

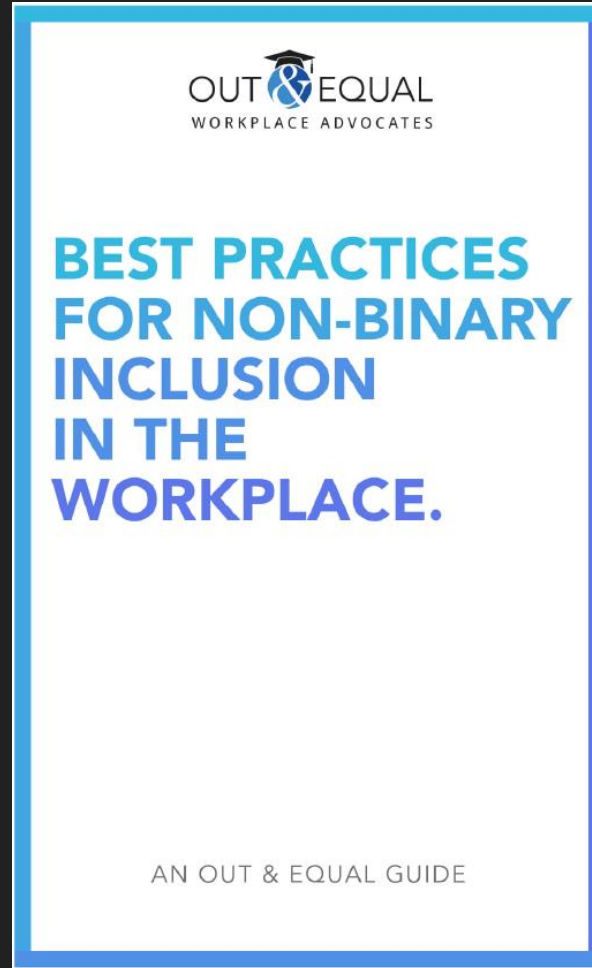
Best practices for non-binary inclusion in the workplace

ONE Associate Network

March 2019



This webinar content is based on Out & Equal's guide
Best Practices for Non-Binary Inclusion in the Workplace



Audio troubles?

Dial-in on a phone line at
1 877 309 2074
Access Code: 833-528-165

This session will be recorded
and available after the webinar ends

ONE is an Associate Network

Different from commonly known Employee Resource Groups (ERGs), Associate Networks within Marriott International are ongoing, associate-initiated teams that form around a broad range of common interests. They are teams that are self-directed and funded by their members, and

- Provide the opportunity to informally connect with other associates
- Encourage growth both personally and professionally
- Play an important part in maintaining a welcoming and enriching workplace
- Reinforce the fabric of our family-like culture

Associate Networks are held to Marriott International's non-solicitation policy: Solicitation of employees during work time by, or on behalf of, an individual, organization, club or society is prohibited. The distribution of any literature, pamphlets or other materials in any work area of the property is prohibited, as is distribution of any literature, pamphlets or other materials by or to the employees during work time.

Presenters



Sonia Zamborsky

ONE Communications Director



Emma Martinez

Market IT Manager



James Spence

Night Auditor

Today's Agenda



Setting the stage



Review of Best Practices Guide



Storytelling

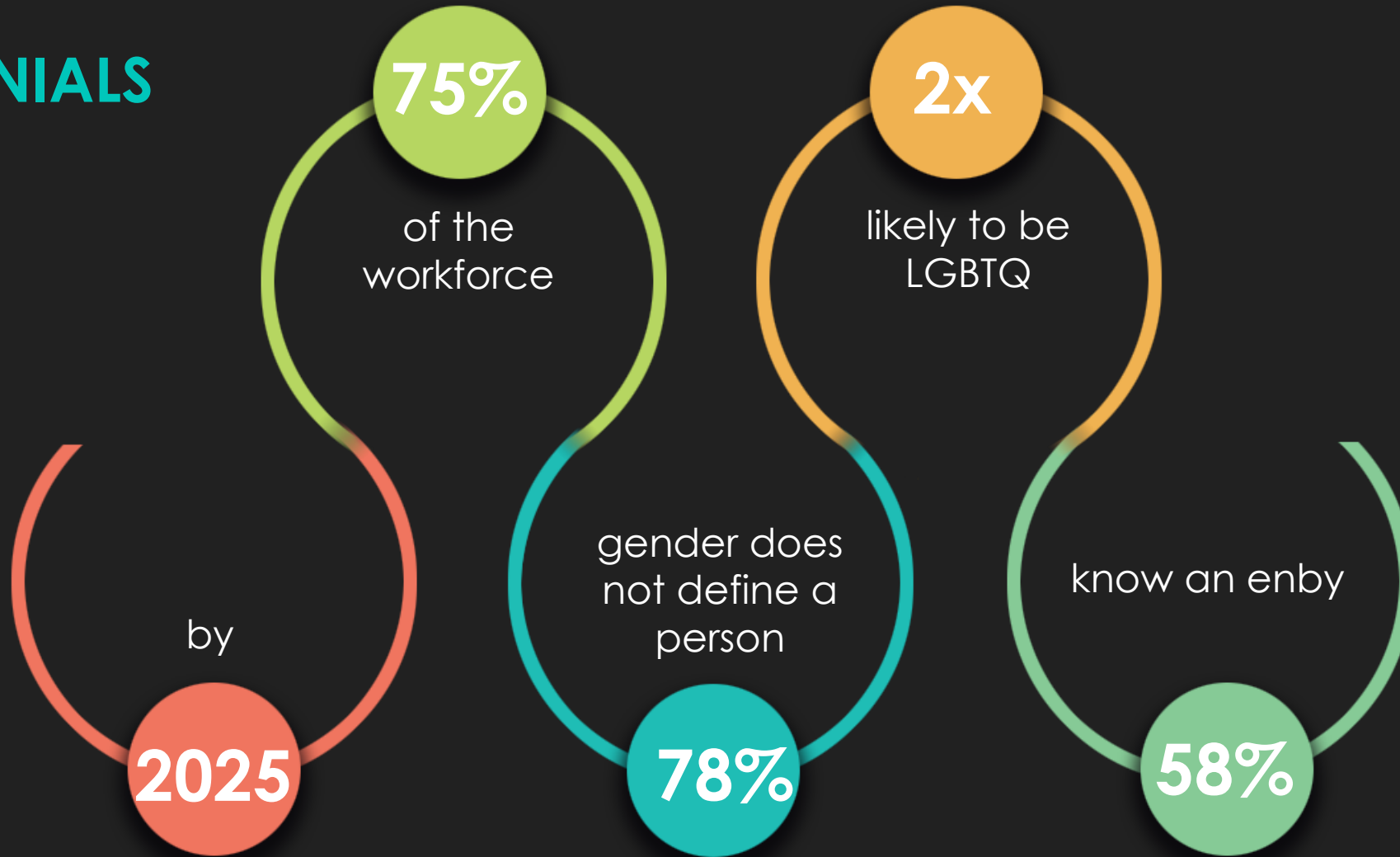


Q&A

Why non-binary inclusion? Why now?



MILLENNIALS



GEN Z

Laughlin, Shepherd. "Gen Z Goes Beyond Gender Binaries in New Innovation Group Data." J Walter Thompson Intelligence, 7 June 2016

Poll

Do you identify as non-binary, or do you know someone who does?

Non-binary discrimination at work



Gibson, S, & Fernandez, J. (2018) Gender Diversity and Non-Binary Inclusion in the Workplace: The Essential Guide for Employers. London: Jessica Kingsley.

Grant, Jamie M, Lisa A Mottet, Justin Tanis, Jack Harrison, Jody L Herman, and Mara Keisling. Injustice at Every Turn: A Report of the National Transgender Discrimination Survey. Washington: National Center for Transgender Equality and National Gay and Lesbian Task Force, 2015.

Framework for further discussion



Table of Contents

Gender Identity 101

Understanding the Term “Non-binary”

Gender-Neutral Language

Pronoun Best Practices

Documentation

Dress Codes

Facilities

Talent Acquisition

Tips for ERG Engagement

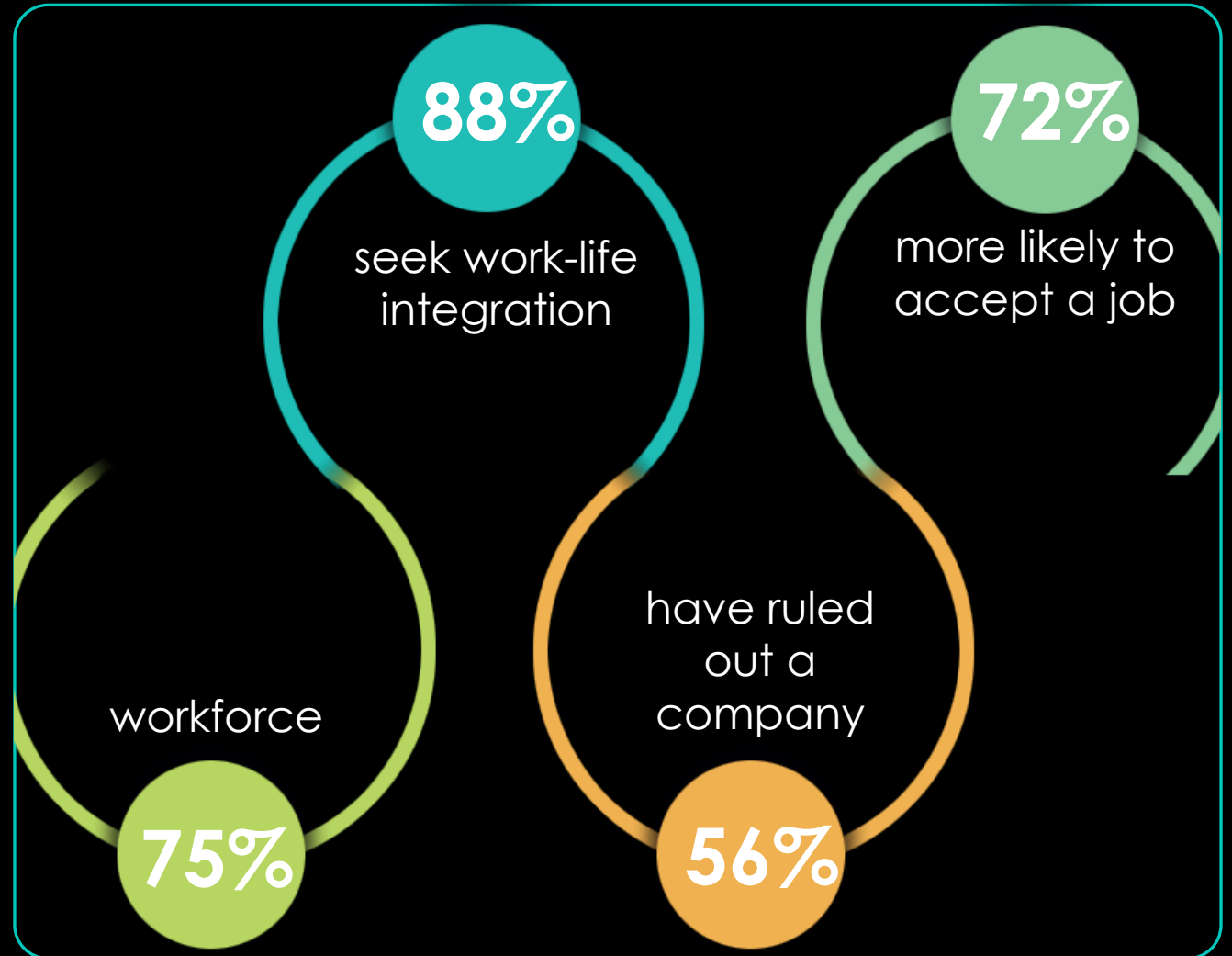
Practicing Allyship

BEST PRACTICES FOR NON-BINARY INCLUSION IN THE WORKPLACE.

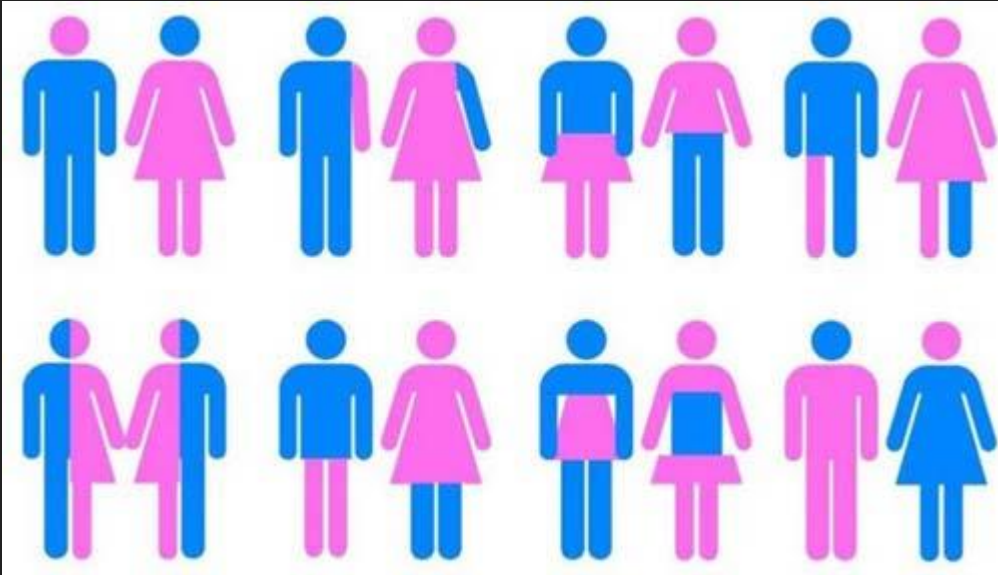
Inclusion is good for business!

Miller, J. (2018, March 1) Strengthening the Evidence Base: How LGBTQ Inclusion Leads to Superior Company Performance, Innovation, and Profitability. The HR Agenda.

Hewlett, Sylvia Ann, and Kenji Yoshino. LGBT Inclusive Companies Are Better at 3 Big Things. Harvard Business review, 2 Feb 2015.



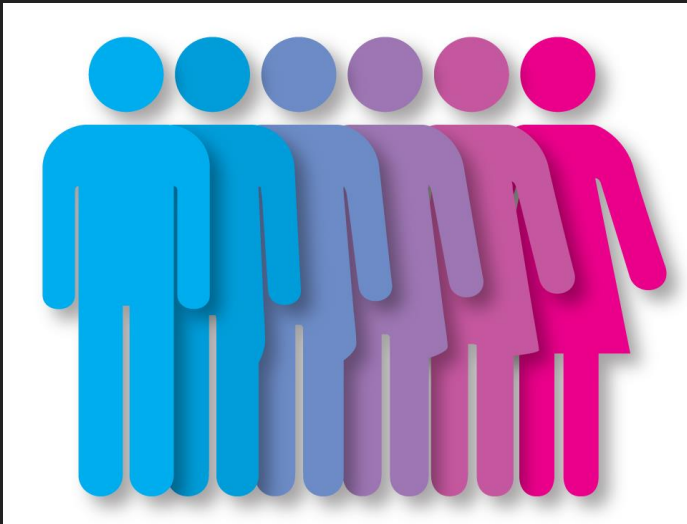
Gender 101



Gender identity
(female, male, non-binary)

Gender expression
(feminine, masculine, androgynous)

Gender 101



Sex:

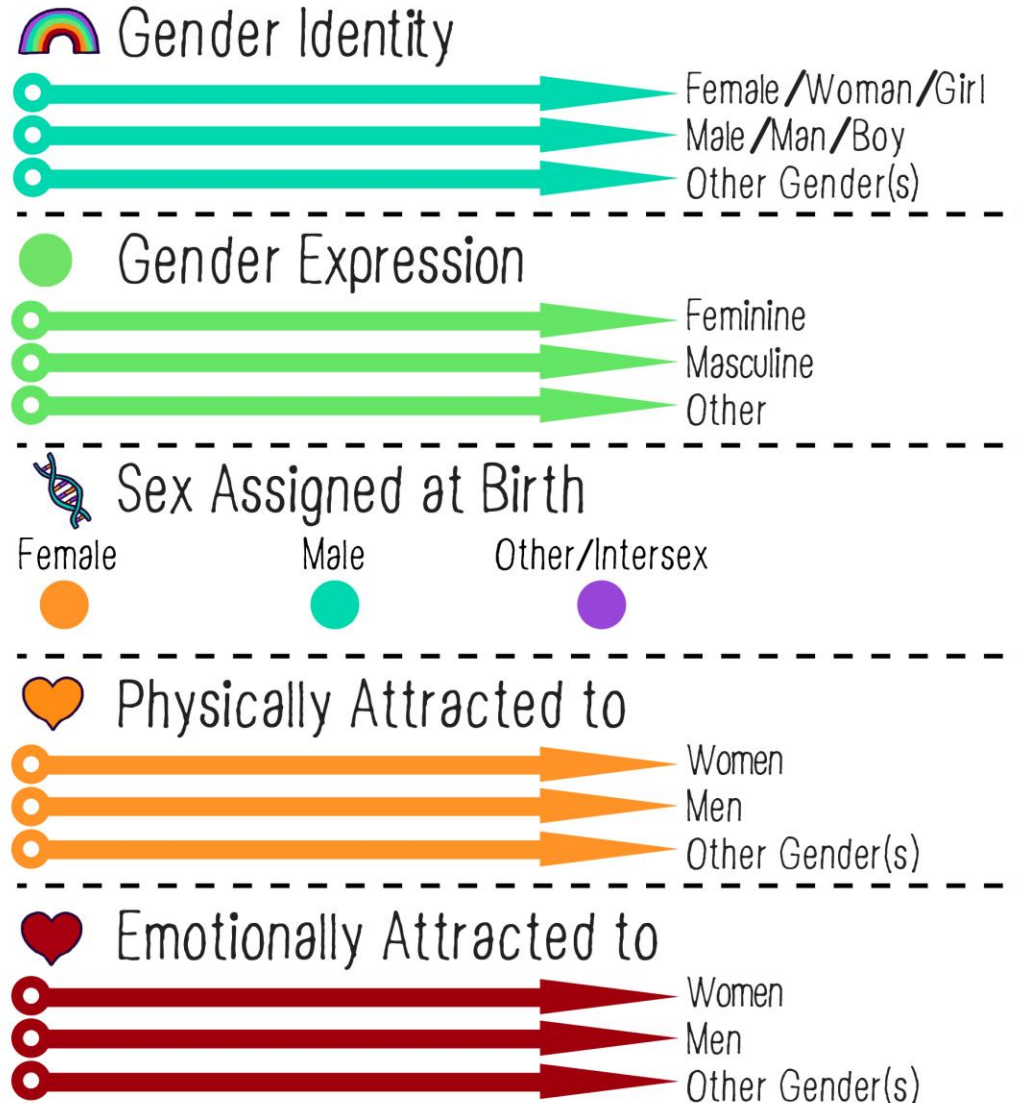
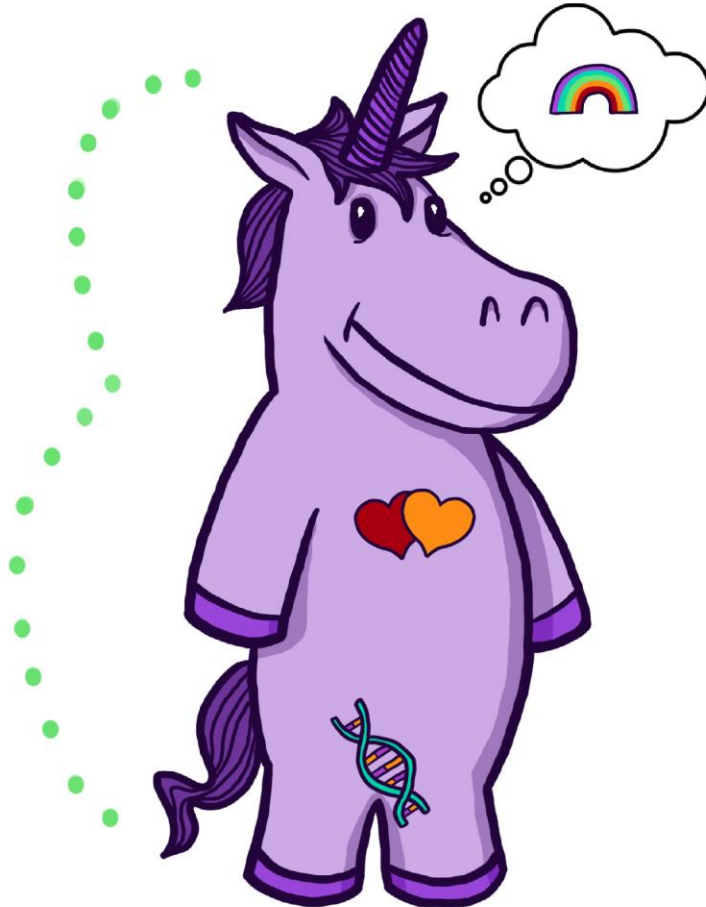
assigned at birth

Gender:

cultural meanings/context

The Gender Unicorn

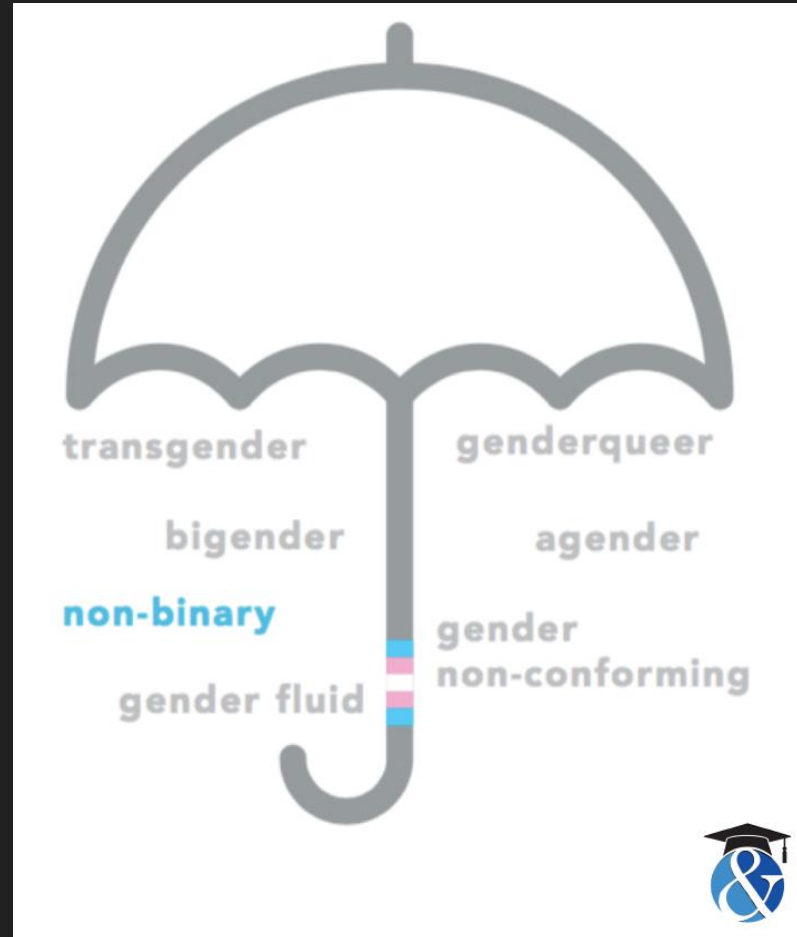
Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The Transgender Umbrella



Poll

How would you classify your familiarity with the term "non-binary"?

Defining “non-binary”

Non-binary: a gender identity where the individual does not identify as strictly female or male

Also “**enby**”



Gender-neutral language



- Y'all means all!
- Friends
- Folks or folx

gender pronouns.

OUT & EQUAL
WORKPLACE ADVOCATES

PRONOUNS	SUBJECT	OBJECT	POSSESSIVE	REFLEXIVE
HE/HIM/HIS	<i>HE</i> ASKED	I TOLD <i>HIM</i>	THIS IS <i>HIS</i> OFFICE	HE REMINDS <i>HIMSELF</i>
SHE/HER/HERS	<i>SHE</i> ASKED	I TOLD <i>HER</i>	THIS IS <i>HER</i> OFFICE	SHE REMINDS <i>HERSELF</i>
THEY/THEM/THEIRS	<i>THEY</i> ASKED	I TOLD <i>THEM</i>	THIS IS <i>THEIR</i> OFFICE	THEY REMIND <i>THEMSELF</i>
ZE (OR ZIE)/HIR/HIRS	<i>ZE</i> ASKED	I TOLD <i>HIR</i>	THIS IS <i>HIRS</i> OFFICE	HIR REMINDS <i>HIRSELF</i>
ZE (OR ZIE)/ZIR/ZIRS	<i>ZE</i> ASKED	I TOLD <i>ZIR</i>	THIS IS <i>ZIRS</i> OFFICE	ZIR REMINDS <i>ZIRSELF</i>

****This list is not exhaustive of all pronouns or possible pronoun combinations.**



Pronouns



INTERNATIONAL PRONOUNS DAY

Oct 19, 2019 | pronounsday.org

Pronouns

- **Email** signatures
- Nametags, **meeting** intros
- Personal **introductions**
- **Practice!**
- Be ready to make **mistakes**

Records & policies

- Options beyond male/female
- Allow employees to voluntarily list pronouns
- Remove gendered language
- Include gender-neutral prefixes like Mx



Facilities

- Gender-neutral/all-access restrooms
- Single stall restrooms
- All-gender signage



Practicing allyship

- Don't make **assumptions**
- Acknowledge **mistakes**
- **Respect** the journey
- Don't ask about **medical status**
- Continue to provide **education & training**

Poll

What is the biggest barrier to non-binary inclusion where you work?

Resources

- Out & Equal: outandequal.org
- National Center for Transgender Equality: transequality.org
- PFLAG: pflag.org
- Human Rights Campaign: hrc.org
- GLAAD: glaad.org
- Pronouns: pronounsday.org | mypronouns.org | practicewithpronouns.com
 - also articles by **UC Davis**
 - and **Univ of Wisconsin**
- TSER/Gender Unicorn: transstudent.org

Q&A



Thank you!



Still have
questions?
Contact us!

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