Stronger Together
Re-defining Global LGBTIQ+ Workplace Standards

Workplace Pride International Conference 2022

Location: Passenger Terminal Amsterdam
24 June 2022
09:00 to 17:00
Breakout 11: Sophie Jeckmans & Martine Danda

Trans+: Practical tips for building stronger professional relationships with non-cisgender people
Hi, everyone!
A check-up

We are interested first in how much you already know
### A check-up

<table>
<thead>
<tr>
<th>Gender</th>
<th>Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>Woman</td>
</tr>
<tr>
<td>Male</td>
<td>Man</td>
</tr>
<tr>
<td>Intersex person</td>
<td>Non-binary person</td>
</tr>
</tbody>
</table>
A check-up

Female
Males
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  Sex
Male
Intersex person

Pansexual person  Woman  Gender Identity
Bisexual person  Man
Homosexual person  Non-binary person
Heterosexual person  Feminine
Asexual person  Masculine
Sexuality  Spectrum or combined
Sexuality  None of the above

Gender Expression
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…)

Workplace Pride
The present

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.
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
**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
• Non-binary people
• Transgender people
• Non-heterosexual people
The present

Vulnerable groups: where?

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

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
The present+
The present+

What you can do now, and in the future
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.
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.
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.