Professionalism Beyond the Binary
Community Agreements

A set of guidelines the community agrees upon to promote a safer space

Respect
Shared² (share space, share truths)
E.L.M.O. (Enough, let’s move on)
Confidentiality
Gender-inclusive language
Bubbles
Robun Huang
(they/them)

2nd year Design Major, Asian American Studies Minor
Asian/Pacific-Islander Queers Co-President 2016-17
Austin Tarumoto
(they, them; he, him)

3rd Year: Global Disease Biology, minor in Community and Regional Development

Co-President, Asian/Pacific Islander Queers

Peer Educator, Cross Cultural Center

Tutor, Student Academic Success Center
What is professionalism?
Sticky Activity

Think about how the experiences of queer folx we just discussed in relation to capitalism, patriarchy, and professionalism.

Write your thoughts on a sticky note for each category and stick them under a category respectively.
Debrief

How did this activity make you feel?

What were some thoughts that came up?

What did you learn from this activity?
Statistics

Y’all put down safe spaces, but they are necessary.

In a survey of 435 trans people:

- 60% reported to facing discrimination in the workplace
- 38% from colleagues
- 25% from management
- 29% during job interview
- 53% felt the need to hide their gender identity from their colleagues
- 36% reported to leaving a job because of a toxic work environment
- 21% reported not receiving support from HR while transitioning
Deconstructing professionalism

Gender expression may not conform to the cis-tems that inform our experiences in the workplace

- Dress-codes
- Bathrooms
- Emotionality
- Much more
Allyship

So y’all are learning right now; we expect you to apply this knowledge for meaningful change

Listen
Do your research
Take responsibility
Don’t make it about you
Your intentions are not excuses
Don’t expect rewards
Activity

Write short term goal of how they can be an intentional and impactful ally

Write long term goal in how you can be a better leader taking into account this information