

Friends,

Difference and diversity are here – and here to stay. With this recognition and the increased understanding of intersectionality and duality, there is a large and ever-growing body of research that affirms the deep, intricate nature of how individuals identify.

In the workplace, a leader's role is neither to limit one's expression of their identity, nor impose our traditions or beliefs onto the workforce. Our role is to inspire high functioning work environments that provide everyone with fair opportunities, consistent feedback, clarity in roles and responsibilities, and a safe and kind workplace.

The absence of clarity and consistency often leads to legal and organizational problems that can bubble out of control. With the rise of #metoo, and the Black Lives Matter movements, greater understanding of binary and cis normativity, and the growing increase in nationalism and anti-immigration rhetoric; organizational leaders are being forced to be more thoughtful in how we embrace changing times.

What follows is a curated list of resources we have found helpful when seeking greater understanding around differences. The goal with this document is for managers and organizational leaders to have resources that can deepen their understanding of various people and cultures while providing an opportunity for all who read to question their assumptions and widen their cultural imagination.

No culture is monolithic; diversity exists within diverse groups. Workplace Change seeks to partner with you and your leadership team as we work together to make workplace excellence the reality of your company culture.

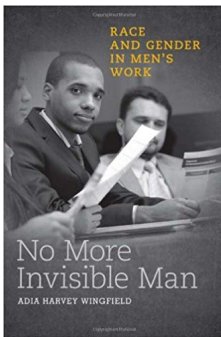
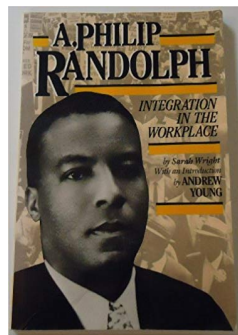
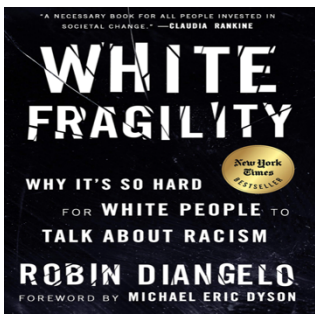


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The books below are by authors, researchers and thought leaders who have helped shaped our thinking about various cultures and helped inform our philosophy around inclusion. These resources can serve as your guide to expanded critical thinking around diversity, and inclusion.

Understanding the African American experience.

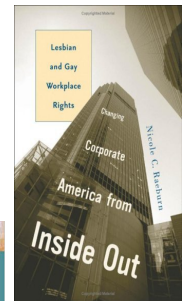
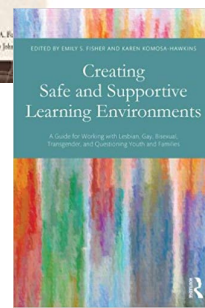
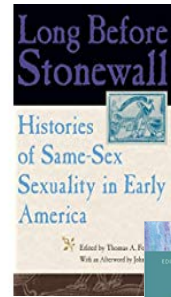
African Americans have without a doubt impacted every facet of American life. From understanding racism's involvement with early management theory to how to talk about race and difference in the workplace. Explore the experiences of African Americans in daily life and work.



Understanding the LGBT experience.

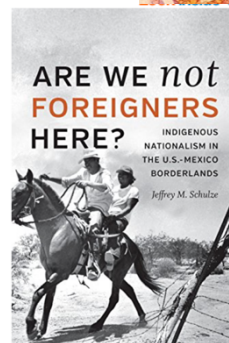
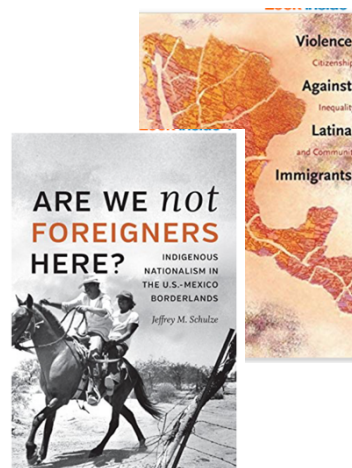
Understanding the fight for equity and equal treatment for members of the lesbian, gay, bisexual, and transgender (LGBT) community is complex and intersectional. From the Stone Wall Riots, which helped to shape many critical elements of LGBT culture, to deepening your understanding of the most

recent research that helps evolve our understanding of gender, sexuality and the workplace. Explore the experiences of LGBT peoples in daily life and work.



Understanding the Hispanic experience.

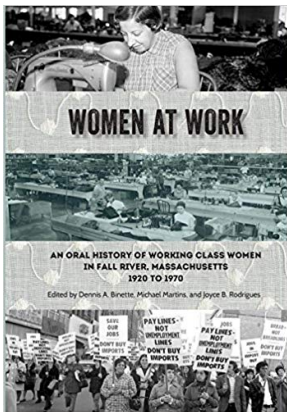
The accomplishments of Latinxs in American life can be traced to the founding of our nation. However, the recent rise of anti-immigration rhetoric would have us believing that Latinxs are new to this nation. Learn about Hispanic life and the many elements that have influenced their lives in America.



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Understanding the fight for equality in the workplace for woman.

From pay parity to #metoo, familiarize yourself with the powerful authors who provide snapshots of the changing dynamics for women in the workplace.



feminism is for
everybody
passionate politics
bell hooks



Diversity and Inclusion- Key Words and Definitions

Intersectionality: Refers to the interconnected nature of identity such as race, class and gender, and the interdependent systems of power and privilege that result from the interconnectedness. Audre Lorde's quote "There is no thing as a single-issue struggle because we do not live single-issue lives."

Privilege: The access to resources a person has, consciously or not consciously, by virtue of being part of a dominant group in society. It is the freedom from stress, anxiety, fear or harm related to your identity.

Equity: An approach that ensure everyone is given equal opportunity; this means that resources may be divided and shared unequally to make sure that each person can access an opportunity. Equity considers that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity.

Inclusion: Embracing, leveraging, and celebrating the strengths of our diversity and ensuring everyone feels welcomed and valued for who they are. Inclusion is not merely tolerating differences or overcoming differences to focus on "our common humanity." Diversity is what we are, and inclusion is what we do.

Diversity: The unique differences among individuals in a group based on which we may be treated differently in society. Ethnicity is not the only way in which we are diverse as a group. There are countless visible and invisible facets of diversity. Furthermore, a person cannot be "diverse" (as in "diverse candidate").

Cultural competence(y): Is the ability to interact effectively across various facets of diversity, to flex with differences. Cultural competence is what we need to be inclusive.

Microaggressions: Subtle, often unconscious everyday behaviors that often unintentionally denigrate someone from a historically marginalized or non-dominant group. They are small, but if experienced chronically, a person can feel, "death by a thousand tiny cuts."

Stereotypes (versus Generalizations): Stereotypes refer to the widely held, oversimplified ideas we hold about a person based on their identity. Usually, stereotypes are based on assumptions, popular opinion, or misinformation, are generally negative, are sweeping and simple, and are often characterized by words such as "always" and "never." Generalizations, on the other hand, are based on observable experiences within a community, are not necessarily negative, are helpful and intended to guide people in their actions, are complex,

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and are often qualified by words such as “often,” “sometimes,” and “may.”

Indigenous: A person or group of people whose culture, identity, and often spirituality are rooted in a particular place.

Sex: a term used to refer to the chromosomal, hormonal, and anatomical characteristics used to classify individual as male, female, or intersex.

Gender Identity: Refers to the internal perception of one’s gender; how a person labels themselves. Gender is not what’s between your legs; it’s what’s between your ears. There are countless ways in which people may identify themselves. Gender is a universe and we are all stars.

Genderqueer: A person’s gender identity or gender expression that does not align with the gender binary (male and female).

Transgender: A person whose gender identity (and sometimes expression) does not align with the sex they were assigned at birth. Trans* is an umbrella term that refers to various different ways that people transgress gender norms.

Cisgender: A person whose gender identity (and often gender expression) matches the sex they were assigned at birth. To refer to individuals who have a match between the sex they were assigned at birth, their bodies, and their gender identity. (Schilt & Westbrook, 2009).

Gender: Refers to the attitudes, feelings, and behaviors that a given culture associates with a person’s biological sex. Behavior that is compatible with cultural expectations is referred to as gender-normative; behaviors that are viewed as incompatible with these expectations constitute gender non-conformity.

Gender Identity: A person’s deeply-felt, inherent sense of being a boy, a man, or male; a girl, a woman, or female; or an alternative gender (e.g., genderqueer, gender non-conforming, boygirl, ladyboi) which may or may not correspond to a person’s sex assigned at birth or to a person’s primary or secondary sex characteristics. Since gender identity is internal, a person’s gender

identity is not necessarily visible to others. ‘Affirmed gender identity’ refers to a person’s gender identity after coming out as transgender or gender non-conforming or undergoing a social and/or medical transition process.

Gender Diversity: Refers to the extent to which a person’s gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex. This term is becoming more popular as a way to describe people without reference to a particular cultural norm, in a manner that is more affirming and potentially less stigmatizing than gender nonconformity. (Gender Spectrum, 2013; <https://www.genderspectrum.org/understanding-gender>).

Transgender people, like cisgender people, may be sexually oriented toward men, women, both sexes, or neither sex, and like most people, usually experience their gender identity (who they feel themselves to be) and their sexual orientation (whom they are attracted to) as separate phenomena (Bockting & Gray, 2004; Chivers & Bailey, 2000; Coleman, Bockting, & Gooren, 1993; Docter & Fleming, 2001; Docter & Prince, 1997). Many transgender people experience a shift in their sexual attractions at some point (Daskalos, 1998; Meier, Pardo, Labuski, & Babcock, 2013), indicating that sexual orientation may be more dynamic than previously thought.

Gender Non-Conforming: Is an adjective and umbrella term to describe individuals whose gender expression, gender identity, or gender role differs from gender norms associated with their assigned birth sex.

Gender Role: Refers to a pattern of appearance, personality, and behavior that, in a given culture, is associated with being a boy/man/male or being a girl/woman/female. A person’s gender role may or may not conform to what is expected based on a person’s sex assigned at birth.

Genderqueer: Refers to a person whose gender identity falls outside of the gender binary (i.e. identifies with neither or both genders). Genderqueers may also use the term “gender fluid” as an identifier but typically reject the term “transgender” because it implies a change from one gender category to another.

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Intersex: Refers to a range of conditions associated with atypical development of physical sex characteristics (American Psychological Association [APA], 2006). Intersex individuals may be born with chromosomes, genitals, and/or gonads that do not fit typical female or male presentations (OII-USA, 2013). Some examples of these conditions include ambiguous external genitals, inability of the body to respond typically to sex-related hormones, and inconsistency between external genitals and internal reproductive organs (APA, 2006).

Additional Resources & Videos

5 things we learned about creating successful workplace diversity programs.

<https://hbr.org/2018/03/5-things-we-learned-about-creating-a-successful-workplace-diversity-program>

1. Focus on intervention, not just bias reductions.
2. Invite non-managers to foster communication across the organization.
3. Keep the focus on workplace issues, not personal ones.
4. Keep the conversation going to stay accountable.
5. Be flexible in both content and delivery.

Diversity will not stick without inclusion.

<https://hbr.org/2017/02/diversity-doesnt-stick-without-inclusion>

Verna Myers “Diversity is being invited to the party. Inclusion is being asked to dance.”

Hiring trans/cis people.

1. Go by the name the candidate tells you – even if it’s different on official documents.
2. Ask for pronouns.
3. Learn about your company’s non-discrimination policies.
4. Do not try to encourage the person to disclose that they are trans/cis gendered.

5. Do not ask questions you would not ask other candidates.
6. Find out if your company covers any transition-related care.

Working in the #metoo era.

1. Establish clear policies.
2. Make sure internal policies encourage the establishment of facts.
3. Do not just deal with sexual allegations internally. People gossip and talk.
4. Follow your own rules.
5. Everyone deserves due process.

Modern managements relationship to slavery.

<https://hbr.org/2013/09/plantations-practiced-modern-management>

Who is Serilda Summers-McGee

To learn more about Serilda and Workplace Change, LLC, please visit the website: www.workplacechanges.com where you can check out the services her company offers, review a few encouraging videos, and join in spreading the limitless possibilities around workforce excellence. You can also check out her book on Amazon: Change the Workgame: Building and Sustaining a Diverse Workforce <https://www.amazon.com/Change-WorkGame-Building-Sustaining-Workforce-ebook/dp/B01L0ZXPLO>. If you grab it and read, please write a review!

