Supporting Intersex Inclusion in the Workplace

October 19, 2020
Welcome to Our Briefing

Supporting Intersex Inclusion in the Workplace

This is a Zoom Virtual Learning Session from 12:00 - 1:00 PT / 3:00 - 4:00 ET
Use speakers or headsets on your computer and turn the volume up!

Please use the Question & Answer function to submit your questions throughout the call. This session is being recorded.

Reach out to us directly at hello@outandequal.org
Presenters

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Managing Director & Chief Program and Partnerships Officer
Pronouns: She/Her

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Executive Director, interACT
Pronouns: She/Her
The Importance of Intersex Inclusion in the Workplace.
Foundational Knowledge.
Defining Intersex

Intersex is an umbrella term used to refer to people born with differences in their sex traits or reproductive anatomy. Intersex refers to differences in genitalia, hormones, internal anatomy, or chromosomes that transcend the assumed binary male/female body.
Intersex people have existed throughout history and within all cultures. They also make up 1.7% of the population—more common than identical twins.
What is the connection between the LGBTQ and Intersex movements?
How is intersex status different than LGBTQ identity?
Respectful Language

• Intersex people, like others, use self-defined terminology to describe themselves and their experiences.
Achieving Intersex Inclusion in the Workplace.
Nondiscrimination Policy

- Intersex is a covered category under nondiscrimination provisions that prohibit discrimination on the basis of sex.

- Nondiscrimination policies that include “sex” should expressly include “sex characteristics” to ensure clarity in expectations across the workforce.
Diversity, Equity & Inclusion/Human Resources

- Maintain strict confidentiality in managing employees’ personal data and records.

- Include comprehensive information on intersex within LGBTQI inclusion trainings.
  - Led by trainers who are themselves intersex or materials developed by those with experience.
  - Required for employees in onboarding and for managers periodically.

- Educational materials should be readily available.

- Provide intersex resources to HR and Diversity leaders to build awareness of intersex issues.

- Provide definitions of intersex within HR policy documentation.

- Build intersex inclusion into recruitment initiatives.
Employer-Provided Health Insurance

- Intersex employees may require intersex-specific medical care in adulthood:
  - Follow-up care
  - Revisions of earlier surgeries
  - Hormonal replacement therapy

- Employer-provided health insurance should cover these services, in addition to:
  - Gender-affirming care
  - Preventative care
Dress Codes & Facilities

• **Dress Codes**
  • Simple changes in dress code policy can ensure attire is appropriate without enforcing gender binaries.
  • Replace gendered dress code policies with simple guidance concerning principles of general professionalism.

• **Facilities**
  • Offer alternatives to communal restrooms or shared spaces like locker rooms, i.e. single-stall restrooms or changing spaces.
  • Intersex employees should not be required to use different facilities than peers.
  • All employees should have access to the facilities they deem appropriate for themselves.
Allyship

• Don’t assume everyone shares the same physical traits or bodily experiences (such as having a menstrual period or the ability to become pregnant) based on presumed gender.

• If you meet someone who is intersex, let them share the information they wish to share.

• Show up as an ally for the intersex community by amplifying intersex stories and voices.

• Listen carefully to intersex colleagues and the intersex people in your own networks and follow their lead.

• Take time to educate yourself—read intersex resources and books, conduct online research.
Q & A
Call to Action:

1. **Read & Share** the new Supporting Intersex Inclusion in the Workplace guide!


3. **Follow** interACT_adv on social media!

4. **Tweet** out in support of #intersex employees on #intersexawarenessday Oct. 26th!
INTERSEX AWARENESS DAY

OCT 26TH
Show Up on Social Media!

- "Show up #4intersex employees! Join the @interACT_adv corporate ally group https://bit.ly/3k3R1vs"

- "The "I" doesn't stand for Invisible! Support #intersex employees"
THANK YOU FOR YOUR PARTICIPATION!