

LGBTQ+ Part 2: Creating Systemic Change



Molly Herrmann (she/her), Consultant
Humble Pie Consulting LLC

Content of this session has been developed for City of Madison employees.

Welcome

Name

Pronouns (optional for introductions and screen name)

Role

Rate yourself (optional):

- Readiness
- Experience

City of Madison Administrative Procedure Memorandum (APM) 2-52

SUBJECT: INCLUSIVE WORKPLACE– TRANSGENDER, GENDER NON-CONFORMING, AND NONBINARY EMPLOYEES

BACKGROUND: The purpose of this policy is to address the needs of transgender, gender non conforming, and nonbinary employees, and to protect the legal rights and safety of all employees.

In all cases, the City's goal is to:

- Ensure the safety and comfort of transgender, gender non-conforming, and nonbinary employees.
- Maintain a safe and affirming process for employees who want to transition in the workplace.
- Prevent the stigmatization of employees.
- Create a safe and productive work environment for all employees

Today's Objectives

- Identify intersections of gender, sexual orientation, race, religion, economic status, language, disability.
- Understand institutional biases, including health care, housing, employment, etc.
- Name ways the City has upheld institutional biases, and how City employees can work to deconstruct these systems.
- Identify ways to involve the voices of transgender, gender non-conforming, and nonbinary people in decision-making.

City of Madison

Standard Group Agreements

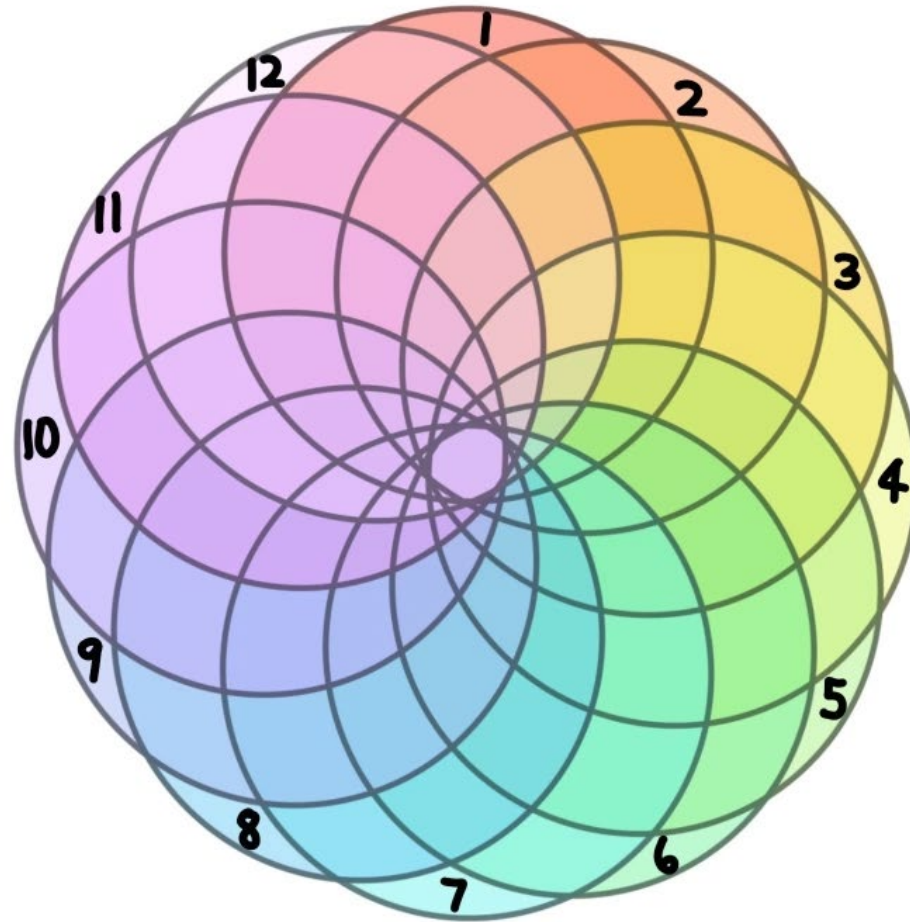
Be here and be present	Share the space
Think well of each other	Expect unfinished business
Intent vs. Impact	Avoid assumptions, ask questions
Hard on systems, soft on people	Pause, paraphrase, inquire
Keep confidentiality	Live the values

Content warning

Content warning: This training will include some data about experiences of LGBTQ+ youth and adults related to sexual assault, suicide, hostile environments, and other topics. Some participants may find the content upsetting. Please feel free to turn off cameras and microphones as needed during the training.

This information is included to share the realities of experiences of LGBTQ+ individuals.

INTERSECTIONALITY



- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

Intersections of LGBTQ+ identities and other identities

- Not just the (assumed) sum of our parts
- Assumptions about race and LGBTQ+ identities
- LGBTQ+ white lenses
- Impacts of religion, economic status, language, and disability on LGBTQ+ identities

Intersectionality

-
- Among Black, female, sexual minority youth, only twenty-two percent (22%) feeling connected at school - the least of any group.
 - Black students were most likely to report hunger, with nearly a third reporting that there was not enough food in their home during the pandemic.
 - More than one third of all U.S. high school students felt they had been treated badly or unfairly at school because of their race or ethnicity.

Adolescent Behaviors and Experiences Survey (ABES), CDC, 2022.

Intersectionality

-
- The suicide rate by race and ethnicity is highest among non-Hispanic American Indian and Alaska Natives at 23.9 per 100,000.

Suicide prevention page, CDC, 2020.

- High rates of hate crime violence experienced by Black and brown transgender women

Institutional bias

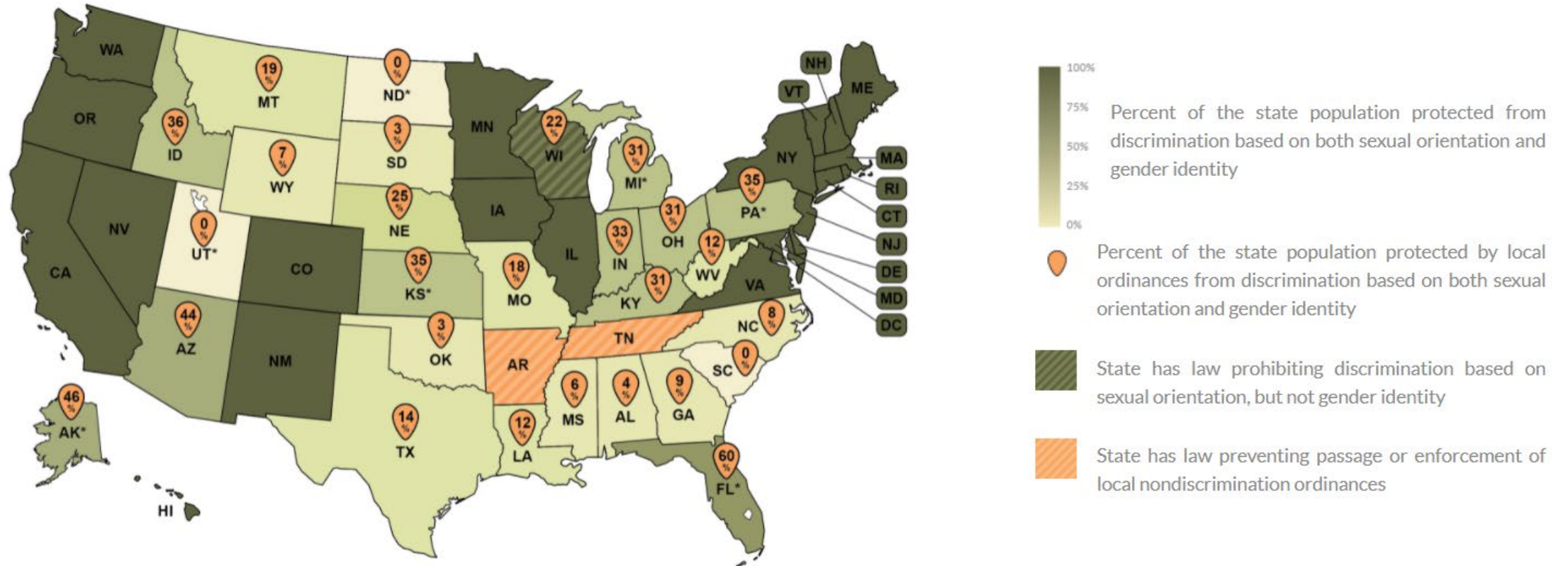
Institutional bias = when a system treats people poorly based on their group membership

Examples:

- BIPOC people over represented in corrections
- People with disabilities denied access to services said to be accessible
- Other examples?

Wisconsin examples

Sexual Orientation and Gender Identity: Nationwide snapshot



Source: Movement Advancement Project; November 2021

Only Sexual Orientation is covered in state-wide non discrimination

In a survey of 541 WI residents:

- ▶ 16% of respondents who have ever been employed reported **losing a job** in their lifetime **because of their gender identity or expression**.
- ▶ 28% of those who held or applied for a job during 2015 reported **being fired, being denied a promotion, or not being hired for a job** they applied for **because of their gender identity or expression**.



2015 U.S. Transgender Survey, Wisconsin State Report; NCTE

Institutional bias: Housing, police

- 26% have experienced homelessness at some point in their lives.
- 39% of respondents who experienced homelessness in the past year avoided staying in a shelter because they feared being mistreated as a transgender person.
- 58% of respondents who interacted with police or other law enforcement officers who thought or knew they were transgender, experienced some form of mistreatment in the previous year.
- 51% of respondents said they would feel uncomfortable asking the police for help if they needed it.

2015 U.S. Transgender Survey, Wisconsin State Report; NCTE

2019 City of Madison Workplace Climate Survey Report

In the past year, as a City employee...

I have hidden or downplayed certain aspects of my identity to avoid unfair treatment or harassment.

64% of nonbinary and 50% of transgender employees

25% of female and 20% of male employees

I have modified my personal appearance in order to avoid unfair treatment or harassment.

43 % of nonbinary and 30% of transgender employees

16% of female and 10% of male employees

“I fear that if were to be open about my gender identity in the workplace, I would face discrimination. People would treat me differently.”

Prepared by the Multicultural Affairs Committee and the Women’s Initiatives Committee

How does the City uphold institutional bias?

Activity: Where have you seen bias against LGBTQ people in your work at the City?

Generate a list in your small group.

With the list, mark with an “I” those that are institutional.

Next, star any that have a policy to back them up.

Finally, circle those that include bias against transgender, nonbinary, and gender non-conforming people.

How can City employees work to deconstruct these systems?

For each of those marked institutional and circled (transgender, nonbinary, and gender non-conforming people related):

What have you seen?

What can you do if you witness this happening in the moment?

What can you do longer term for impact?

Who do you think you can take these issues to when you notice them?

What other ways can City employees can challenge institutional bias?

Confidentiality – City’s Resource Guide

“A transgender, gender nonconforming, or nonbinary employee has the right to decide how much information to share, when to share it, and with whom. Employees have the right to discuss their gender identity or expression openly, or to keep that information private. An employee’s gender identity or transition must be treated with as much confidentiality as any other significant life experience. Coworkers and supervisors must not disclose information that may reveal an employee’s transgender status or gender identity to others.

Confidentiality

Private and confidential information may only be shared with the transgender employee's consent. Confidential information includes a person's:

- Deadname ("birth name")
 - Gender identity
 - Transition status
 - Medical information
 - Any other information that might disclose their transgender identity
- Resource Guide, (p 2)*

Proactive measures

- Respecting and using correct pronouns
- Routine sharing of pronouns
 - but not required
 - not just by transgender, nonbinary, and gender non-conforming people)
- Updating data collection mechanisms
- Encouraging Employee Resource Groups (LGBTQIA+ Social)

Proactive measures

- Noticing and changing gendered language in verbal and written communications, utilizing City's language style guide (see link in chat)
- Making available appropriate restrooms and other facilities
- Providing health care for trans people, and for domestic partnerships / family structures other than the nuclear family
- Offering in-community mentors for new transgender, gender non conforming, and nonbinary people

Involvement in decision-making

- Clearly communicate which parts of the system on which people can have influence and provide information on limitations.
- Invite multiple people of the same identity to participate and create varied ways to provide input. For example, multiple people who identify as nonbinary, multiple black trans people, etc. Try to bring multiple perspectives without tokenizing.
- Consider ways to recognize Subject Matter Experts
- Other ideas?

Areas of potential impact

- ▶ External facing
- ▶ Environment
- ▶ Interpersonal interactions



External facing

- ▶ Neutral AND inclusive language
- ▶ Proactive, active, reactive
- ▶ Vetted, current referrals
- ▶ Signature lines



External facing

What to do!

- ▶ Neutral AND inclusive language
- ▶ Proactive, active, reactive
- ▶ Vetted, current referrals
- ▶ Signature lines

Environment



- ▶ Break room
- ▶ Reception
- ▶ Work space
- ▶ Restrooms

Environment

What to do!



- ▶ Subtle cues
- ▶ Images
- ▶ Restrooms
- ▶ Signage
- ▶ Climate
- ▶ Virtual settings
- ▶ Pictures of individuals, couples, groups, and families

Interpersonal interactions



- ▶ Recruit
- ▶ Hire
- ▶ Retain and support

Interpersonal interactions

What to do!



- ▶ Welcoming new employees
- ▶ Transitioning before, during, and after employment
- ▶ Building rapport and trust
- ▶ Intervening



Today's objectives – How did we do?

- Identify intersections of gender, sexual orientation, race, religion, economic status, language, disability.
- Understand institutional biases, including health care, housing, employment, etc.
- Name ways the City has uphold institutional biases, and how City employees can work to deconstruct these systems.
- Identify ways to involve the voices of transgender, gender non-conforming, and nonbinary people in decision-making.

Closing

What questions do you still have?

Spend three minutes thinking and writing about:

- One short term, individual action you can take as a result of your learning about creating systemic change
- One longer term step you can work toward