



Workplaces

A Starting Place Discussion Guide for Co-Workers and Team Leaders

Gender: Your Guide (GYG) is aimed at people who may not know much about gender diversity, and welcomes beginners into the project of making spaces where gender is less rigid: a source of more joy and less harm. This discussion guide offers a starting place for people who work together.

Before you host the discussion... it might be a good idea to read the whole book. I suggest thinking ahead about questions or thoughts you have heard from the people who are participating, and marking relevant passages. Also, get in touch with your HR department to ask about gender diversity-inclusive policies that you can bring forward in the discussion, and consider asking HR to co-host the discussion with you.

Suggested advanced reading for everyone:

- Preface and Introduction
- Chapter 1: Understanding Gender in Today's World
- Chapter 3: Learning About the Transgender Spectrum

Begin your discussion by... inviting participants to chat with someone next to them about one fictional movie or TV character who is transgender, and one character who doesn't do gender in a typically masculine (if a man or boy) or feminine (if a woman or girl) way. What might it be like for either character to work here?

Suggested group readings (together, aloud) and activities:

- Read Chapter 2: Everyone is a Gender Expert, Whether You Know It or Not (pp. 45-49)
 - As a group, read and complete the 'Draw Your Gender-Friendly Road Map' activity (p. 50) for an imaginary person who joins your office or team and begins to express gender in ways that most would not expect. Debrief as a whole group by reading pp. 51-54 aloud (no sidebar) and thinking about how different people in your office who make the question-calling stop.
- Read Chapter 5: Strategies for Using Peoples' Pronouns Correctly (pp. 125-129 including sidebar)
 - Based on what you have read, do you think that your workplace is one where the go-round style of pronoun sharing would be a safe and okay experience for everyone? Why or why not?
- Read Chapter 8: An Action Plan for Standing Up Beside Your Person (pp. 172-174)
 - Does your office plan activities and events that are potentially gender hot spots? What changes could make these more gender-friendly? Should they be replaced altogether?
- Read Chapter 8: An Action Plan for Standing Up Beside Your Person (pp. 202-207)
 - After reading each tip, pause and brainstorm ways that you can support each other in acting on the tip. For example, what would it look like when you celebrate each other's efforts?

Next steps:

- Re-convene to complete the *Gender-Neutral Pronoun Practice* discussion guide.
- Share the *Writing Practice* discussion guide with your marketing or communications departments.