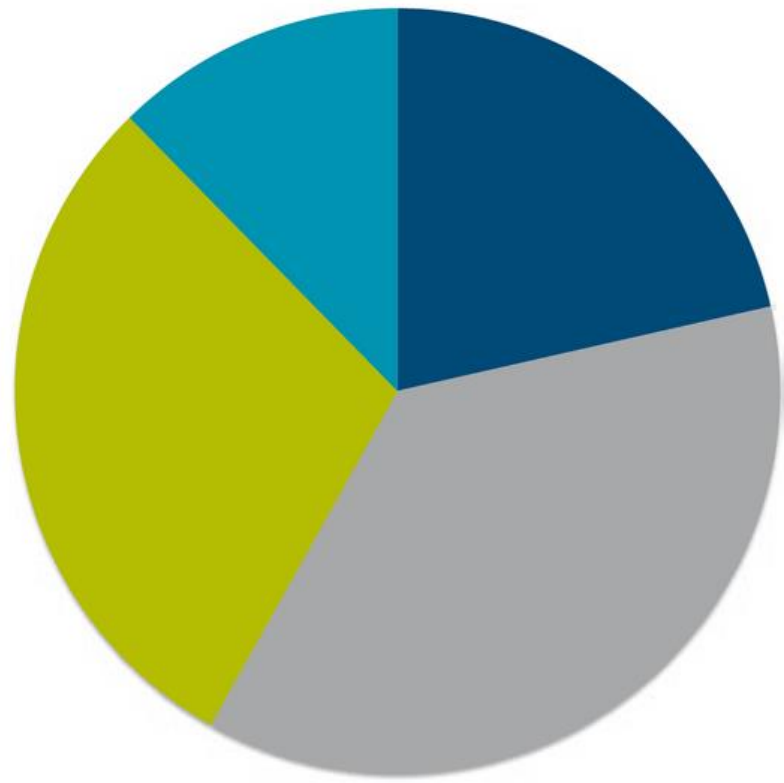
A LEADER CONNECT WEBINAR

Presented by:
Leo Caldwell
Trans Educator and Speaker

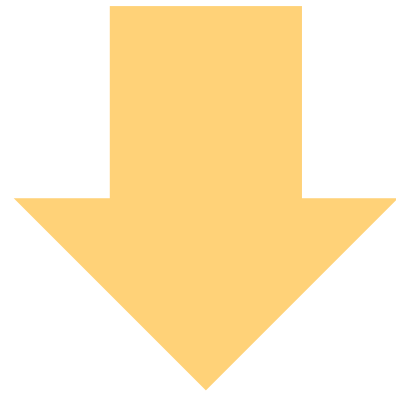
2020

2030

*



■ Alpha* ■ Gen Z ■ Gen Y ■ Gen X ■ Baby Boomers



59% of Gen Zs and 50% of millennials say forms should include options other than "man" or "woman."**

Why?

Why should you care about generational differences related to gender diversity?

Gen Z brings a very different perspective into the workplace!

*Cushman & Wakefield

**Pew Research

Agenda



WHAT WE'RE DISCUSSING TODAY

- Understanding
Generational
Difference
- Gender Outside the
Binary
- Gender Diversity
within The Workplace

IN 2030



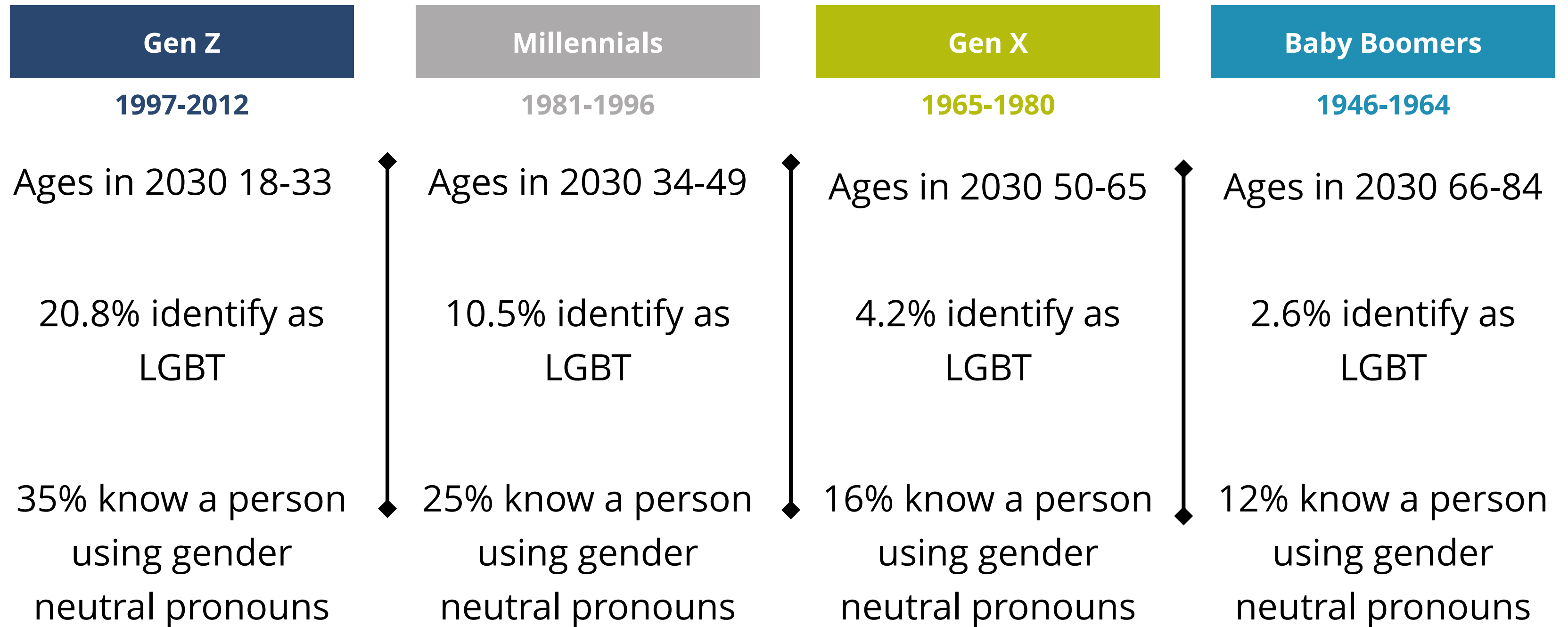
**THE OLDEST
MILLENNIAL
WILL BE 50**

**693 MILLION BABY
BOOMERS REACH
RETIRE AGE**

Millennials make
up 40% of
workforce between
2020-2030

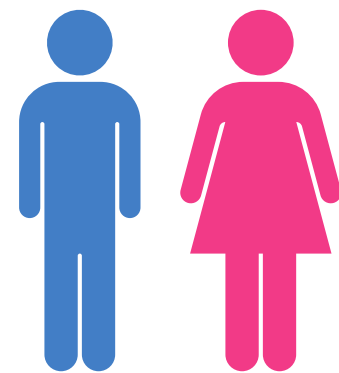
Gen Z is the largest
generation in human
history

Generational Difference





Sex vs Gender

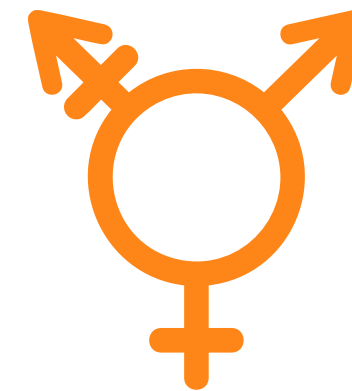


Sex is a not binary

Intersex is a wide range of conditions where a person's reproductive or sexual anatomy doesn't quite fit the usual male or female definitions.

"Nature doesn't decide where the category of "male" ends and the category of "intersex" begins, or where the category of "intersex" ends and the category of "female" begins. Humans decide."

- Intersex Society of North America



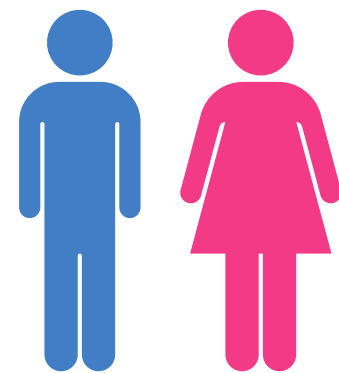
Gender is constructed

Gender is constructed through culture, language, institutions, and interactions.

Sex vs Gender

REFLECTION

In what ways do you
“do” your gender?
What decisions do
you make based on
your gender?

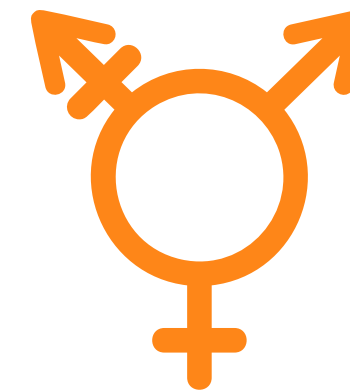


Sex is a not binary

Intersex is a wide range of conditions where a person's reproductive or sexual anatomy doesn't quite fit the usual male or female definitions.

“Nature doesn’t decide where the category of “male” ends and the category of “intersex” begins, or where the category of “intersex” ends and the category of “female” begins. Humans decide.”

- Intersex Society of North America

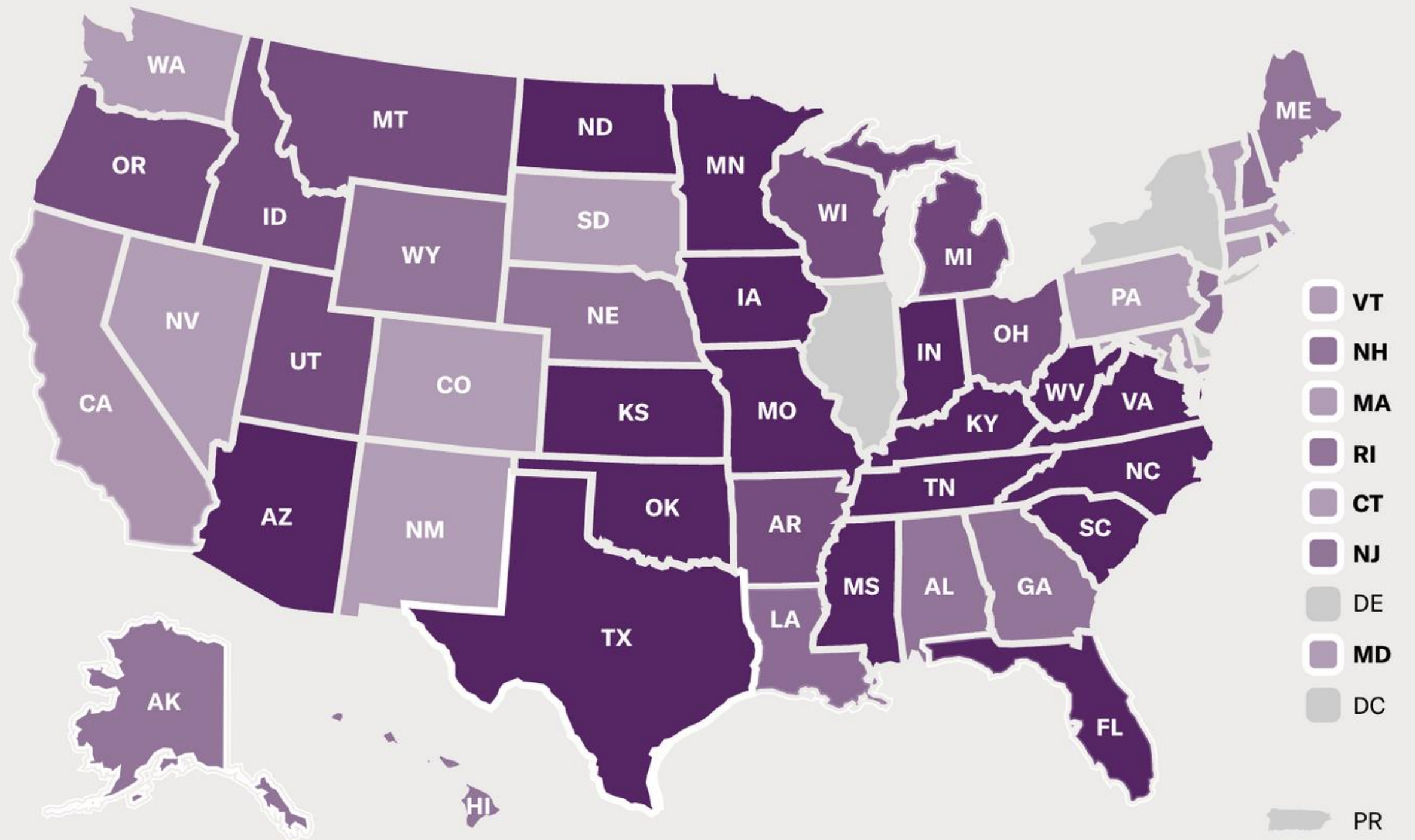


Gender is constructed

Gender is constructed through culture, language, institutions, and interactions.

Current Climate for Gender Diversity

501 anti-LGBTQ bills across the nation



Companies Are Failing Trans Employees

Workplace Climate

- **1/3 of trans or gender nonconforming employees are out at work**

They want to separate their private and professional lives. They also cited concerns around negative reactions from clients, customers, or coworkers, as well as career damage.

- **60% of trans and gender nonconforming employees reported routinely experiencing negative behaviors at work**

These aggressive behaviors and negative experiences range from overhearing gossip about their gender identity to being told not to share their TGNC identity with clients or customers.



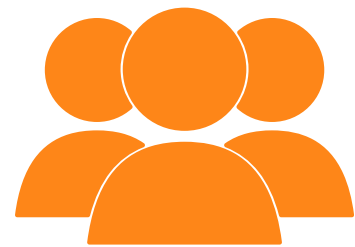
MENTAL

- Invalidation from peers
- Unable to access gender-affirming care
- Distress from constant legislative attacks
- Lack of access to trained mental health professionals



PHYSICAL

- Lack of access to gender-inclusive spaces
- Hyper-vigilance/violence
- Barriers to healthcare
- Loss of gender-affirming care



SOCIAL

- Loss of family and friends
- Experiencing transphobia
- Discrimination in the workplace/unemployment
- Incongruent identification documentation

REFLECTION

How do you think these stressors affect productivity?

Pronouns



- **Why ask?**

Using correct pronouns is associated with better mental health outcomes.
- **When to ask?**

Don't require someone to share pronouns in group settings. You can ask one-on-one.

It's not someone's 'preferred pronoun'. It's just pronoun.
- **What to do if you mess up?**

Apologize. Don't over apologize. Do better next time.

What you can do as...

A LEADER

- Address transphobic jokes
 - Be public about your support of trans folks
 - Vote for politicians that support trans rights
 - Validate experiences
 - Donate to orgs
-

AN ORGANIZATION

- Create policies for transitioning
- Create all-gender spaces
- Use language that supports all genders

A TEAM

- Share pronouns as common practice
 - Speak up for gender diverse teammates
 - Report any type of transphobic behavior
-

A COMMUNITY

- Vote!
- Create support systems for trans folks
- Provide spaces for trans folks
- Educate yourself & loved ones



Gender is changing

IT'S TIME TO BE PROACTIVE

Thank you!

LEOCALDWELL.COM
LINKEDIN.COM/IN/LEOCALDWELL

RESOURCES
HUMAN RIGHTS CAMPAIGN
PEW RESEARCH
ERIN REED
ACLU

