PROVIDING INCLUSIVE ENVIRONMENTS FOR LGBTQ+ EMPLOYEES

Will Van Roosenbeek
University of Wisconsin-La Crosse
wvanroosenbeek@uwlax.edu
LEARNING OUTCOMES

1. To identify terminology and examples of identities within the Trans & Nonbinary community.

2. To illustrate the barriers and the needs of the LGBTQ+ community.

3. To discuss inclusive practices for LGBTQ+ employees.
THE BASICS

Assigned Sex at Birth

Gender Expression

Gender Identity

Sexual & Romantic Attraction
Gender Identity

Transgender
Trans
Cisgender
Gender Queer
Nonbinary

Gender Expression

Gender Fluid
Bi-Gender
Pangender
Agender
Queer
PERSONAL GENDER PRONOUNS

SHE, HER, HERS

HE, HIM, HIS

GENDER INCLUSIVE

THEY, THEM, THEIRS

ZE (ZIE OR XE OR XIE,) HIR, HIRS

PER, PERS, PERS

THE PERSON’S NAME
Pronouns-- A How To Guide

Subject: _____ laughed at the notion of a gender binary.

Object: They tried to convince _____ that asexuality does not exist.

Possessive: _____ favorite color is unknown.

Possessive Pronoun: The pronoun card is _____.

Reflexive: _____ think(s) highly of _____.

The pronoun list on the reverse is not an exhaustive list. It is good practice to ask which pronouns a person uses.

© 2011, 2016 UW-Milwaukee LGBT Resource Center

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(f)ae</td>
<td>(f)aer</td>
<td>(f)aer</td>
<td>(f)aers</td>
<td>(f)aerself</td>
</tr>
<tr>
<td></td>
<td>e/ey</td>
<td>em</td>
<td>eir</td>
<td>eirs</td>
<td>eirself</td>
</tr>
<tr>
<td></td>
<td>he</td>
<td>him</td>
<td>his</td>
<td>his</td>
<td>himself</td>
</tr>
<tr>
<td>2</td>
<td>per</td>
<td>per</td>
<td>pers</td>
<td>pers</td>
<td>perself</td>
</tr>
<tr>
<td></td>
<td>she</td>
<td>her</td>
<td>her</td>
<td>hers</td>
<td>herself</td>
</tr>
<tr>
<td></td>
<td>they</td>
<td>them</td>
<td>their</td>
<td>theirs</td>
<td>themself</td>
</tr>
<tr>
<td></td>
<td>ve</td>
<td>ver</td>
<td>vis</td>
<td>vis</td>
<td>verself</td>
</tr>
<tr>
<td></td>
<td>xe</td>
<td>xem</td>
<td>xyr</td>
<td>xyrs</td>
<td>xemself</td>
</tr>
<tr>
<td></td>
<td>ze/zie</td>
<td>hir</td>
<td>hir</td>
<td>hirs</td>
<td>hirself</td>
</tr>
</tbody>
</table>
BARRIERS TRANS & NONBINARY PEOPLE

- Bathrooms
- Preferred Name
- Pronouns
- Access to Counseling and Medical Care
- Ignorance & Lack of Knowledge by Faculty & Staff
The landmark Supreme Court case Bostock v. Clayton County, decided on June 15, 2020, clarified that federal law prohibits anti-transgender discrimination in employment.

Remember...

Education

Trans Inclusive Policies
- Bathroom Access
- Dress Codes
- Pronoun & Name Usage

Eliminate/Address Hostility and Discrimination

https://hbr.org/2020/03/creating-a-trans-inclusive-workplace
What are My Rights as a Trans or Nonbinary Employee?

I have the right to...

Not be fired or refused a job promotion because you are transgender

To be treated with respect and not be harassed

To be safe & adequate access to restrooms & other facilities consistent with gender identity

To choose to be out and not be outed

https://transequality.org/know-your-rights/employment-general
ALLY

ACCOMPlice

CO-CONSPIRATOR

COMRADE

• FRIEND/ADVOCATE/SUPPORT
• REQUIREs THAT YOU EDUCATE YOURSELF
• USE your PRIVILEGE TO SPEAK UP AND OUT
• INTERRUPT, WALK AWAY, OR CONFRONT
• GET CONNECTed WITH THE LGBTQ COMMUNITY WHERE YOU LIVE
ALLY
ACC OMP LICE
CO- CONSPIRATOR
COMRADE

• Taking risks
• Showing up
• Using our likeability and social status
• Action not just words

Remember!
Silence = Violence
Thank you!!!

wvanroosenbeek@uwlox.edu