Welcome to the California Leads Conference

- The presentation will begin shortly.
- All participants will be muted upon entry.
- Live presentations will not be recorded.
- Please use the chat feature to direct questions to “All panelists.” When submitting questions, please do not include any personal information.
- Connecting to audio – “Call using computer” for audio to come through your computer speakers or use “Call in/Call me” feature.

CALHR California Leads

2021 Conference

Gender Identity and Workplace Inclusion

Glenna Wheeler, *Division Chief, CalHR Office of Civil Rights*
Michele Villados, *Division Chief, CalHR Pre-Employment Division*

Gender Identity and Workplace Inclusion

Today's Topics:

1. Diversity, Inclusion, and Belonging
2. Understanding Gender Identity
3. A Better Workplace
4. Personal Stories
5. Practical Guidance

Section 1

Diversity, Inclusion, and Belonging

Diversity

- The full spectrum of human differences.

Examples:

- Age, race and ethnicity, religious beliefs, sex, gender, gender identity, marital status, disability, sexual orientation, and socioeconomic status.
- Educational/training background, experience, expertise, culture, communication style, and even personality, such as introverts and extroverts.

Inclusion

- Welcoming, accepting, and treating individuals equally.
- Individuals are encouraged to fully participate.
- Individuals are provided with opportunities to share a sense of cultural and environmental belonging.
- If we are not intentionally including, we may be unintentionally excluding.

Belonging

- The feeling of being a part of a community or organization.
- Individuals retain and express their uniqueness in the workplace, and
- Feel respected and valued for who they are.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

-Maya Angelou

The Value of Inclusion and Belonging

- Employees feel appreciated;
- Become comfortable sharing their ideas;
- Feel their innovative potential is unlocked;
- Are more likely to stay in their job;
- Function at full capacity; and
- Feel part of the organization's mission.
- Motivation and morale soar, creating higher performing organizations.

Section 2

Understanding Gender Identity

Sex vs. Gender

- Sex describes the assignment a person is given at birth based on their biological and physical characteristics.
- Gender is a social construction that refers to the characteristics of women, men, girls, and boys.

Gender Identity

- Our innermost concept of self as female, male, nonbinary, or any unique combination e.g., genderqueer, gender-nonconforming, gender-neutral, agender, gender-fluid, etc.
- May or may not correspond to the sex a person was assigned at birth.
- May be fluid and change over time.

Gender Expression

- A person's gender-related appearance and behaviors that communicate their identity to others.
- May be conscious and subconscious.
- More complex than simple masculinity or femininity.

Transgender

- An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on their sex.
- Transitioning refers to actions taken by someone to bring their gender expression into conformity with their gender identity.
- This may include name change, changes to how they dress, medical treatment such as hormones and/or surgery, etc.

Sexual Orientation

- An inherent or enduring emotional, romantic or sexual attraction to other people.
- Regardless of gender identity, people may be gay, lesbian, asexual, bisexual, straight, questioning, etc.
- Sexual orientation can be complex regardless of gender identity.

Section 3

A Better Workplace

The Value of an LGBTQ-Inclusive Workplace

- A greater sense of belonging for LGBTQ employees.
- Attracts, retains, and fully engages top talent.
- Increases innovation and productivity for all.
- Significantly affects how the organizational culture responds to the needs of its employees and clients.

Section 4
Personal Stories

Three Stories and Three State Agencies

- Customer Harassment
- Employee Discrimination
- Workplace Success

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Section 5
Practical Guidance

Workplace Needs

- Effective policy
- Commitment from all members of the organization, starting at the top
- Safe work environment
- Confidentiality (need to know)
- Proactive, interactive, and timely communication
- Collaborative Action Plan

Take Action

- Involve the employee.
- Ask appropriate questions.
- Listen.
- Communicate in a proactive, interactive, and timely manner.
- Consult and collaborate with partners: Supervisor, EEO, HR, Business Services, etc.
- Provide appropriate training and educational opportunities.
- Focus on solutions.
- Correct inappropriate language.
- Consider other perspectives.
- Don’t allow offensive comments.
- Share expectations of inclusion.

Gender Transitioning

- Social transition: aligning one's actions with one's gender identity.
- Physical transition: medical treatments may physically align one's body with one's gender identity.
- An employer may not condition its treatment or expectations of a trans employee upon completion of a particular step in a gender transition.
- Trans employees rights are protected by law.

Language Matters

- Refer to all people, including trans people, by the name they use to refer to themselves, which may be different from their legal name or the name on their birth certificate.

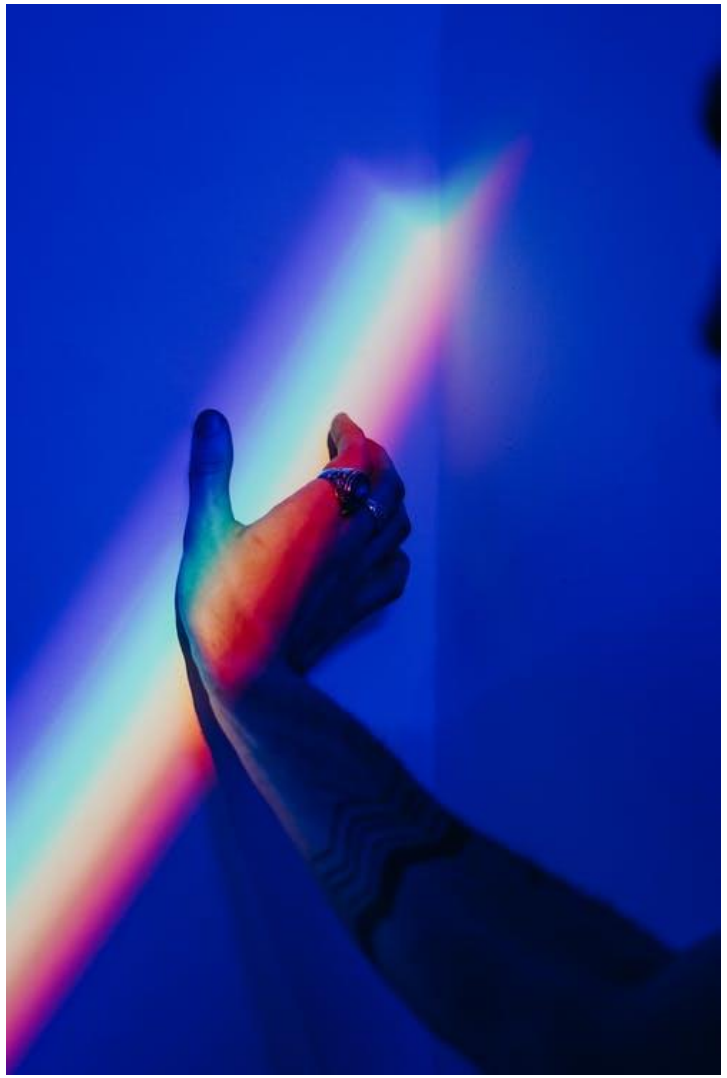
- Use appropriate pronouns. When uncertain, ask.

Dress Codes

- Unless an employer can demonstrate business necessity, each employee must be allowed to dress in accordance with their gender identity and gender expression.
- An employer with a dress code must enforce it in a non-discriminatory manner.
- Trans or gender non-conforming employees may not be held to any different standard of dress or grooming than any other employee with the same gender identity.

Restrooms, Showers, and Locker Rooms

- Employees have a right to safely use a restroom or locker room that corresponds to the employee's gender identity.
- Use of a unisex single stall restroom should always be a matter of choice.
- Where possible, an employer should provide an easily accessible unisex single stall restroom for use by any employee who desires increased privacy, regardless of the underlying reason.



Reality

- Suicide rate in the LGBTQ community
- Violence against the LGBTQ community
- Marginalization
- Poverty

Developments

- US Supreme Court Ruling:
  Bostock v Clayton County
- President Biden's Executive Orders
- Transgender in the military
- Shattering "Rainbow Glass Ceilings":
  - Transportation Secretary Pete Buttigieg
  - Senate and House
  - Delaware State Senator Sarah McBride
- LGBTQ Taskforce

Q&A