

Gender Equity in the Workplace: Beyond the Binary

Keshet
קשת

For LGBTQ
equality in
Jewish life

Keshet works for the full equality

of all LGBTQ Jews and our families in Jewish life. We strengthen Jewish communities. We equip Jewish organizations with the skills and knowledge to build LGBTQ-affirming communities, create spaces in which all queer Jewish youth feel seen and valued, and advance LGBTQ rights nationwide.




Goals

By the end of this training, you will be able to:

- Understand some of the barriers impacting equity for trans and nonbinary staff in Jewish workplaces.
- Build awareness of some tools for increasing access.
- Build awareness of some tools for intervening in challenging moments and anti-trans microaggressions.

Kavvanot - Intentions

- Growth and Learning Mindset
 - Take Space/Make Space
 - Take Lessons, Leave Stories
 - Trust Intent, Tend Impact
 - Prepare for Non-closure
 - Stay present (as much as possible!)
 - Have Fun!
- 



B'tzelem Elohim: In God's Image

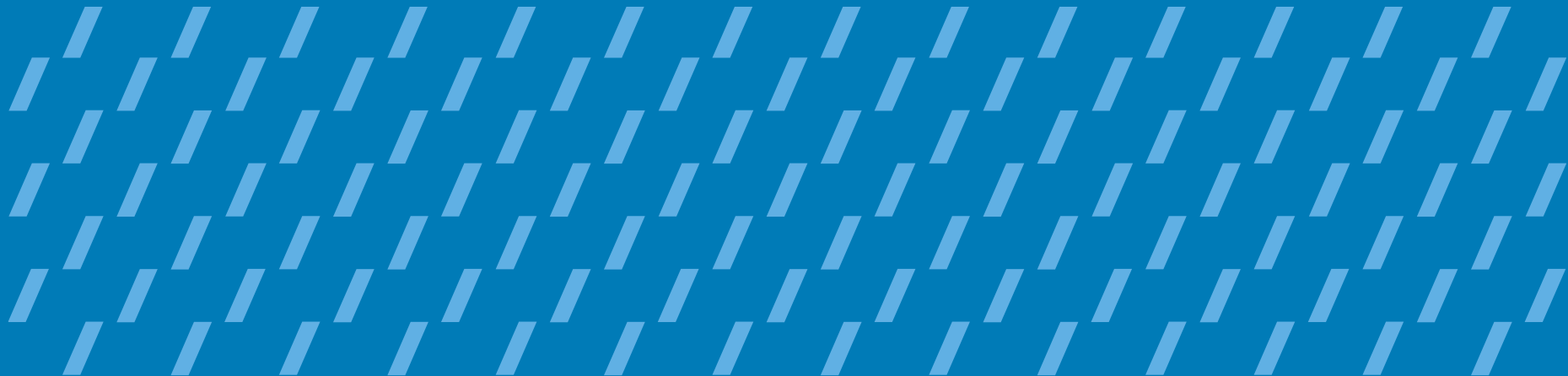
The Torah tells us that we are all created “b'Tzelem Elohim” (Bereshit 1:26), in the image of God. This is a simple and profound idea that should guide our interactions with all people. If we see each person as created in the image of God, we can see humanity and dignity in all people. True inclusion is built upon this foundation.

בצלם אלוהים

Breakouts:

- Think of a time when you felt uncomfortable or unwelcome in a Jewish space
- Were there assumptions, norms, or biases at work in that moment?
- What could have been done to mitigate the situation?

A Very Brief
Reminder: LGBTQ
Aleph-Bet



Binary?

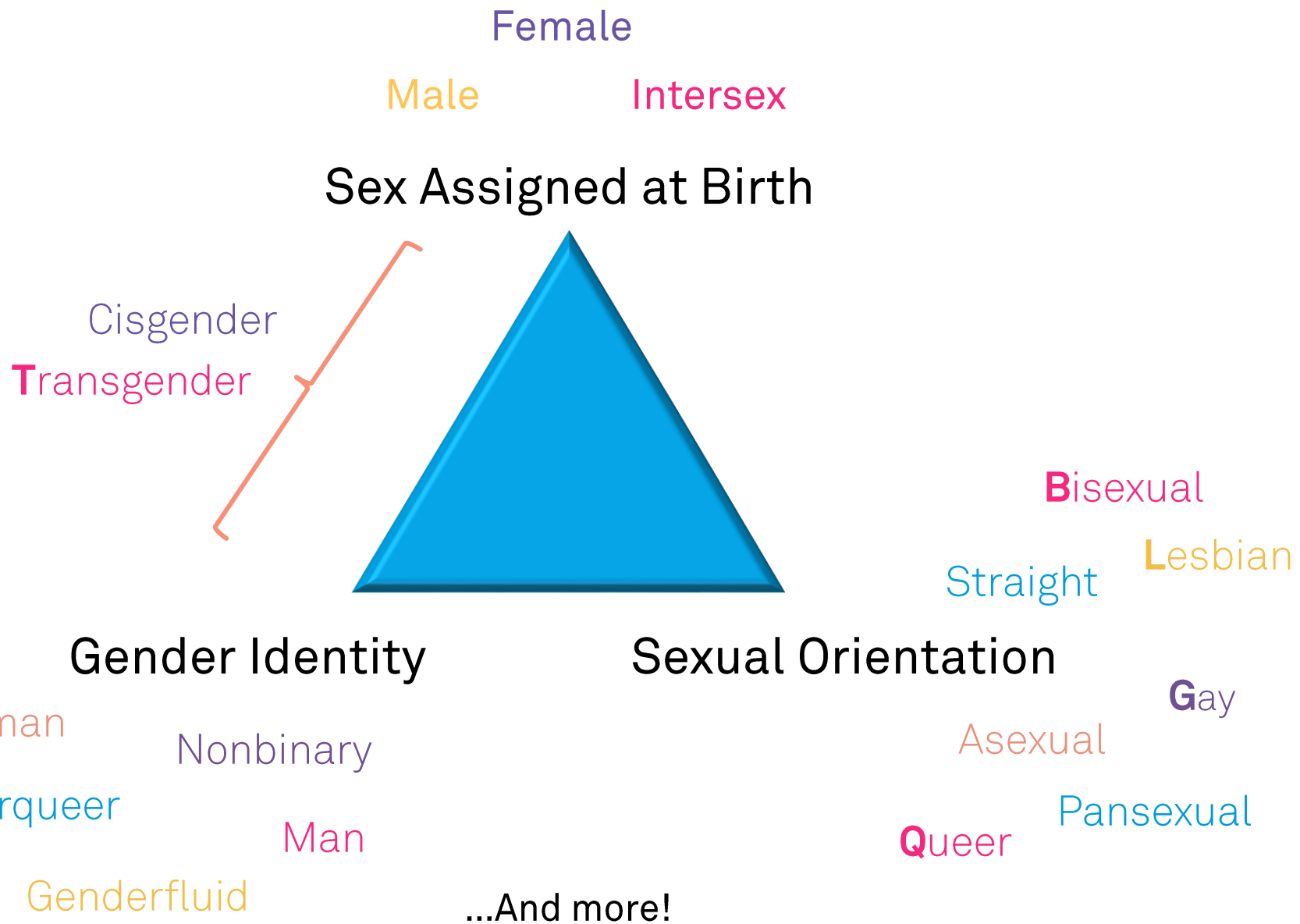
“Opposite”



“Two and only two”

“Mutually Exclusive”

Image Credit: Lalupa, [2 Doors in Kilkenny](#)



Some More Gender Terms

Gender Identity



Gender Expression



Gender Roles and Stereotypes



Gender Attribution



**Hold on to these terms
lightly ... there is a vast
galaxy of identity out there!**



Understanding the Current Landscape



Nationally

- Transgender and nonbinary adults at least twice as likely to be unemployed as cisgender adults.
- Cisgender employees make 32% more.
- More than half of transgender employees report feeling uncomfortable being out at work. 2/3 remain in the closet for work interactions outside of their company.
- 2x as likely as cisgender workers to report gender as a consideration in what fields to pursue.
- Transgender workers reporting feeling less supported by workplaces and managers, less able to access benefits, and less able to be promoted.
- Persistent reports that supervisors or HR did not respond to stop bullying or harassment.

Listening Groups, Leading Edge

Key Themes and Findings:

- Persistent experiences of transphobia.
- Lack of familiarity with transgender and nonbinary identities in many workplaces.
- Lack of representation in leadership roles.
- Lack of access to many pipelines (camps in particular).
- Reports of potential hiring discrimination as well as self-selecting out of environments perceived as unwelcoming.

Listening Groups

Stereotypes

- Assumptions of being “political” or “touchy.”
- Dress codes and expectations around appearance.
- Assumptions donors will object to visibly trans or nonbinary staff/leadership

Pressures

- Expected to boost appearance of diversity without “disrupting” status quo.
- Expected to educate others about identities.
- Often includes educating on provision of benefits or updating of policies.
- Bullying, harassment, and microaggressions.

<https://www.leadingedge.org/resource/the-gender-gap-in-jewish-nonprofit-leadership>

Proactive Steps



Proactive Steps

- Who is at the Table
- Forms and Data Collection
- Culture and Language
- Knowing and Communicating Policies
- Forming and Sustaining DEI Groups

Who is At the Table?

- Hiring and Onboarding New Employees
- Board and Leadership Recruitment



Hiring and Onboarding

- The job description and posting
- Requirements and salary ranges
- Outreach and advertising
- Interviews, work samples, and rubrics
- Welcoming to org culture
- Making the implicit explicit

For more in-depth information on hiring processes, see the Leading Edge [Guide to Recruiting and Hiring](#) and The Management Center's [Tools for Equity and Inclusion](#).

Boards and Lay Leadership

- Process and timing
- Giving requirements, time requirements
- Recruitment process
- Cohorts
- A word on tokenism

Forms and Data Collection



For in-depth information about best practices for data collection, see the [Schusterman DEI Data Collection Guide](#)

Forms and Data Collection: *What data to collect and when*

- Information legally needed for employment
- Information needed for internal communications and processes
- Information needed for understanding community
- Information needed for understanding equity / impact

Forms and Data Collection: *How collect demographics*

- Transparency
- Confidentiality
- Structure
 - Multiselect, open-ended
- Language
 - Prefer to self-describe, prefer not to answer
- Separating gender and orientation

Policy And Access

- Training and Knowledge
- Responsibility and Capacity
- Nondiscrimination, Anti-Harassment, and Anti-Bullying Policies
- Equitable Access to Programming and Facilities

The Power of Language

“Death and life are in the power of the tongue.”

- Proverbs 18:21

When greeting others

Avoid:

ladies **gentlemen** **ma'am** **sir** **girls** **guys** etc.

Consider using instead:

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

“And for **you?**”

“Can I get
you **all**
something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Pronouns:

- Create space for others to tell you what pronouns to use.
- Use those pronouns consistently and respectfully – even when the person is not there!
- If you mess up, correct yourself.
- If someone else messes up, gently correct them.
- If you are a person whose pronouns are regularly respected by others, sharing *your* pronouns takes the burden off of those whose pronouns are regularly disrespected to be the first / only ones sharing.

Practice



Practice

One of your coworkers has recently transitioned at work. You notice that even as most people in your school have gotten used to their new pronouns, their manager (who is also your manager) seems to consistently use incorrect pronouns. When your coworker corrects her, the manager often laughs it off or gets flustered, apologizes, and laughs that “it is just so hard” because they/them pronouns are “just are not what she is used to” and involve “relearning grammar.”

You are in a meeting with your coworker, your supervisor, and some new parents. As the meeting begins, your manager introduces your coworker by the wrong pronouns.

Reactive Steps



Reactive Steps

- Understanding Implicit Bias
- Workplace Interactions: Microaggressions and Bullying
- Intervening in the Moment

Implicit Bias

The attitudes, stereotypes, and assumptions that we're not even aware of, and often run counter to our consciously held values. These implicit assumptions can impact our everyday choices, particularly when we are already under stress or in a hurry.

What are Microaggressions?

Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups.

– Kevin Nadal, professor of psychology at John Jay College of Criminal Justice

Microaggressions often appear to be a compliment or a joke, but contain a hidden insult about a group of people

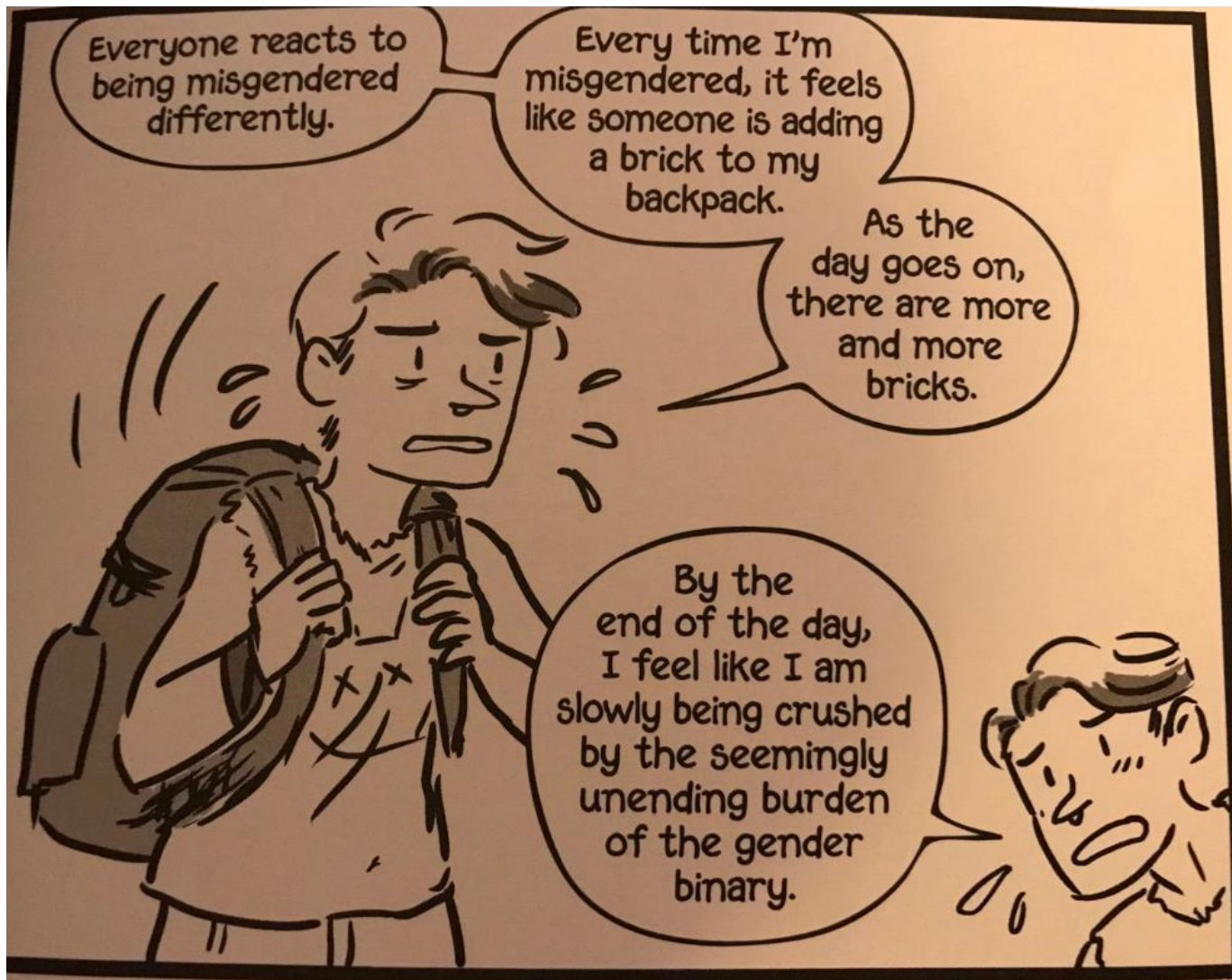
– Dr. Derald Wing Sue

Source: <https://www.pfizer.com/news/hot-topics/understanding-racial-microaggression-and-its-effect-on-mental-health> and <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>

“Small” Actions, Large Impact

- Cumulative psychological impact, in line with trauma.
- Associated with anger, depression, anxiety, lower productivity.
- Associated with physical symptoms such as headaches, loss of sleep, increased blood pressure.
- Make environments less affirming and validating
- Those who experience microaggressions are often told they are “overreacting,” “too sensitive,” “aggressive,” or are pressured to minimize/deny the incidents.

Source: <https://www.pfizer.com/news/hot-topics/understanding-racial-microaggression-and-its-effect-on-mental-health> and <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>



Examples

The Action	The Message
“You look so good – I would never have guessed you were trans!”	Being trans is not “good,” being seen as cis is the ultimate goal.
“Adam – who used to be Sarah – came over for dinner the other day.”	At best, expresses disrespect for Adam’s name and identity. At worst, outs Adam as trans and potential danger.
“That is so much work for a small minority!”	Implies that dignity for LGBTQ people comes at the expense of non-LGBTQ people, implies that it is a burden to treat people with respect.
“But I am a grammar nerd, and “they” for one person just does not sound right to me / It’s just so hard to remember your pronouns.”	Implies that one’s own comfort or sense of “correct” grammar is more important than another person’s dignity.

(Some) Ways to Intervene



When you Witness an Incident

- Assess the situation / potential harm
- Assess your own capacity in the moment
- Determine realistic goals for intervention
- Choose your strategy!

Adapted and Abbreviated from the Evaded Issues Strategies resource, Pippi Kessler
www.Pippikessler.org

Goal Bank!

- Stop harm in the moment
- Mitigate harm in the moment
- Change future behavior
- Convince
- Demonstrate your / your organization's values
- Convey to the recipient that they are not alone
- Create a safe and positive working environment for people of all genders

Adapted and Abbreviated from the Evaded Issues Strategies resource, Pippi Kessler
www.Pippikessler.org

(Some) Interventions in the Moment

- Defuse
- Redirect/Distract
- Actively Witness
- Ask Questions
- Name What You Saw
- Share Data / Context
- Connect to Values
- Educate / Invest
- Advocate!

Afterwards

- Acknowledge / Witness
- Strategize Together
- Remember Agency!

Practice



Practice

Alex, is a new staff member at your organization and is starting his onboarding process. Alex, is transgender and uses he/him/his pronouns. During one of the onboarding session that you are leading, Alex happens to mention to the group that he is transgender. One of the other new employees, Sam, exclaims "Wow, I never would have guessed you were trans! You look so *good* - when did you transition?"

As the facilitator of the session, you want to hold space both for the ways this comment is hurtful and unwelcoming, and the ways that Sam may be intending to convey excitement and acceptance. Ultimately, you want this to be a workspace in which Alex and other transgender employees are safe and comfortable, and one in which well-intentioned employees like Sam can translate their good intentions into respectful behavior.

Questions?



לא עליך המלאכה לגמור, ולא אתה
בן חורין ליבטל ממנה.

*Lo aleikha ham'lakha ligmor, velo atah
ben khorin lehibatel mimenah.*

**It is not upon you to
complete the work, but you
are not free to desist from
it.**

- Pirkei Avot 2:16

Thank you for joining us!

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