


Gender Identity Inclusion in the Workplace

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Gender Transition in the Workplace



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Billy

- Executive Director, Centers for Educational Justice & Community Engagement, and Director, Gender Equity Resource Center, UC Berkeley
- Queer, Bahamian, Immigrant, Black, Gender-non conforming- cis-presenting man, Human.
(pronouns: he, him, his)

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Guidelines for today

- Practice grace, patience and empathy with yourself and others
- **Personalize knowledge with I statements; avoid generalizations, dogma, and absolutes (this is after all a gender workshop)**
- Manage your air time, particularly in small groups. If you tend to speak a lot try and hold back and make space for those who need space to speak up. If you tend to be quiet challenge yourself today to ask one question and contribute one idea.
- **Take the knowledge; leave the names in this room**
- Blanket amnesty for any "oops" that may happen, even on the part of the facilitator.
- **All emotions and knowledge are welcome**


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Our time is limited today

<ul style="list-style-type: none">• Covered Today– Terms & Definitions– Overview of Policies and Law– Tips for gender inclusion– Explore gender– Case Studies (if time)	<ul style="list-style-type: none">• Not Covered Today– Medicalization of Trans* experiences– In-depth, human resources, including transition plans– Guidance on federal, state and local compliance
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One Word – Pronouns (cut.com)



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Pronouns

- Asking and correctly using someone's pronoun is one of the most basic ways to show your respect for their gender identity.
- **When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, and alienated**
- If you fail to respect someone else's gender identity by not using their pronouns, it can be not only be disrespectful and hurtful, but also actionable by policy.
- **Never, ever refer to a person as "it" or "he-she" (unless they specifically ask you to.) These are offensive slurs used against trans and gender non-conforming individuals.**
- If you make a mistake, apologize and move on, don't belabor the apology

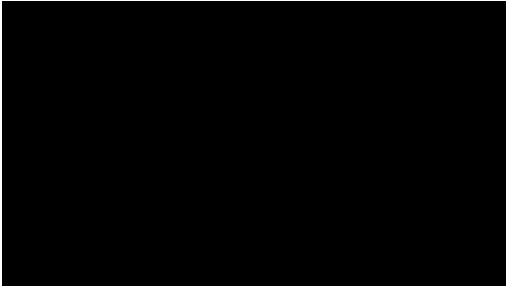
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Pronouns

- Language is shifting from Preferred Gender Pronoun (PGP) to simply, pronoun
- **Commonly heard pronouns: they, we, ze, her, hir, his, hers, someone's first name.**
- How to be inclusive?
 - **When in a new group - during introductions have everyone say name and pronoun**
 - Try asking: "What are your pronouns?" or "Can you remind me which pronouns you use?" It can feel awkward at first, but it is not half as awkward as getting it wrong or making a hurtful assumption. If the other person doesn't understand what you're asking, clarify "Which pronouns do you like to hear other use to refer to you (e.g she)?"
 - **Never guess someone's pronoun**
- **Writing References**
 - If a person asks you to write a reference ask them which pronoun they would prefer you use in the letter

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Transgender works



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Privilege Exercise

If you identify with the gender you were assigned at birth, there are a bunch of unearned benefits you get that many folks do not.

Read them and consider them.
It's not about shame. It's about understanding -

See more at: <http://itspronouncedmetrosexual.com/2011/11/list-of-cisgender-privileges/#sthash.IdF7fU2N.dpuf>


Definitions and Concepts

TERMS

FTM	transwoman	
	transsexual	transgender
	genderqueer	
cisgender	trans*	bigender
MTF		
gender identity		
gender expression		gender presentation
sex	gender transition	
gender		sexual orientation

Transgender, Genderqueer & Cisgender


- **Transgender:** A term for people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Transgender is a broad term and is good for non-transgender people to use. "Trans" is shorthand for "transgender."
- **Genderqueer** (alternatively **non-binary**) is a catch-all category for gender identities that are not exclusively masculine or feminine—identities which are thus outside of the gender binary and cisnormativity
- **Cisgender:** term used to describe people who, for the most part, identify as the gender they were assigned at birth. For example, if a doctor said "it's a boy!" when you were born, and you identify as a man, then you could be described as cisgender. (Cis is Latin for "on the near side of", same side of)

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Sex, Gender & Gender Identity


- A person's **sex** refers to one's biology, specifically to one's chromosomes, external genitalia, secondary sexual characteristics (development of breasts, pubic hair), and internal reproductive system. Sex is a term used historically and within the medical field to classify an individual as female, male, or intersex.
- **Gender** is a set of socially constructed and assigned behaviors and identity patterns which are often perceived to be intertwined and/or equivalent to one's biological sex. Common gender categories are woman, man and transgender.

• Note: the definitions of sex and gender above are not necessarily understood in these ways as understood in some laws and policies - particularly at the federal level where sex and gender are often conflated and used interchangeably.

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Gender Identity vs Gender Expression

- **Gender Identity:** An individual's **internal** sense of being man, woman, transgender, or another gender.
- **Gender Expression:** Refers to all of the **external** characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions. Social or cultural norms can vary widely and some characteristics that may be accepted as masculine, feminine or neutral in one culture may not be assessed similarly in another.

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The Genderbread Person v2.0 *its pronouned metrosexual*

Gender is one of those things everyone talks about, but most never thinks about. Gender isn't binary. It's not either/or. It's both/and. And it's not, in fact, a thing at all. This slide helps explain to those who are questioning, or curious, or just looking for more.

Gender Identity
 Nongendered
 Woman-ness
 Man-ness

Gender Expression
 Agender
 Masculine
 Feminine

Sex Assigned at Birth
 Agender
 Female-ness
 Male-ness

Attracted to
 Nobody
 (Men/Masculinity)
 (Women/Femininity/Treeness)

<http://itspronouncedmetrosexual.com>

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TRANS GENDER UMBRELLA

Encompasses any individual who crosses over or challenges their society's traditional gender roles and/or expressions.

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Homophobia, Heterosexism, Cissexism, Cisgenderism & Transphobia

- Homophobia:** irrational fear and intolerance of people who are homosexual or of homosexual feelings within one's self.
- Heterosexism:** assuming every person to be heterosexual therefore marginalizing persons who identify as lgba. It is also believing heterosexuality to be superior to homosexuality.
- Cissexism (or cissexual assumption)** is the appeal to norms that enforce the gender binary and gender essentialism, resulting in the oppression of gender variant, non-binary, and trans identities.
- Cisgenderism** denies, ignores, denigrates, or stigmatizes non-cisgender forms of expression, sexual activity, behavior, relationship, or community. Cisgenderism exists in everyone — transgender individuals as well as cisgender individuals alike
- Transphobia:** prejudice arising from negative valuing and stereotyping resulting in discriminatory behavior defined by fear, hatred, disgust of transgender, transsexual and other people because of their (supposed) non-conforming gender presentation and/or status

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Sexual Orientation

- The direction of one's sexual (erotic) and/or romantic attraction towards the same gender, opposite gender, or multiple genders. It is on a continuum and without a set of absolute categories.
- Sexual Orientation is being gay, straight, lesbian, bisexual.....it is separate from gender identity and thus transgender persons also have a sexual orientation.
- Sexual Orientation is not strictly limited to sexual behavior, i.e. who one chooses as a sexual partner

Other Terms and FAQ:

- http://geneq.berkeley.edu/information_sheets
- <http://www.hrc.org/resources/entry/sexual-orientation-and-gender-identity-terminology-and-definitions>

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Policies & Law

POLICIES & LAW

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UC Nondiscrimination Policy

- The University of California, in accordance with applicable Federal and State Law and the University's nondiscrimination policies, does not discriminate on the basis of race, color, national origin, religion, sex (including **sexual harassment**), **gender identity**, pregnancy/childbirth and medical conditions related thereto, disability, age, medical condition (cancer-related), ancestry, marital status, citizenship, **sexual orientation**, or status as a Vietnam-era veteran or special disabled veteran. This nondiscrimination policy covers student admission, access, and treatment in University programs and activities. It also covers faculty (Senate and non-Senate) and staff in their employment.

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UC Policy on Sexual Harassment & Sexual Violence

- You can see the full definition at <http://ophd.berkeley.edu/policies-procedures/sexual-harassment>
- "Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual natureaffects a person's employment or education."
- "Harassment that is not sexual in nature but is based on **gender, sex-stereotyping, or sexual orientation** also is prohibited by the University's nondiscrimination policies.... in determining whether a hostile environment due to sexual harassment exists, the University may take into account acts of discrimination based on **gender, sex-stereotyping, or sexual orientation.**"

Title IX & Title VII

Title IX -- In April 2014, The Department of Education's Office for Civil Rights (OCR) issued explicit guidance barring schools that receive federal Title IX funds from discriminating against transgender and gender-nonconforming students.
<http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf>

Title VII -- Transgender employees are protected against being fired due to status as a transgender person in all 50 states.
Report: transgenderlawcenter.org/wp-content/uploads/2014/01/TitleVII-Report-Final012414.pdf

Gender Inclusion

Gender Expectations

Most of us give no thought to....

- Feminine behavior by people who look like women;
Masculine behavior by people who look like men
 - Gendered dress (uniforms), guidelines, policies
- Gendered instructions for men and women (e.g. men on one side and women on the other side of the room)
- Gendered facilities (restrooms, lockers, etc.)
- Gendered training curriculum, tasks, awards/gifts

Imagine if your gender identity or presentation did not conform with the expectations in your office, classroom, etc.
How could the above impact you?

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Shifting Terminology

1. Gender Confirmation
2. Gender Affirmation
3. Gender Transition

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Changes you may expect to see when a student, friend or colleague publicly affirms their gender.

- Name
- Dress/Appearance
- Voice (perhaps)
- Gendered Behavior
 - femininity/masculinity
- Facilities
 - Person will use the restroom, locker room or changing facility that corresponds with his or her gender identity and presentation
- Not much else

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When a friend or colleague publicly affirms their gender

1. Treat person with respect by using chosen name and corresponding pronoun (e.g. she, her, ze, they).
2. Expect to make a mistake—the better you know the person the more likely for mistakes in the beginning.
3. When you make a mistake—simply stop and correct yourself—"I meant , Jane" , "I meant, she." Don't get into extended apologies.
4. Do not take offense to respectful corrections offered by transgender friend, colleague or other friends.

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When a friend or colleague publicly affirms their gender

5. Avoid language such as "it", "he/she", "she-male", "she/he" or "tranny" when referring to transgender people, this is considered disrespectful, offensive and hurtful.
6. It is at best impolite and at worst possibly illegal to ask a colleague to discuss discuss her/his/their anatomy or medical decisions and procedures with you no matter how curious you might be.
7. Model appropriate behavior for other colleagues and friends to follow

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+ Restrooms



- California law is silent on gendered restrooms
- Our practice is for persons to use the restroom that corresponds with their gender identity regardless of perceived gender presentation
- All-gender restrooms create a safer and inclusive campus climate for all. Do you know where all your single stall or inclusive restrooms are located?

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Resources
Resources

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Gender Equity Resource Center (GenEq)

- LGBTQ, Women, and Sexual Violence/Harassment
 - Resources & Referrals
 - Advocacy
 - Education
- Hate/Bias incidents, reporting & response
 - Stophate.berkeley.edu
- Community, study and "chill" space

Contacts

- Billy Curtis, billyc@berkeley.edu
- Cici Ambrosio, ambrosio@berkeley.edu
- Marisa Boyce, mboyce@berkeley.edu
- Website: <http://geneq.berkeley.edu>

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Prevention of Harassment and Discrimination

- Title IX
 - Katya Nottie, 510-987-0104

ucop.edu/local-human-resources/op-life/sexual-harassment-violence-support.html

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Resources:

National Center for Transgender Equality
– Transequaility.org

Transgender Law Center
– Transgenderlawcenter.org

Gender Spectrum
– Genderspectrum.org

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Resources

Genderqueer
– <http://neutrois.me/2013/04/17/explaining-genderqueer-to-those-who-are-not/>
– <http://transwhat.org/resources/>
– <http://genderqueerid.com/defining-genderqueer>
– http://www.huffingtonpost.com/2014/12/19/what-is-genderqueer_n_6354620.html

Academic Article
– <http://dsq-sds.org/article/view/152/152>

Book
Andrew Solomon -- *Far From The Tree*, Chapter - Transgender

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