



# LGBTQI+ CHINA FORUM

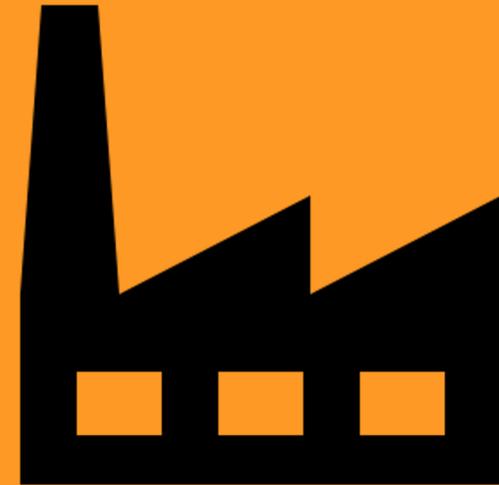
FOCUSED ON  
TRANSGENDER &  
NONBINARY INCLUSION

MARCH 11, 2021



# BUILDING A BUSINESS CASE FOR INCLUSION

- **Global**: Contextualize within broader trends around the world
- **Regional**: Compare local needs; leading and lagging indicators of change
- **Company**: Align to existing company principles and goals
- **Individual**: Identify your personal location – e.g. directly affected, an ally, etc



# GLOBAL TRENDS

- **94% of Fortune 500 companies have gender identity protections in their nondiscrimination policies**
- **Corporate Equality Index:**
  - 99% extend their nondiscrimination policies globally\*
  - 68% extend transgender inclusive benefits globally\*



**\*Includes companies such as Apple, Boeing, Caterpillar, General Motors, Starbucks and Qualcomm**

# REGIONAL

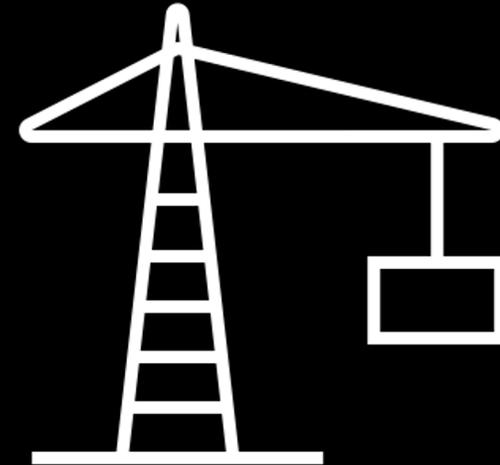
- **Continued stigma creates barriers to employment:**
  - **Trans people in China are 3 times more likely to be unemployed than the general population\***
  - **8.2% of those surveyed never entered the workforce, despite completing their mandatory education**
- **Inclusion makes a difference:**
  - **Improved job satisfaction**
  - **Improved sense of well-being**
  - **Increased work effort**
  - **Heightened employee voice**
  - **Greater intention to stay**



# COMPANY

## Existing Standards and Goals

- **Equal Employment Opportunity Statements**
- **Legal Compliance Across Operations**
- **Attracting and Retaining Talent**
- **Market Edge**
- **Future Workforce Planning**
- **Innovation**



# COMPANY

## Actions

- **Include “gender identity and expression” in the list of protected characteristics in your company’s non-discrimination and anti-harassment policies**
- **Have a comprehensive plan and policy for transitioning employees**
- **Provide opportunities to voluntarily declare pronouns on internal documents**
- **Use the chosen name and pronouns indicated by your transgender/GNC employees and ensure there are mechanisms in place to recognize this on all administrative records**
- **Host trainings and education opportunities for employees to learn more about trans and nonbinary identities**

# INDIVIDUAL

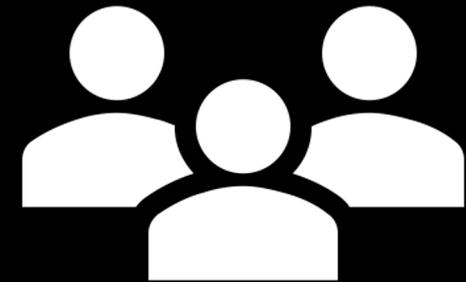
**Identify Your Starting Point** – Are you personally knowledgeable? Do you care but still need more education?

**Assess Your Comfort Level in Advocating for Change** – Is this your first effort? Part of your job?

**Arm Yourself with Data** – Look at company peers, global data trends and more.

**Tell Your Story** – Why does this matter to you?

**Conduct an Influence Mapping**



# EDUCATIONAL RESOURCES

OUT & EQUAL  
WORKPLACE ADVOCATES



## HOW TO CELEBRATE TRANSGENDER EMPLOYEES ON TDOV AND YEAR-ROUND

OUT & EQUAL  
WORKPLACE ADVOCATES

## What's Your Pronoun?

Strategies for Inclusion in the Workplace

OUT & EQUAL  
WORKPLACE ADVOCATES

## BEST PRACTICES FOR NON-BINARY INCLUSION IN THE WORKPLACE.

AN OUT & EQUAL GUIDE

WORKPLACE SUMMIT

OUT & EQUAL  
WORKPLACE ADVOCATES

**ENGENDERING CHANGE:**  
A NEW FRAMEWORK FOR WORKPLACE EQUITY

# INFLUENCE MAPPING



# ALLY ACTIONS

- **Do not make assumptions about someone's gender identity**
- **Provide opportunities to voluntarily declare pronouns in meetings**
- **Show visible allyship**
  - Have pride and trans pride flags at your desk
  - Add your pronouns to your email signature
- **ERG Engagement**
  - Host an event on trans and nonbinary historical figures
  - Partner with and support local trans-led organizations on events and community initiatives
- **Acknowledge mistakes**
  - Apologize and correct yourself whenever you use the wrong pronoun or name

# INTERACTIVE BREAKOUT SESSIONS

- 1. The goal of this session is learning how to take practical steps towards a more inclusive workplace for trans and nonbinary people.**
- 2. Everything is optional. You can share with your words or by listening and being present. You can “pass” or ask the group to come back to you. Try to leave time for everyone who wants to contribute.**
- 3. Bring your open-mindedness and compassion when listening to others’ ideas and experiences.**

## BREAKOUT #1

Your friend comes out at work as nonbinary. They let the team know that they will now be going by the name “Huan” and gender-neutral pronouns – they/them/theirs, or ta. Another colleague, Wang Wei, tells you that he feels uncomfortable about this and does not want to use a “made-up” pronoun or name for this person.

- **How can you demonstrate allyship and respond in a productive and helpful way?**
- **What is at stake if you do not?**

## BREAKOUT #1

Welcome! Attendees are currently in Breakout Rooms, Round 1. You will be added to a room shortly.

*The group is discussing this scenario:*

Your friend comes out at work as nonbinary. They let the team know that they will now be going by the name “Huan” and gender-neutral pronouns – they/them/theirs, or ta. Another colleague, Wang Wei, tells you that he feels uncomfortable about this and does not want to use a “made-up” pronoun or name for this person.

## BREAKOUT #2

A young sales rep in your office, Wang Li, is a trans woman who spends 80% of her time with external clients. She wears work-appropriate clothing but is not feminine in her dress. Her closest friend at work is a cisgender woman, Li Na, who is also client-facing. Wang Li and Li Na frequently wear very similar clothes. One coworker comments to the boss of the team that he thinks Wang Li should present more feminine in front of clients because “she is confusing people and clients will not take her seriously if she doesn't dress more like a woman.”

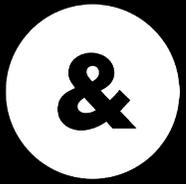
- **How can you demonstrate allyship and respond in a productive and helpful way?**
- **What is at stake if you do not?**

## BREAKOUT #2

Welcome! Attendees are currently in Breakout Rooms, Round 2. You will be added to a room shortly.

*The group is discussing this scenario:*

A young sales rep in your office, Wang Li, is a trans woman who spends 80% of her time with external clients. She wears work-appropriate clothing but is not feminine in her dress. Her closest friend at work is a cisgender woman, Li Na, who is also client-facing. Wang Li and Li Na frequently wear very similar clothes. One coworker comments to the boss of the team that he thinks Wang Li should present more feminine in front of clients because "she is confusing people and clients will not take her seriously if she doesn't dress more like a woman."



**LGBTQI+ CHINA FORUM**

**FINAL OBSERVATIONS**