

Workplace Pride International Conference 2022

Stronger Together

Re-defining Global
LGBTIQ+ Workplace
Standards



**Location: Passenger
Terminal Amsterdam**

**24 June 2022
09:00 to 17:00**



THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

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!



A check-up

We are interested first in how much you already know



A check-up

Female

Male

Intersex person

Woman

Man

Non-binary person



A check-up

Female

Male

Intersex person

Woman

Man

Non-binary person

Pansexual person

Bisexual person

Homosexual person

Heterosexual person

Asexual person



A check-up

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



A check-up

Female

Male

Intersex person

Pansexual person

Bisexual person

Homosexual person

Heterosexual person

Asexual person

Sexuality



Woman

Man

Non-binary person

Feminine

Masculine

Spectrum or combined

None of the above

Gender Expression

Gender Identity



A check-up

Sex:	medical and legal facts
Gender identity:	who one is/are
Sexuality:	who one is attracted to
Gender expression:	how one expresses their gender

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



The present

Gender: a society's construct

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



The present

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.



The present

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.



The present

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



The present

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.



The present

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



The present

Vulnerable groups: where?

At birth.

At home.

At the doctor's.

In public.

In school.

In civic interactions.

At work.

On one's tombstone.



The present

Vulnerable groups: where?

At birth.

At home.

At the doctor's.

In public.

In school.

In civic interactions.

At work.

On one's tombstone.

Everywhere



The present+



Workplace
Pride

The present+

What you can do now,
and in the future



The present+

What you 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.



The present+

What you can do...
... at work

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



The present+

What you 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



The present+

What you 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)



Koos (all pronouns)



Martine (She/Her)



Contact us at
trans@workplacepride.org



Marjolein (She/Her)



Sophie (She/Her)



Questions?



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.

