Professionalism Beyond the Binary

Community Agreements

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

Respect

Shared^2 (share space, share truths)

E.L.M.O. (Enough, let's move on)

Confidentiality

Gender-inclusive language

Bubbles

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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