FOSTER AN EXTRAORDINARY WORKPLACE
EMBRACING GENDER DIVERSITY: EXPLORING GENDER IDENTITY
3-2-1 DISCUSSION GUIDE
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3 TAKE-HOME MESSAGES

Review these messages together.

Gender identity is a personal and internal sense of one's gender. Gender identity can be female, male, both, neither or anywhere on a spectrum. It can be the same or different from a person's sex assigned at birth.

Gender expression is how people present or express their gender through behavior, clothing, hair, makeup, voice, body language or other aspects of appearance. A person's gender expression does not have to align with their gender identity.

You don't have to understand everything about a person's identity to support them. If someone confides in you that they are transgender, nonconforming, or nonbinary, the most important thing you can ask is, "How can I support you?"

2 QUESTIONS TO CONSIDER

Question for **team discussion**
Share your thoughts with your team. Keep in mind some discussions may be uncomfortable, and not everyone may want to participate. That's okay.

How can we show that we are welcoming to gender-diverse colleagues and clients?

Question for **self-reflection**
No need to share your answer or thoughts with anyone.

Consider your own beliefs about gender identity and gender roles. Am I expecting individuals to adhere to societal norms regarding gender? How can I challenge the biases I may have and be a role model for acceptance?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- ☐ Review your existing dress code policy to ensure it's inclusive of gender diversity. Implement gender-neutral dress codes so that all employees may select from a range of options.

- ☐ Add a spot on intake forms to record client pronouns and include employee pronouns on name badges.

- ☐ Post a diversity sign in your window that says, "Everyone is welcome here" or "Our business welcomes everyone."

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- ☐ Commit to being an ally of the gender-diverse community through self-education. Get information from credible sources such as the Trevor Project, PrideVMC, GLAAD and those listed in the resource section of the Topic Overview.

- ☐ Use every employee's desired name and pronouns to show mutual respect and courtesy. If you make a mistake with someone's name or pronouns, apologize and let it go. Make an effort to remember them next time.

We hope that after the meeting, you will be inspired to explore gender diversity in greater depth, either as a team or individually. We invite everyone to check out Dr. Wolff's recommended resources in the Topic Overview.