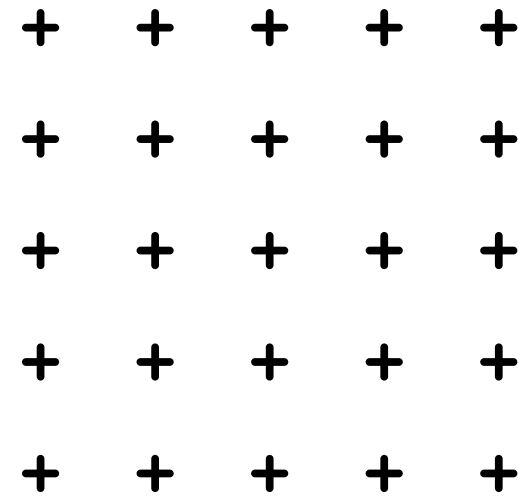




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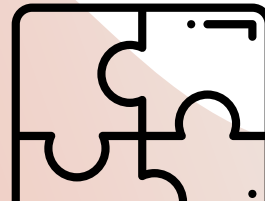
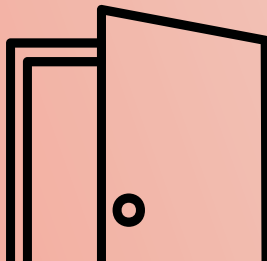
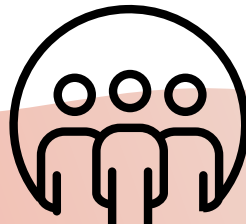
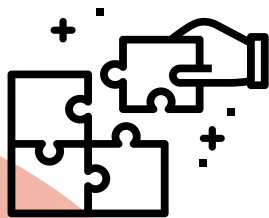
# Gender, Pronouns, & Inclusion in the Workplace:

## What You Need to Know



# Why Does **Gender** Matter in the Workplace?

**You know that the world of work has changed and is still changing, every day.** There is an increased need for companies to become more inclusive and diverse, not only through their company culture but through policy and procedure.



# What is **TTI SI** doing to become **more inclusive**?

TTI SI is no exception! **We strive to put people first, and it's time to offer representation of all people in our assessments.**

We've been working behind the scenes to expand our pronoun selection, as well as include expanded options regarding gender identity in the Demographics section of our reports.

**This resource is here to help your organization.** Learn the latest statistics, the terms you need to know, and the actions your team can take to create an inclusive work environment.



# STATISTICS TO CONSIDER

**28 states have no protections for LGBTQ+ workers.**

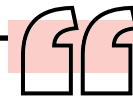
- BESTCOMPANIESAZ

**1 in 5 LGBTQ+ people have experienced discrimination when applying for jobs because they were LGBTQ+. LGBTQ+ people of color are at least twice as likely to experience hiring discrimination than their white peers.**

- BESTCOMPANIESAZ

**One in six LGBTQ+ respondents in a 2020 study indicated that they have been harassed at work.**

- INC.



With Generation Z entering the workplace, the definition of what makes a diverse work environment is changing to include gender and sexuality. **It is important for employers to gain a better understanding of the LGBT demographic in their organizations.**

- BESTCOMPANIESAZ

## STATISTICS TO CONSIDER *CONT.*

**86% of small business owners who have adopted nondiscrimination policies report that the policies cost them “nothing or next to nothing.”**

- INC.

**50% of non-LGBTQ+ people reported no openly LGBTQ+ people in their workplace. However, 46% of LGBTQ+ workers reported they remained closeted at work.**

- HRC

**Gen Z already makes up 24% of the workforce, and make up 24.3% of the U.S population.**

- FORBES

**77% of Gen Z say a company's diversity would be a deciding factor in taking a job.**

- FORBES

**35% of Gen Z know someone who uses gender neutral pronouns, regardless of political affiliation.**

- PEW RESEARCH CENTER

## STATISTICS TO CONSIDER *CONT.*



**Gen Z is by far the most likely to say that when a form or online profile asks about a person's gender it should include options other than "man" and "woman." About six-in-ten Gen Zers (59%) say forms or online profiles should include additional gender options, compared with half of Millennials, about four-in-ten Gen Xers and Boomers (40% and 37%, respectively) and roughly a third of those in the Silent Generation (32%).**

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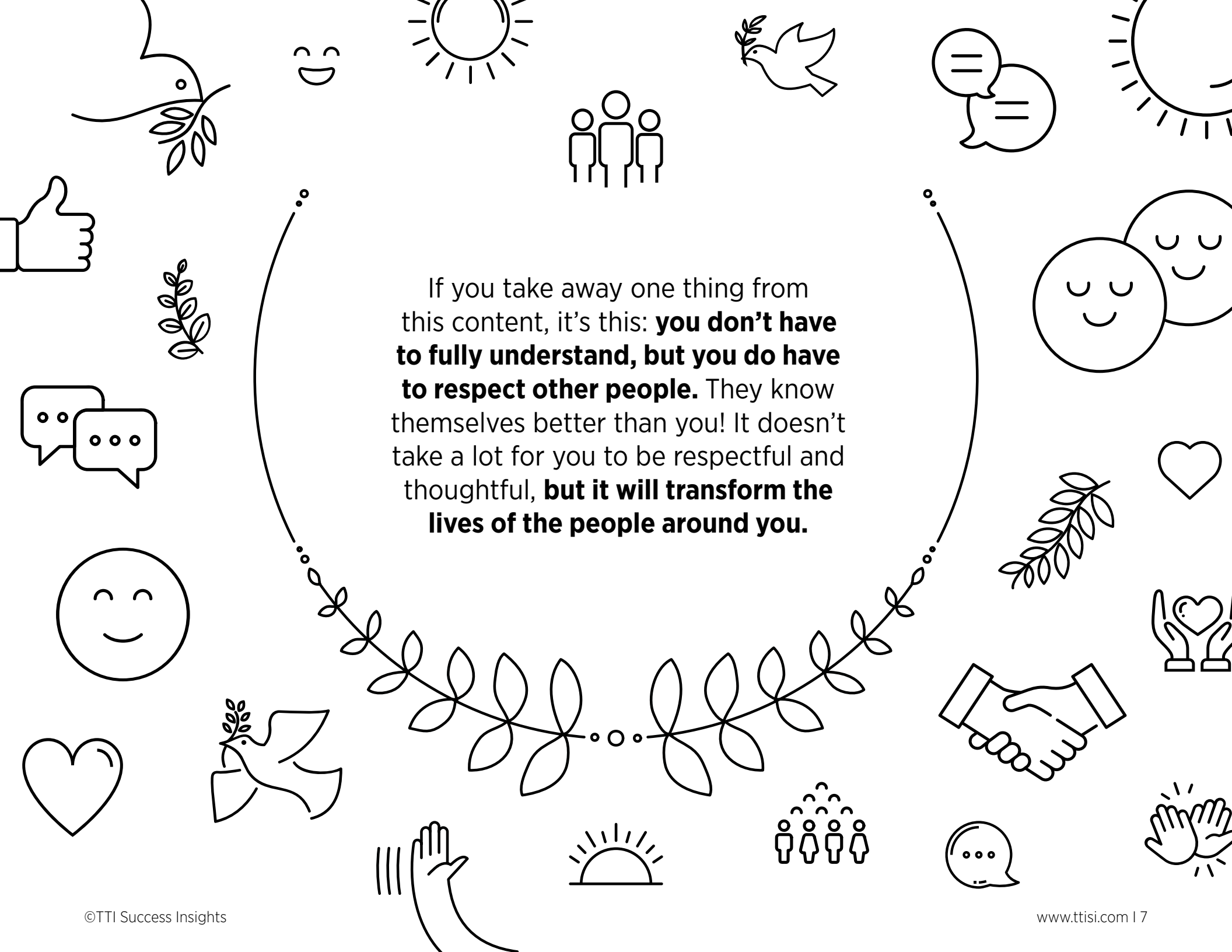
**Majorities of Gen Zers and Millennials say they would feel "very" or "somewhat" comfortable using a gender-neutral pronoun to refer to someone if asked to do so.**

- PEW RESEARCH CENTER

**Members of Gen Z are also similar to Millennials in their views on society's acceptance of those who do not identify as a man or a woman. Roughly half of Gen Zers (50%) and Millennials (47%) think that society is not accepting enough of these individuals.**

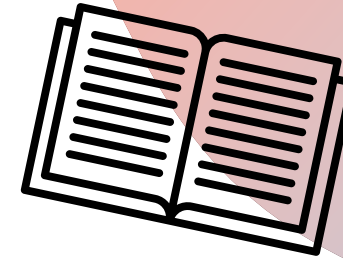
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If you take away one thing from this content, it's this: **you don't have to fully understand, but you do have to respect other people.** They know themselves better than you! It doesn't take a lot for you to be respectful and thoughtful, **but it will transform the lives of the people around you.**

# Terms to Know



**Sex:** Sex refers to biological, physiological characteristics of a person, with a focus on sexual reproductive traits.

**Gender:** Gender is a more complex concept that refers to a combination of the social constructs assigned to sex and an individual's experience.

**LGBTQ+:** An acronym that stands for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and Plus to account for all identities not listed.

**Pronouns:** A word that replaces a noun, like he, she, it, we and they.

**Cisgender:** A way to define a person whose gender corresponds with the sex they were identified as having at birth.

**Transgender:** A way to define a person whose gender does not correspond with the sex they were identified as having at birth.

**Trans:** An abbreviation of transgender, frequently used in place of the full word.

**AFAB- Assigned female at birth.**

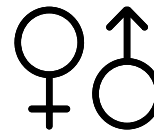
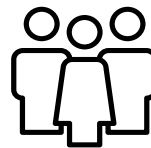
This means a person was born with primary female sex characteristics.

**AMAB- Assigned male at birth.**

This means a person was born with primary male sex characteristics.

**FtM- Female to male,** meaning someone who was assigned 'female' at birth but identifies as a man.

**MtF- Male to female,** meaning someone who was assigned 'male' at birth but identifies as a woman.







**Deadname:** Name assigned at birth that corresponds to assigned gender identity.

**Watch out!** Don't ever ask "What's your real name?" or use a name you were not explicitly told by an individual.

**Intersex:** According to the **Intersex Society of North America**, "Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male."

**Did you know** that about 1.7% of the U.S population is intersex? Being intersex is about as common as having red hair.

**Non-binary:** "The term 'nonbinary' can mean different things to different people. At its core, it's used to describe someone whose gender identity isn't exclusively 'man' or 'woman'. If someone tells you they're nonbinary, it's always important to ask what being nonbinary means to them. Some people who are nonbinary experience their gender as both man and woman, and others experience their gender as neither man nor woman." **-Healthline**

**Queer:** Queer refers to being not straight and/or not cisgender. It was previously a slur and has been reclaimed by many in the community.

**Watch out!** Do NOT refer to someone as queer unless they personally identify with the term and have told you so. Some people still regard it as a slur.

**Neopronoun:** "Neopronouns express a similar idea as they/them, but neopronouns are intentionally created to make pronouns that feel like home. Neopronouns like xe/xem/xeir and ze/zir/zirs also allow people to refer to folks in the third person without placing them in a gender binary." **-Bustle**

**Examples :** Xe/xem/xeir, ze/zir/zirs, ae/aer/aers

# Things to **Watch Out For**

## ***Don't assume someone is transitioning if they are trans!***

Presentation of gender does not correspond with gender identity.

Never ask if they have had cosmetic surgery or are going to 'become' another gender. This is private medical information, and no one's business in the workplace.

## ***Don't refer to people as their 'real' sex***

## ***Don't ask "What were you before?" or "What's your REAL gender?"***

## ***Ask "What are your pronouns?" instead of "What are your preferred pronouns?"***

It's a small change, but this phrasing indicates respect and eliminates opting out of using the correct pronouns.

## ***If you make a mistake, briefly apologize and then move on***

Don't make them make you feel better or make excuses

## ***Educate yourself***

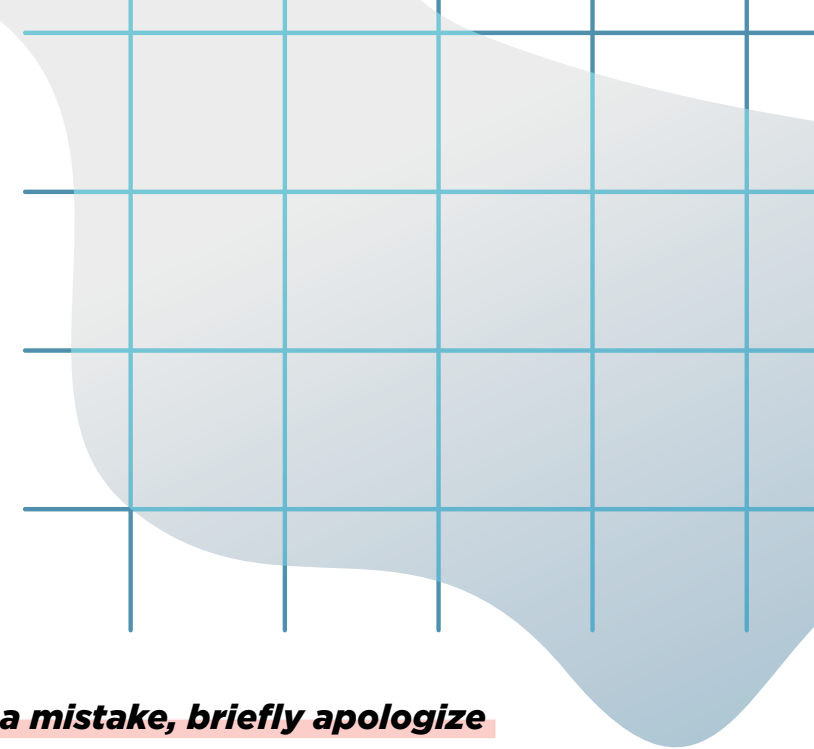
*Gender: Your Guide* by Dr. Lee Airton is a great starting point

## ***Provide gender neutral restrooms***

Try include at least one option if possible

## ***Utilize gender neutral language***

Use the universal 'they' instead of 'he or she' whenever possible



# UNDERSTANDING IS NOT REQUIRED. RESPECT IS.

Even as you self-educate, you might not fully understand gender, sexuality, and pronouns. That's ok! The self-awareness to understand that you DON'T understand yet is crucial. Self awareness is key for emotional intelligence and it's key for your journey with others.

You don't have to fully understand the decisions, experiences, and identities of others. **You do, however, need to respect them and trust them to know themselves better than you do.**



# Who is **TTI Success Insights?**

TTI Success Insights is an industry-leading assessment provider based in Scottsdale, AZ that is dedicated to ***revealing human potential*** through assessment solutions and research.

TTI SI has administered over 30 million assessments worldwide and holds a direct presence in 58 countries around the world.

TTI SI was selected as a Training Industry Top 20 Assessment & Evaluation Company for 2018 and 2019, and was awarded a Top Company to work for in Arizona in 2016.

