



**BEYOND THE BINARY:
Deepening Our Understandings
of Gender-Inclusive Action and
Accountability**

with Alok Vaid-Menon

**DIVERSITY
EQUITY
INCLUSION
BELONGING**

A graphic consisting of two overlapping circles. The left circle is solid yellow, and the right circle is yellow with diagonal red stripes. The text 'DIVERSITY EQUITY INCLUSION BELONGING' is written in white, stacked vertically in the center of the overlapping area.

About the Series

Increasingly, Out & Equal's member companies recognize that, while necessary, standard DEI efforts fall short in addressing the most vital component of retention and growth: feeling like you belong. Developing an organizational culture of belonging is hard – especially right now. COVID realities, Gen Z and Y redefining the workplace, and increased racially charged bias and violence all are driving the urgency and importance of establishing cultures of belonging now. *Practitioners for Change* brings critical conversations about racial equity and mental health and wellness to the forefront of DEI praxis.

Powered by [Capital One](#), the series is designed to help sustain practitioners both as professionals, and as people by weaving together critical conversations about racial equity, mental health, and well-being.

[Visit our website to learn more about the series and to access other sessions.](#)



About the Session

For this session we welcome internationally acclaimed writer, performer, and public speaker, Alok Vaid-Menon

They are joined by Out & Equal's CV Viverito, Deputy Director of Global Programs and Stakeholder Engagement, for an inspiring and authentic conversation about navigating the world as a nonbinary person of color, the need for real, systemic change, and what we as practitioners can do to make that goal a reality.

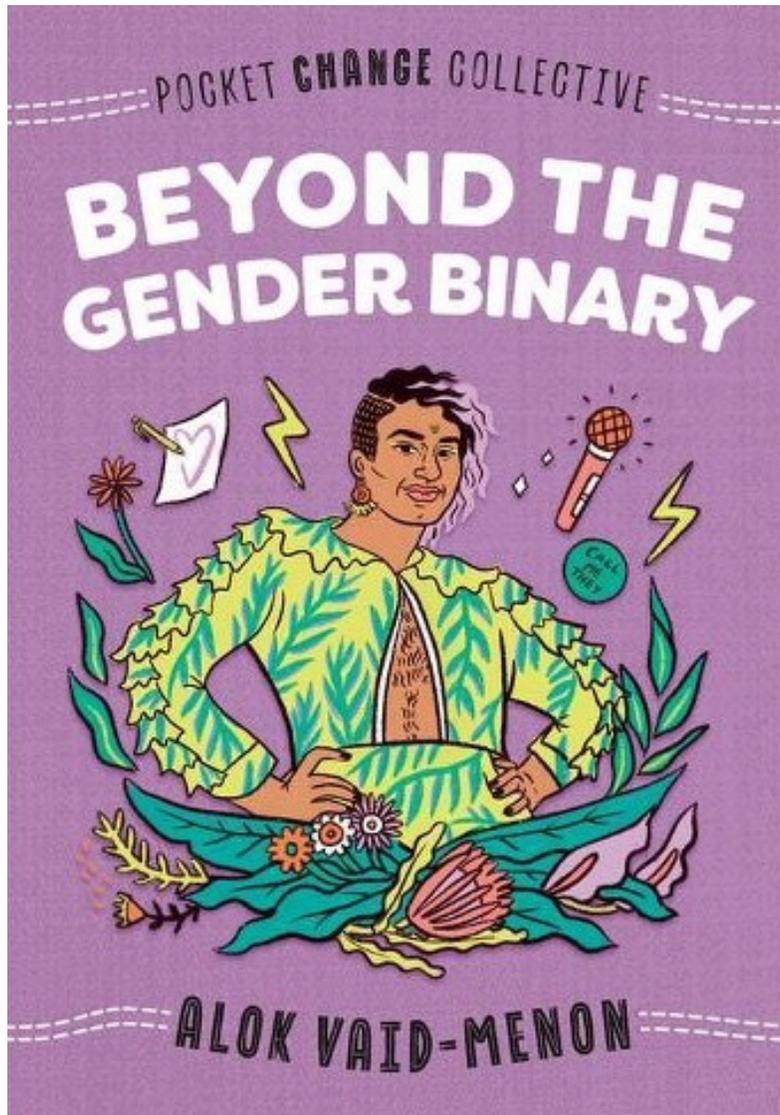
Alok Vaid-Menon



Alok Vaid-Menon (they/them) is the author of [Femme in Public](#) (2017), [Beyond the Gender Binary](#) (2020), and [Your Wound/My Garden](#) (2021). They are the creator of #DeGenderFashion: A movement to degender fashion and beauty industries and have been honored as one of HuffPo's Culture Shifters, NBC's Pride 50, and Business Insider's Doers.

Over the past decade they have presented at more than 600 venues in 40 countries, most recently headlining the 2021 New York Comedy Festival. On screen they have appeared on HBO's *The Trans List* (2016), *Random Acts of Flyness* (2018), Netflix's *Getting Curious with JVN* (2022), and *Absolute Dominion* (forthcoming).

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Trans people are diverse and complex.

Our experiences of our genders and bodies do not need to be universal to be valid. Being real is not a scarce resource, and it is possible to hold a diversity of experiences without creating hierarchies.

Source: Alok Vaid-Menon, *Beyond the Gender Binary*, 2020.

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Key Concepts

Power: the ability to make a particular perspective seem universal

Tolerance

Maintaining distance from the differences.

Acceptance

Integrating differences in your own life, wanting to learn more.

Source: Alok Vaid-Menon, *Beyond the Gender Binary*, 2020.

Discussion Questions

- 1. What assumptions about gender expression come up in the workplace? What impact might they have?**
- 2. What does bringing a global perspective (instead of a Western/US-centric one) to workplace policies look like?**
- 3. Have you experienced a shift from tolerance to full acceptance? How?**
- 4. Have you ever felt a disconnect between how people saw you and how you felt? How can we help those around us feel “seen” and understood?**



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