

# GENDER:

The Gender-Friendly Primer on

# YOUR

What to Know, What to Say, and

# GUIDE 2ND EDITION

What to Do in the New Gender Culture

## Workplaces

### A Starting Place Discussion Guide for Co-Workers and Team Leaders

*Gender: Your Guide* (GYG) is a book that welcomes everyone, regardless of their familiarity or personal relationship with gender diversity, into the project of making spaces where gender is less rigid: a source of more joy and less harm. This discussion guide offers a starting place for people who work together.

**For the facilitator! Before you host the discussion...** it might be a good idea to read the whole book. I suggest thinking ahead about questions or thoughts you have heard from the participants and marking relevant passages. Also, get in touch with your HR department to ask about gender diversity (etc.) policies that you can bring forward in the discussion, and consider asking HR to co-host the discussion with you.

#### Suggested advanced reading for everyone:

- Preface and Introduction
- Chapter 1: Understanding Gender in Today's World
- Chapter 3: Learning About the Transgender Spectrum

**Begin your discussion by...** inviting participants to chat with someone next to them about one fictional movie or TV character who is transgender, and one character who doesn't do gender in a typically masculine (if a man or boy) or feminine (if a woman or girl) way. What might it be like for either character to work here?

#### Suggested group readings (together, aloud) and activities:

- Read pages 50-53 (not the table, but you'll use it below), then:
  - As a group, read and complete the 'Draw Your Gender-Friendly Road Map' activity for an imaginary person who joins your office or team and begins to express gender in ways that most would not expect. How might different people in your office make the question-calling stop?
- Read pages 132-136 (no sidebar), then:
  - Based on what you have read, do you think that your workplace is one where the go-round style of pronoun sharing would be a safe and okay experience for everyone? Why or why not? If not, what are you learning about your workplace and how can it become more gender-friendly?
- Read page 184 and 187 (bottom) to 190 (top), then:
  - Reflect together on how (if at all) people in your workplace socialize on company time. Does your office plan activities and events that are potentially gender hot spots? What changes could make these more gender-friendly? Should they be replaced altogether? Why or why not?
- Read the 'Let Go of Needing to Know Everything' section (pages 224-226), then:
  - Discuss what this approach might look like in your workplace if everyone took it on.

#### Next steps:

- Re-convene to complete the *Gender-Neutral Pronoun Practice* discussion guide together.
- Share the *Writing Practice* discussion guide with your marketing or communications departments.