

Navigating the New World of Gender to Help Your Organization Thrive

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What leads to new understandings and a change in behavior?

- Foundational information on gender
- Connecting gender concepts to our own experience
- Accessing stories of people from a range of gender identities and expression
- Connecting gender to organizational success and applying the concepts to everyday work situations

Objectives

COURSE OBJECTIVES

By completing this course, you will be able to:

OBJECTIVE 1

Recognize how gender is evolving.

OBJECTIVE 2

Describe and differentiate the three dimensions of gender.

OBJECTIVE 3

Explain gender's relationship to sex and sexuality.

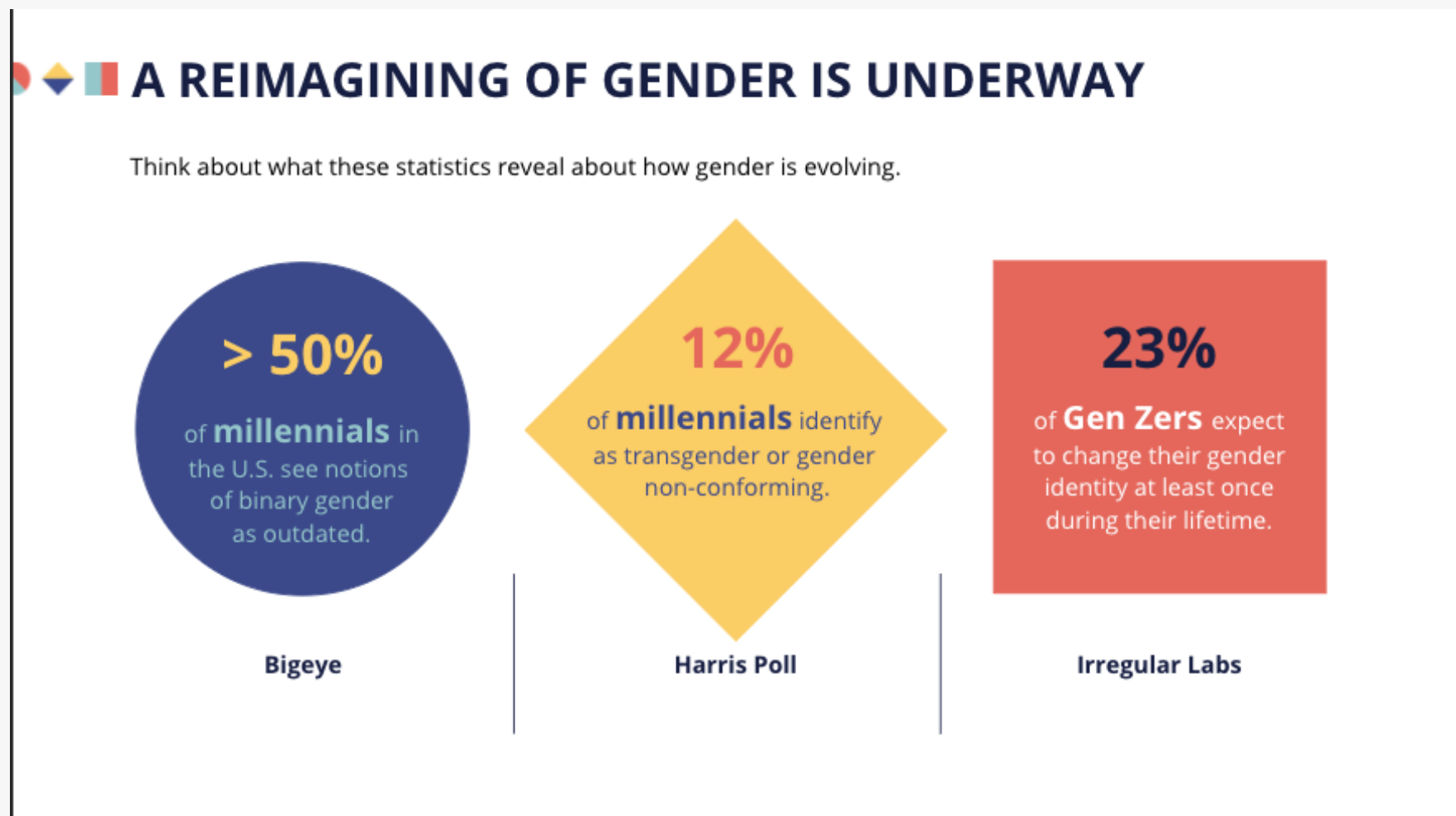
OBJECTIVE 4

Identify elements of your own gender story and notice how it influences your personal and professional life.

OBJECTIVE 5

Apply your new understanding of gender to create a work environment where everyone feels seen and respected.

A Few Statistics... But Not Too Many

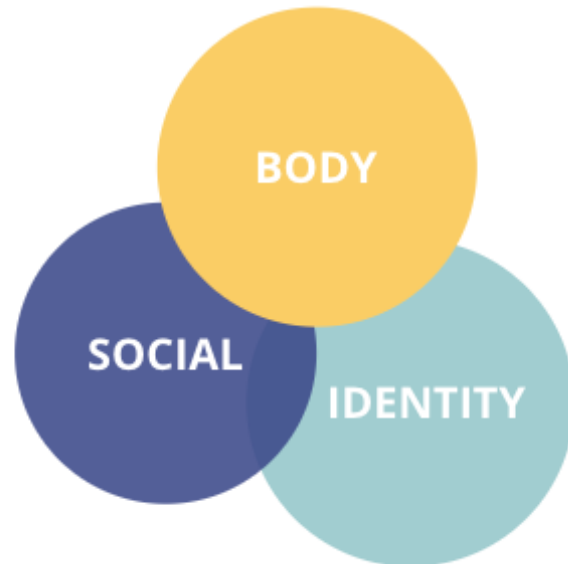


Core Content

3 DIMENSIONS OF GENDER

We often are taught that gender and sex are the same. In fact, they are two different aspects of self. While sex refers to the biological and physiological characteristics of males and females, gender is rooted in social and cultural norms. Our personal gender reflects our internal sense of self and is comprised of three dimensions.

Click the button next to each dimension to learn more about them.



BODY

Our body, our experience of our own body, how society genders bodies, and how others interact with us based on our body.



IDENTITY

The name we use to convey our gender based on our internal sense of self.



SOCIAL

How we present our gender in the world (including clothing, hairstyles, mannerisms) and how individuals, society, culture and community perceive, interact with, and try to shape our gender.



Case Studies to See Concepts in Everyday Work Situations

CASE STUDY 3: DIMENSIONS OF GENDER

During a meeting with a customer, the director of your department, Julia, suggests starting the meeting with introductions. She asks each person to include their name or nickname, pronouns and role in the organization. Later during a break, Jaime from the customer's group says "Why on earth did she have us say our pronouns?"

Which dimension of gender is represented in this scenario?

Select an option below and **click submit** ✓.



BODY



IDENTITY



SOCIAL

Connecting Concepts to Lived Experience

CONSIDER YOUR GENDER STORY

Reflection Question 1

What's your first memory of gender defining or impacting your life?
Write your response below and **click submit** ✓.

PLEASE NOTE: Your responses are not seen by anyone and can be printed at the end of the reflection.

Please type your reflection here

Empathy Building: Gender Stories of Others

EXPLORE OTHER GENDER STORIES

Hearing someone share their gender story is a wonderful way to learn how people navigate their gender in the world. While the stories may focus on aspects of life different from our own, they also help us see our common connections...and every once in a while, they give us new insight into our own unfolding story.

Here are a few stories we hope shed a light on how people with different gender identities are grappling to understand their own gender story. You may watch as many of the stories as you would like.

Please note these videos may discuss depression and mental health issues.

*These videos include strong language.

**These videos mention matters related to suicide.

What does it mean to be a woman?*

Not so identical twins*

Ethan Smith - A Letter to the Girl I Used to Be**

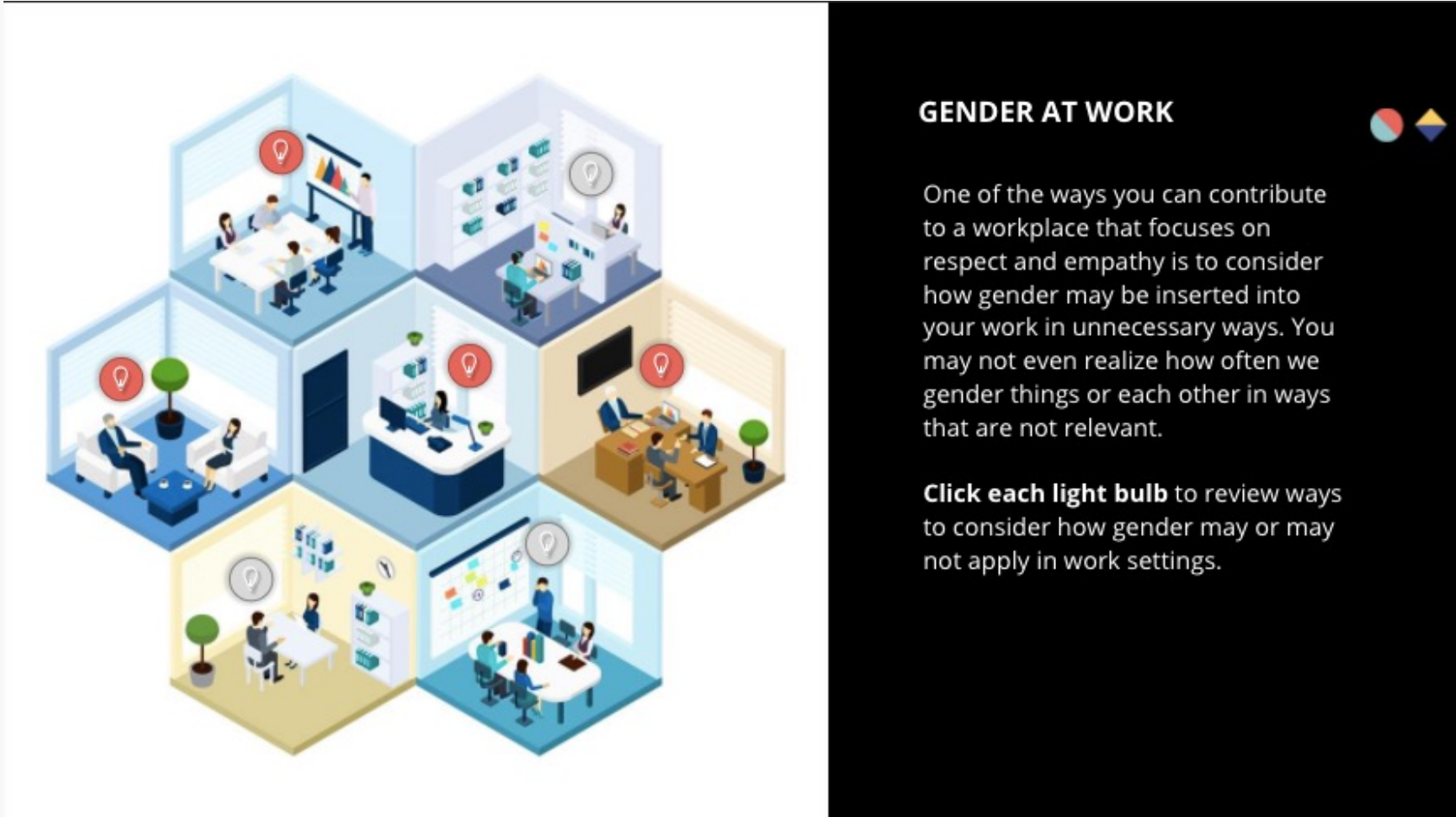
Alok Vaid-Menon**

The Slowdown Show. Episode 537: I'm Not Thinking About Gender

Max Binder & Mo Crist: Real Boy/Real Girl

Justin Baldoni - TED Talk: Why I'm Done Trying To Be "Man Enough"

Gender Lens Throughout the Organization



Practical Application

SCENARIO MENU

Practice applying what you've learned about gender in each of the common workplace scenarios below.

SCENARIO 1


A friend at work told me they're transgender.

SCENARIO 2

I'd like to get my team to think outside the box when it comes to gender.



Practical Support



How can the team break away from thinking and talking about gender in binary ways to help them move away from it.

It's useful to bring everyone's attention to how they may have been thinking about gender in binary ways to help them move away from it.

You could **share an article or video** that will help get people thinking in advance of the meeting. During brainstorming, be sure to **avoid gendered language**. For example, you could ask everyone to imagine a customer with certain characteristics, but don't mention their gender. You could then ask everyone to reflect on how they've been thinking about that customer's gender even though you didn't mention it — this can be an eye-opening moment for some people to realize they've been making certain gendered assumptions.

Continue

Allyship

BE AN ALLY

While defining allyship and what it looks like can be a personal process, at Reimagine Gender we see allyship as taking a purposeful, thoughtful approach to being in community with one another, developing an intentional relationship with one another, and finding ways to care for others that are rooted in **RESPECT, EMPATHY** and **KINDNESS**.

Click each image below to learn ways to be an ally at work and beyond.



**"Doing the
Homework"**



**Understanding our
responsibility to
one another**



**Managing concerns
about making a
mistake**

Reimagine Gender Resources



2022 Course Pricing

Per person

\$15 per person
(for use within 12 months of purchase)

Volume Discounts

- 100-500 people: 15% discount (\$12.75 per person)
- 501-1000 people 25% discount (\$11.25 per person)
- 1001+ Contact for custom pricing

Organizational (annual subscription)

Available for companies who don't want to have to license the course for a specific number of learners and manage "seats", but rather make it available for all.

Thank you!

