

CHS Ongoing Conversations

Implicit Gender Norms in the Workplace

March 14, 2023

Welcome!

Our Committee:

**Diane
Chugani**
Communication
Sciences and
Disorders

Mels Ayala
Speech Language
Acquisition &
Multilingualism Lab

**Lauren
Covington**
School of Nursing

Allan Carlsen
Healthcare Theatre

**Zachary
Jackson**
Healthcare Theatre

**Lauren
Camphausen**
Epidemiology

**Carrie
Earthman**
Behavioral Health and
Nutrition

**Julie Carney-
Jones**
CHS Academic
Advising

Employee Assistance Program

<https://dhr.delaware.gov/benefits/compsych/>

Center for Counseling & Student Development

<https://sites.udel.edu/counseling/>

What is the Goal of the Ongoing Conversations Series?

To continue to engage CHS employees and students on topics related to diversity, inclusion, and anti-racism

Where We've Been, and Where We're Going

Creating Safe Spaces

Microaggressions

White Privilege

Practicing Allyship

Professionalism in the Workplace: Intersections with Racism and Gender Nonconformity

Inequities in Burnout

.... Today: *Implicit Gender Norms*

From our Second Conversation for Change...

Ground Rules for a Safe Space:

- Everyone is expected “to avoid language that is pejorative or perpetuates stereotypes about gender, age, race, religious affiliation, class, sexuality, national origin, dialect or disability (not an exhaustive list)”.
- Listen, with an open mind and actively check understanding
- Show respect with your voice, attention, and body language
- Be open to other perspectives
- Give people the benefit of the doubt
- When people say something that isn't “PC” correct them respectfully without affirming negative ideas

New Zealand Maori lawmaker kicked out of parliament for refusing to wear a tie, calling it a "colonial noose"

NATIONAL

February 9, 2023

Florida high school athletes won't have to report their periods after emergency vote

CULTURE

January 18, 2023

Why Are Women Now Required to Cover Their Arms in the Missouri State House?

What is gender?

- Sex v. Gender
- Sex
 - Assigned at birth
 - Usually Male (AMAB) or Female (AFAB), but some people are born Intersex
- Gender
 - Has nothing to do with your sex assigned at birth.
 - Examples: man, woman, non-binary, gender fluid, gender non-conforming, genderqueer
 - Is fluid, can change over periods of hours, days, months, or years

What are gender norms?

- “Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time.” - European Institute for Gender Equality
- “Gender roles in society means how we’re expected to act, speak, dress, groom, and conduct ourselves based upon our assigned sex. For example, girls and women are generally expected to dress in typically feminine ways and be polite, accommodating, and nurturing. Men are generally expected to be strong, aggressive, and bold.” - Planned Parenthood

What are gender norms?

- “Gender norms are social principles that govern the behavior of girls, boys, women, and men in society and restrict their gender identity into what is considered to be appropriate. Gender norms are neither static nor universal and change over time.” - Save the Children.org

How do implicit gender norms impact the workplace?

- Dress Codes
- Professional Dress and Headshots
- Bathrooms
- “Occupations — Some people are quick to assume that teachers and nurses are women, and that pilots, doctors, and engineers are men.”
- “Physical appearance — For example, women are expected to be thin and graceful, while men are expected to be tall and muscular. Men and women are also expected to dress and groom in a certain way.” - Planned Parenthood

Why would we need “All-Gender” Bathrooms?

- Not every trans and gender non-conforming person feels safe using the restroom associated with the sex they were assigned at birth.
- Why All-Gender versus Gender Neutral?
 - Gender Neutral: Not everyone feels their gender is “neutral.”
 - All-Gender: Is inclusive of everyone of any gender no matter how they identify (i.e. cisgender, transgender binary, transgender non-binary)

What is gender nonconformity?

- Cisgender
 - Someone who identifies with their gender assigned at birth
- Transgender
 - Someone who identifies with a gender other than the one they were assigned at birth
 - Binary and nonbinary gender nonconforming people
- Personal Pronouns
 - Hi nice to meet you! My pronouns are they/them, what are yours?
 - Examples: he/him/his, they/them/theirs, she/her/hers, ze/zir/zirs
 - <https://www.mypronouns.org/they-them>
 - Inclusivity: adding pronouns to Zoom and email signatures
- What is misgendering?

Why do we have gendered dress codes?

- We assume that women should dress a certain way
 - Earrings, dresses, feminine, make-up
- We assume men should dress a certain way
 - Ties, suits
- This reinforces the gender binary and excludes people who do not fit into the “boxes” society reinforces for men and women.

Break Out Discussion

Implicit Gender Norms Scenarios 20 Minutes

LINK to our Google Sheet to Record Discussion Notes from Break-Out Groups:

[Implicit Gender Norms Scenarios for Discussion](#)

Scenario #1

A department has been relocated while constructing is occurring on the building where they have their administrative and faculty offices. While in a department meeting, Betty, the chair, is giving updates concerning the progress of the renovations and mentions that gendered bathrooms are going to be replaced with all gender bathrooms on each floor. Several people raise their hands to make comments. Patrick objects to this and says that most people feel comfortable using restrooms that are based on sex assigned at birth and that he does not understand why this change is being made. He also mentions that there is a single stall bathroom on the first floor that anyone can use. Judy says that she does not really mind but mentions that she does not think there are any non-binary or transgender people working in the department. Vivian is upset and says she would not feel comfortable if she was using the bathroom and “a man came in”. Betty ends the conversation quickly and says there will be no discussion and that this is not a choice.

1. The Chair says ‘no discussion’ - what do you say to her?
2. What do you say to Patrick?
3. What do you say to Judy?
4. What do you say to Vivian?
5. What would you suggest as next steps?

Scenario #2

Michael, a professor, is teaching a thesis capstone course where students are preparing to publicly present their research. While reviewing the parameters and rubric, Michael mentions that students should be thinking about what they will wear, as it is meant to mimic a conference presentation or professional summit. In the instructions, it states the following:

“Men are expected to wear a jacket and tie and to keep their facial hair short and neat. Their hair should not extend past the jawline. Women should wear a long-sleeved shirt or jacket and skirt not no higher than the knee or a dress, again no higher than the knee.

“Men should not wear sneakers, flip-flops, boots, or slippers. Women should wear professional looking heels.”

Michael does not directly review these instructions in class, but he does mention that he wants to make sure that all the students are prepared for interviews in their very competitive field. He says he knows that people should not be judged on their appearance but that the reality of the situation is that they will be.

- 1. What feelings arise for you as you read this scenario?**
- 2. What would you say to Michael?**

What do we do now?

- Question everything!
- Why did I assume that person was a woman?
- How might I feel if I had to use the restroom of a gender I don't identify with?
- Did I make an assumption about that person and what they might be like or like to do because of what I assumed their gender to be?

How to Create a Gender-Inclusive Workplace

- Workplace culture must be changed to be anti-bias by design, from the top.
- Demonstrate a commitment to gender inclusivity
 - Make sure all forms are inclusive of all genders
 - OR question whether questions about gender are even necessary
 - Change dress codes by removing gender guidelines and prioritize safety and “professional” dress

How to Create a Gender-Inclusive Workplace

- During introductions, make pronoun sharing the standard.
- Call out gender/implicit bias tactfully when you witness/experience it. Have courageous conversations. Be willing to be uncomfortable.
- Don't be afraid to make mistakes; apologize and learn when you do.
- Practice, practice, practice!
- What suggestions do you have?

**Please Join Us for our Upcoming
Healthcare Theatre Session,
Part II of our Learning about Implicit Gender Norms:
Monday, April 3rd from 2-3 PM, North Atrium of STAR
Stay tuned for the flyer that will be sent out via email...**

Thank you for coming!

On behalf of our committee:

Carrie Earthman

Mels Ayala

Lauren Covington

Allan Carlsen

Zack Jackson

Lauren Camphausen

Diane Chugani

Julie Carney-Jones