CHS Ongoing Conversations

Professionalism in the Workplace: Intersections with Racism and Gender Nonconformity

March 23, 2022

Welcome!

Our Committee:

Julie Carney-Jones
Kinesiology and Applied Physiology

Amelia Ayala
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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

…. Today: *Professionalism in the Workplace: Intersections with Racism and Gender Nonconformity*

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

A conversation about Black hair in the workplace and the push to normalize its professionalism

hhttps://www.youtube.com/watch?v=2d1b25Br9d

Standards of "White" Professionalism

- Defined by Okun and Jones as "series of characteristics that institutionalize whiteness and Westernness as both normal and superior to other ethnic, racial, and regional identities and customs."

- Pro-white bias in the media
  - White men viewed as competent leaders
  - "the standard"

- These biases influence
  - Hiring and firing
  - Standards of dress and hairstyle
  - Communication

White Professionalism in the Workplace

- Hiring and firing - day to day management of workplace

    - Non-white and/or feminine sounding names get fewer call backs for interviews; BIPOC more closely scrutinized

    - "Cultural fit"- can relate to applicant's values, behaviors, customs, interests, and even outward appearance

- Standards of dress and hairstyle
    - straight hair preferred
    - beard & burqa bans in some countries

- Communication: speech, accent, word choice

    - Must speak American English (ex: president of HR "felt it was hostile that an employee spoke a language other than English in the the workplace")

    - Those with an accent face a "glass ceiling" and promotion trajectory impacted

    - Code switching is often a way for marginalized identities to survive in a system that was created by the dominant culture

    - "Come as you are" but only if you are not making others uncomfortable.
      (reference - https://www.naspa.org/blog/professionalism-or-socialized-white-supremacy)

In what other ways does the dominant culture influence the workplace?

- Dominant culture
  - White, cisgendered, heteronormative?

- Goal of today's discussion
  - Think about our implicit biases with race and gender to be inclusive of everyone in the workplace

- It takes active work to:
  - Learn to identify and challenge your implicit biases
  - Change your language to include gender nonconforming people by using everyone's preferred pronouns
  - Be willing to recognize and learn from your mistakes, and don't be afraid to make mistakes!

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?

https://vm.tiktok.com/TTPdSwgbuY/
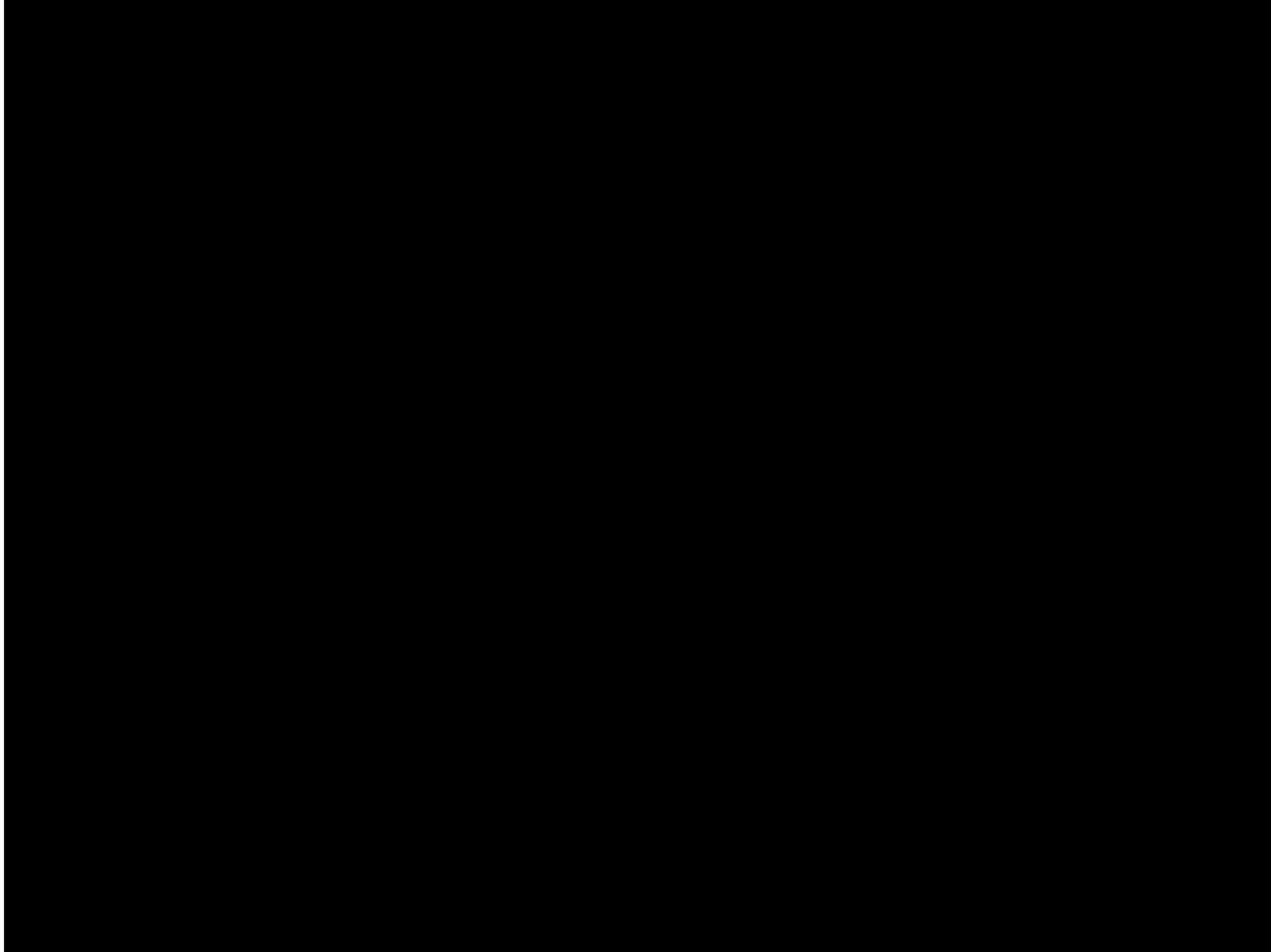
Break Out Discussion

Professionalism Scenarios
20 Minutes

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

https://docs.google.com/spreadsheets/d/1I2ZDz_Q2UD9U634Pg6Qi1txJLFoKhNrS/edit?usp=sharing&ouid=117777144708130088103&rtpof=true&sd=true

Scenario #1

There is a search committee for a position that will be public facing and work for Admissions.

Upon review of the CVs, two candidates are selected: Sara and Alex. Alex is clearly the better candidate due to their training and experience but both candidates are invited to interview for the position. During the interview, Alex requests that the committee refer to them using they/them pronouns. After the search committee meets, they feel that Alex is clearly more qualified for the position but the Chair of committee believes applicant Sara "fits" better for the role.

How would you feel if you were a committee member in this situation?

What biases/factors could be at play in this scenario?

What would you do or say? What concerns do you have as you think about how you would handle this situation?

Scenario #2

You are a front staff member and you walk into the Nurse Managed Primary Care clinic. You see a supervising faculty member take a student of color aside to ask them to go home and change their clothing because it is in violation of the dress code.

The next day, you notice that a white student is dressed similarly to the student from yesterday and walks passed the supervising faculty member with no problem.

How would you feel if you were the front staff member in this situation?

What biases/factors could be at play in this scenario?

What would you do or say? What concerns do you have as you think about how you would handle this situation?

UNIVERSITY OF DELAWARE
HEALTH SCIENCES

The CHS Employee and Student Training Subcommittee Presents:

HEALTHCARE THEATRE
SOCIAL JUSTICE TRAINING

Part II: Professionalism in the Workplace

Join us for an interactive social justice training with Healthcare Theatre.
This workshop content will illustrate interactive scenarios on how to
create a workplace environment where individuals can feel safe and not
be discriminated against due to unchecked biases.

When: Wednesday, April 13, 2022
Time: 12:00PM to 1:00PM
Register Here: http://www.udel.edu/009370

Upon registration, you will receive an invitation to join us via Zoom.

https://www.udel.edu/academics/colleges/chs/about/diversity-inclusion/

Please Join Us for our Upcoming

Healthcare Theatre Session,

Part II of our Learning about Professionalism:

Wednesday, April 13 from 12 - 1 PM

Thank you for coming!

On behalf of our committee:

Amanda Van Horne
Shannon Lennon
Carrie Earthman
Amelia Ayala
Julie Carney-Jones