#### Workplace Pride International Conference 2022

# Stronger Together Re-defining Global LGBTIQ+ Workplac

LGBTIQ+ Workplace Standards



THE INTERNATIONAL PLATFORM FOR LGBTIQ+ INCLUSION AT WORK



Location: Passenger Terminal Amsterdam

24 June 2022 09:00 to 17:00

#### Now on stage

# Breakout 11: Sophie Jeckmans & Martine Danda

Trans+: Practical tips for building stronger professional relationships with non-cisgender people



Trans+@WPP

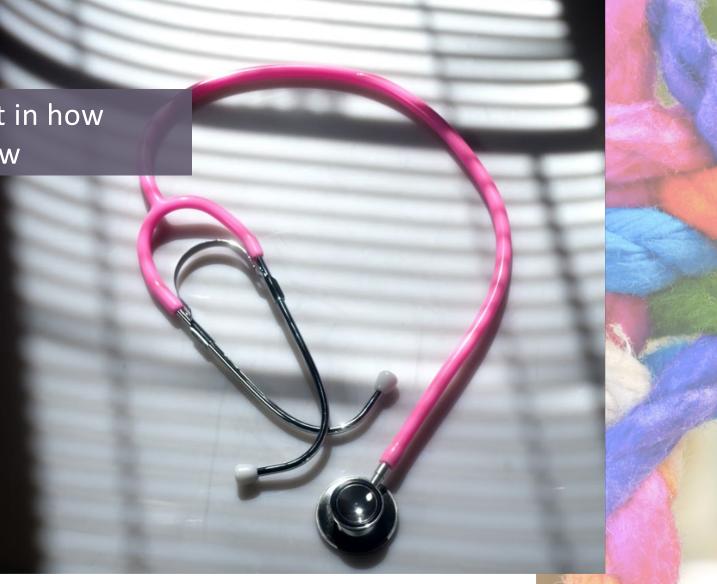
# Hi, everyone!





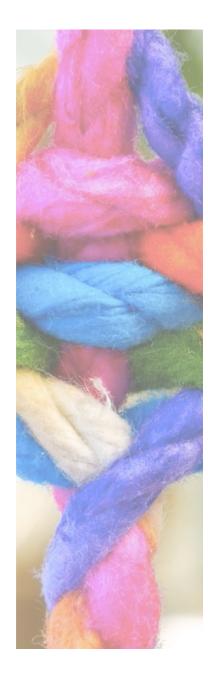
We are interested first in how much you already know





Female Male Intersex person Woman Man Non-binary person





Female Male Intersex person

> Pansexual person Bisexual person Homosexual person Heterosexual person Asexual person



Woman Man Non-binary person



Female Male Intersex person

> Pansexual person Bisexual person Homosexual person Heterosexual person Asexual person



Woman Man Non-binary person

> Feminine Masculine Spectrum or combined None of the above



Female
Male
Sex
Intersex person

Pansexual person Bisexual person Homosexual person Heterosexual person Asexual person Sexuality Workplace Pride

# Woman Gender Identity Man Non-binary person

Feminine Masculine Spectrum or combined None of the above

#### **Gender Expression**



Sex:medical and legal factsGender identity:who one is/areSexuality:who one is attracted toGender expression:how one expresses their gender

(and a person is so much more beyond this...)





Gender: a society's construct

The binary view: two sets of rules in the society.





Gender nonconformity

Not everyone feels comfortable with the gender group they are put into based on their perceived or legal sex, and the expectations that come with them.





Sexuality, gender identity, gender expression

These personal characteristics should be decoupled from each other. Each person should be free to determine and express these characteristics themselves. Everybody should be able to be their full selves in all areas of society.





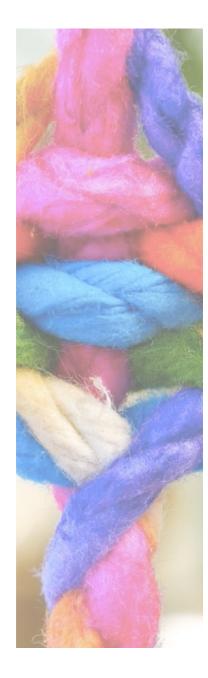
Sexuality, gender identity, gender expression

**Sexuality:** heterosexual, homosexual, bisexual, pansexual, asexual

Gender identity: man, woman, non-binary

**Gender expression:** masculine, feminine, spectrum, combination, none of the above





Sex

Sex is medical and legal term.

- Often used interchangeably with one's assumed gender identity.
- Usually no legal and institutional recognition for intersex people.





Vulnerable groups: who?

Everyone who does not conform to the society's expectations on their sex and behavior that the society prescribes for it. Specifically, but not limited to:

- Intersex people
- Transgender people
- Non-binary people
- Non-heterosexual people





Vulnerable groups: where?

At birth.

At home.

At the doctor's.

In public.

In school.

In civic interactions.

At work.

On one's tombstone.





Vulnerable groups: where?

At birth.In school.At home.In civic interactions.At the doctor's.At work.In public.On one's tombstone.

#### Everywhere







What <u>you</u> can do now, and in the future





What <u>you</u> can do... ... at home

- Know that everyone is different.
- Be open, inclusive and supportive.
- Ask, listen and understand, rather than tell.
- Actively practice with new names and pronouns.
- Fly the rainbow flag when appropriate.





What <u>you</u> can do... ... at work

- Open support from the top.
- Educate yourself.
- Actively listen.
- Be inclusive and purposefully seek other opinions.





What <u>you</u> can do... ... at work

- As a manager, ask what your employee needs.
- Set up/start a D&I employee resource group.
- Address colleagues & clients in a gender neutral way





What <u>you</u> can do... ... in everyday

- Treat people with respect.
- Ask for, and offer your pronouns.
- Consider people's personal space.
- Be aware of unconscious biases.
- Avoid asking questions that you usually wouldn't ask.





#### Trans+@WPP

#### Jan (They/Them)



Contact us at <u>trans@workplacepride.org</u>



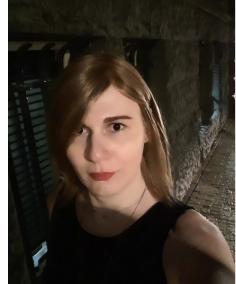
#### Koos (all pronouns)





Marjolein (She/Her)

#### Martine (She/Her)









#### **Questions?**

#### Some suggestions:

- If I do this, how would it be perceived?
- How do I express that?
- How should I go about this topic?





#### Last tips

- Pronouns: make them public.
- When unsure: use their first name.
- Ask appropriately, but don't always expect an answer.
- Either way, do listen.
- Treat everyone, regardless of who they are, with respect.



