

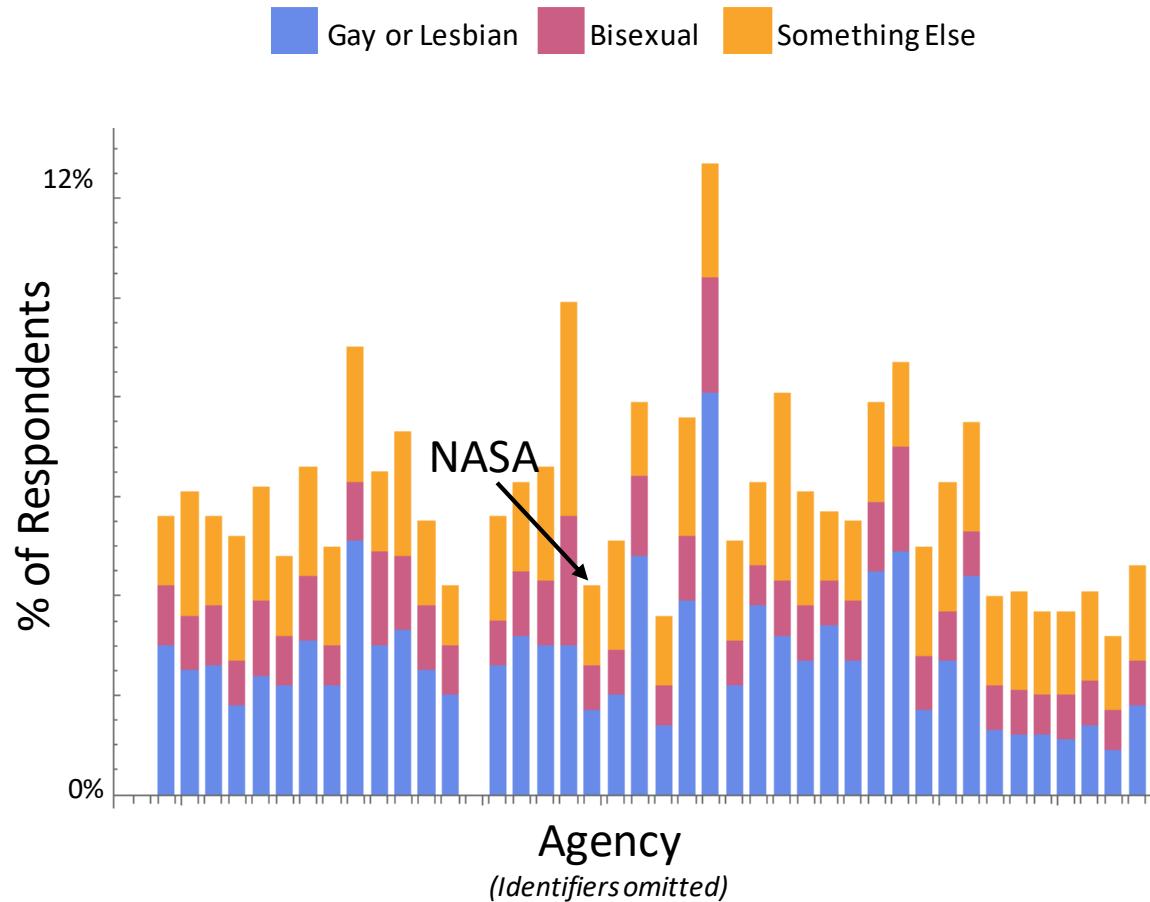


Diversity Dialogue: Gender Identity in the Workplace at NASA

Data Driven Change: FEVS Results

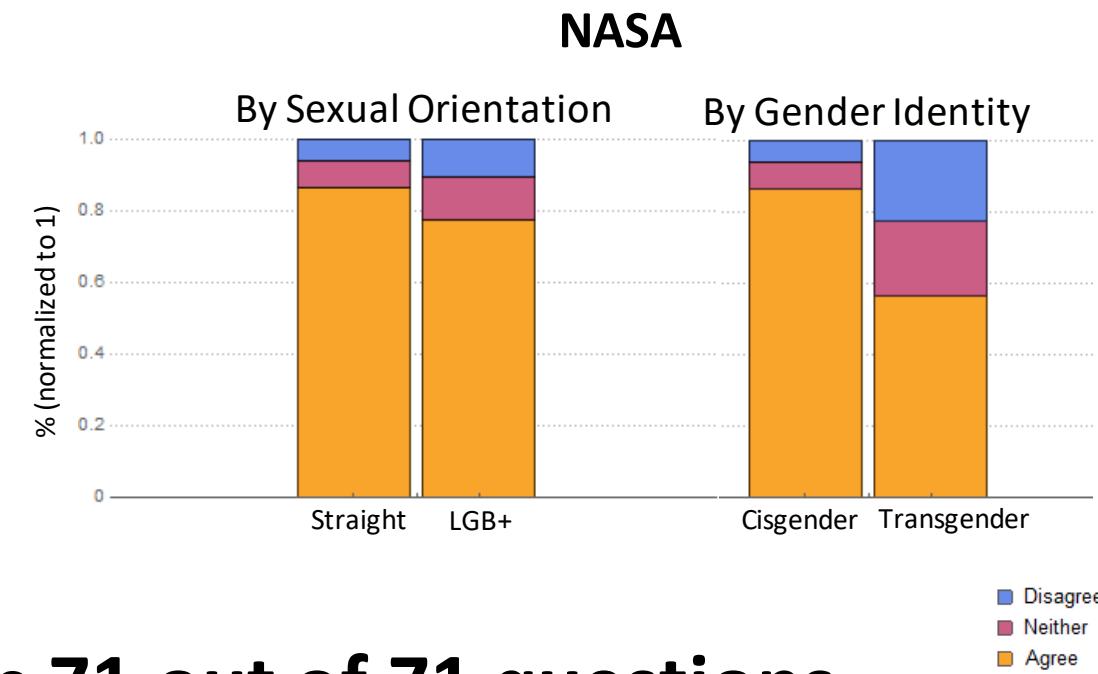
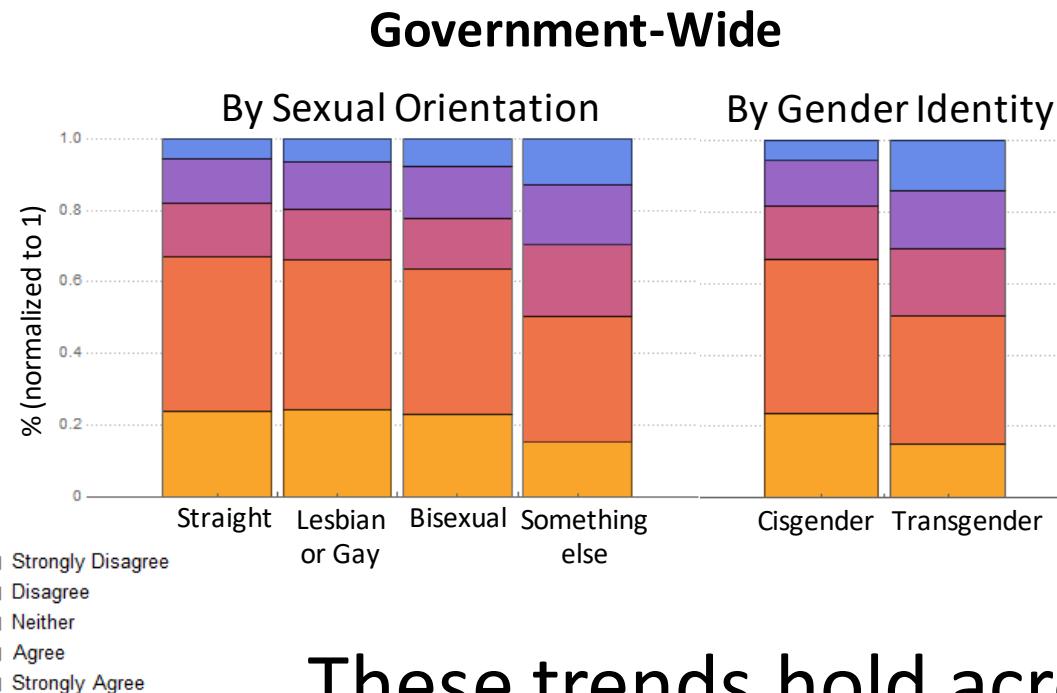
Identity	% Across All Responses	Mean % (By Agency)	Max %	NASA %
Gay or Lesbian	2.20	2.79	8.10 OMB	1.70
Bisexual	1.10	1.18	2.60 NARA	0.90
Something Else	2.00	2.04	4.30 NARA	1.60
Total (% LGB+)	5.30	6.02	12.70 OMB	4.90
Transgender	0.40	0.38	0.90 NARA	0.30

Data Driven Change: FEVS Results



Data Driven Change: FEVS Results

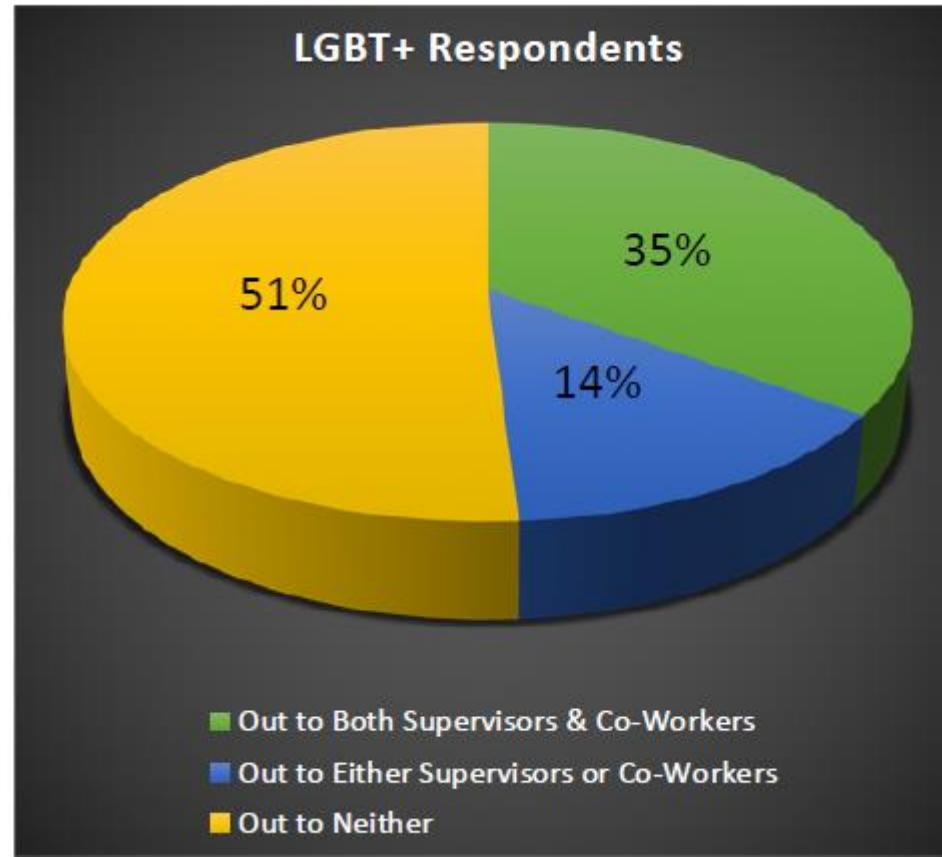
Q1. I am given a real opportunity to improve my skills in my organization.



These trends hold across **71 out of 71 questions**.

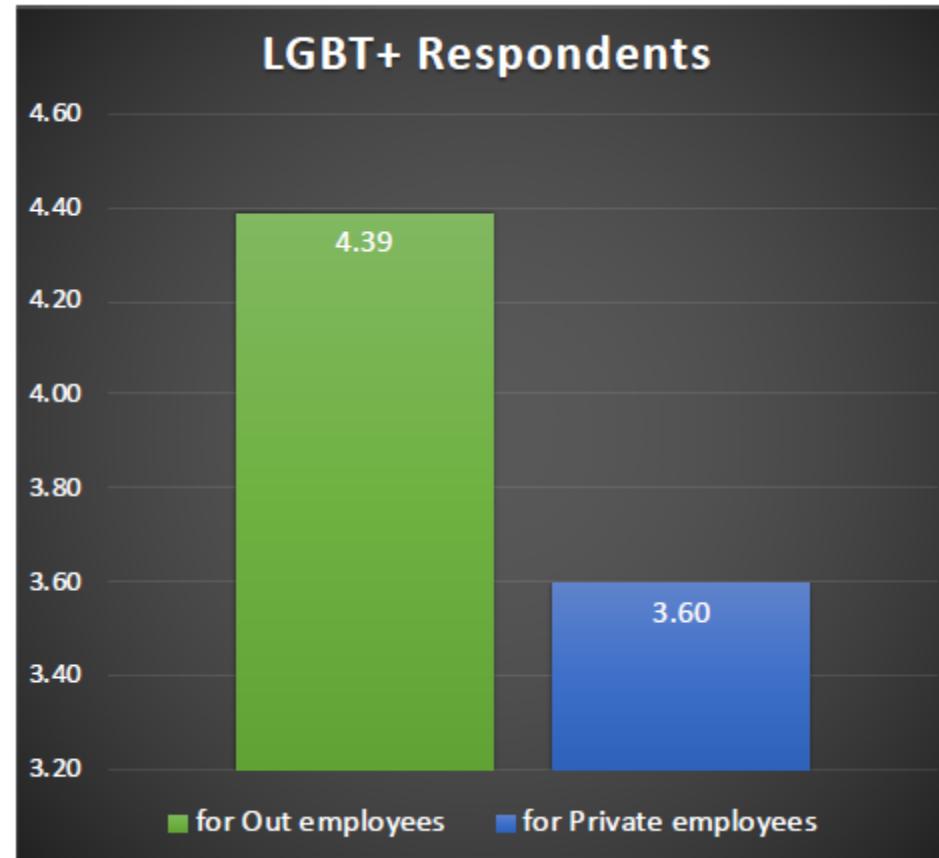
Data Driven Change: Goddard Survey Results

Openness in
the
Workplace

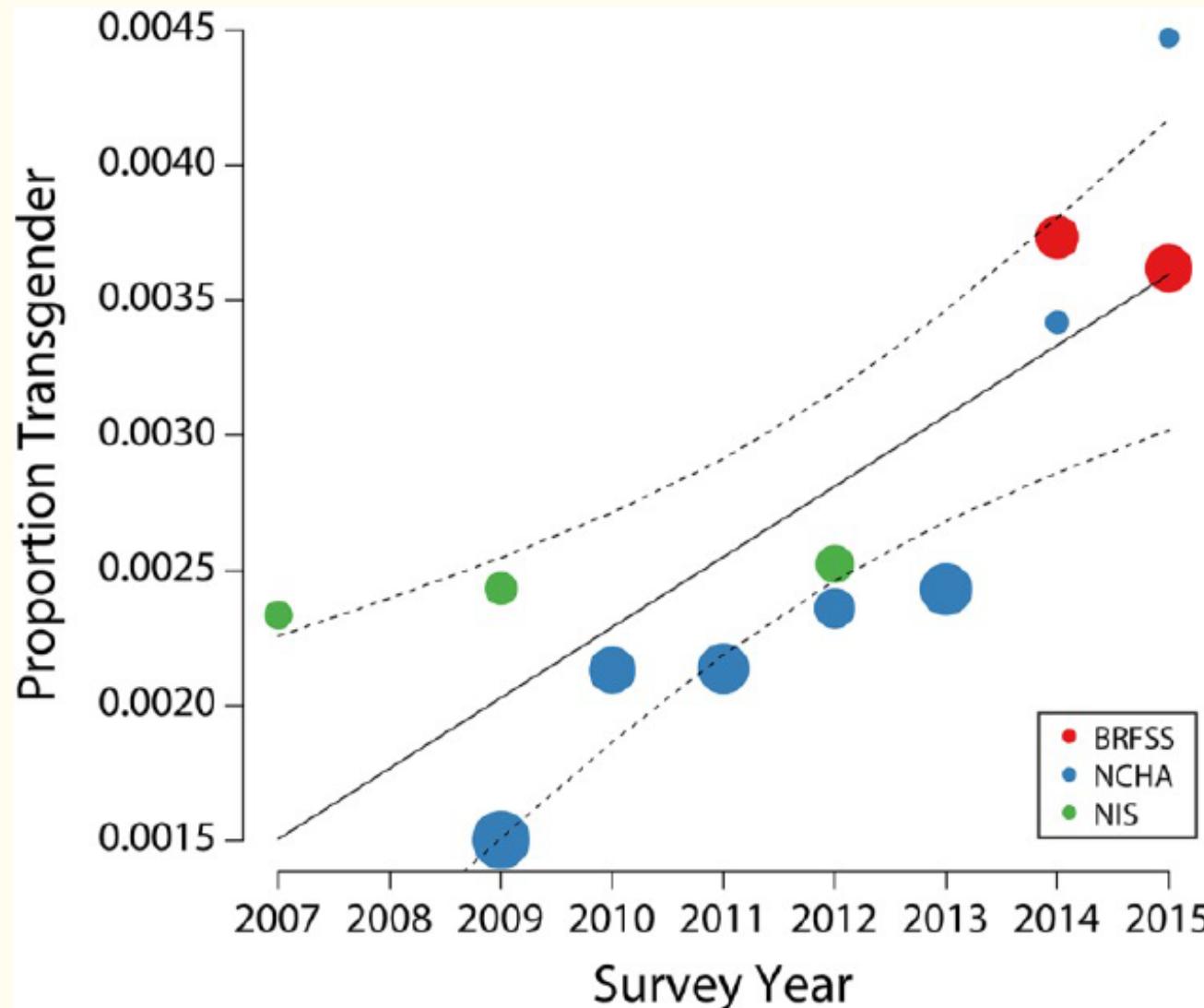


Data Driven Change: Goddard Survey Results

Positivity &
Being Out



Evolution of Gender Identity



The number of adults who identify as transgender in the U.S. Population is increasing substantially every year.

(American Journal of Public Health, February 2017)

Non-Binary Gender Identities are becoming more commonplace

- 35% of the nearly 28,000 respondents to a 2015 anonymous online survey of transgender individuals identified as non-binary

Some Terminology

GENDER IDENTITY: Refers to a person's innate, deeply felt psychological identification of gender, which may or may not correspond to the person's sex assigned at birth. Gender identity can be male, female, a combination of both, or neither.

GENDER EXPRESSION: Refers to external characteristics and behaviors that are socially defined as either masculine or feminine.

GENDER NONCONFORMING: Someone whose identity and expression of gender does not ascribe to the gender binary, or, rather, traditional male/female expressions.

Some Terminology

CISGENDER: Refers to those individuals whose internal sense of gender identity matches their sex assigned at birth.

TRANSGENDER: A person whose gender identity differs from their sex assigned at birth. A transgender man is someone who was assigned female at birth (AFAB) and identifies as a man. A transgender woman is someone who was assigned male at birth (AMAB)and identifies as a woman.

NON-BINARY: A gender identity which falls outside of the gender binary, meaning an individual does not identify as strictly female or male. A non-binary person can identify as both or neither male and female, or sometimes one or the other.

- Other terms in use: gender neutral, genderqueer, gender non-conforming, agender, and bigender.

TRANSITIONING: The term “transitioning” refers to the process through which a person modifies their physical characteristics or manner of gender expression to align with their gender identity.

Terms to Avoid

TRANSGENDERED(v.), TRANSGENDERS(n.), or A TRANSGENDER(n.):

- Always use the word “transgender” as an adjective, not a noun.
- PROBLEMATIC: Melanie is transgendered or a transgender.
- SOLUTION: Melanie is a transgender (or trans)woman.

YOU GUYS or other gender specific language.

- Using “you guys” or other gender specific language can alienate those in the office who do not identify with that particular gender.
- Try using gender-neutral language to ensure all individuals feel included.
- PROBLEMATIC: I know I can count on you guys to do a good job on this report.
- SOLUTION: I know I can count on all of you (or y'all) to a good job on this report.

PREFERRED PRONOUNS

- Implies that the use of pronouns is optional.
- Simply say “PRONOUNS”



NASA Transition Guidelines

NASA Transition Guidelines developed in 2014 – version 2.0 is being reviewed by NASA HQ ODEO.

- Updated to reflect current practices and leverage LGBTQ+ community perspectives.
- The LGBTQ Employee Resource Group developed the new guidelines in collaboration with the Office of Diversity and Equal Opportunity (ODEO).

Contents are intended to assist employees, management, and co-workers through the process.

- Goal is to create an inclusive and welcoming work environment.
- Remove unnecessary barriers for employees during their transition process.
- Provide NASA, EEOC, and other relevant policy guidance

The LGBTQ ERG is available to assist with awareness, guidance, and support.

Contractor organizations are encouraged to adopt the same guidelines wherever practical.



What's Your Pronoun?

Strategies for
Inclusion in the
Workplace

Gender Identity is evolving and is more expansive than ever

- Some estimates indicate that 1 in 3 adults (ages 18-29) know someone who uses gender neutral pronouns.

Pronouns Matter

- Easy to take for granted how much we rely on signals and assumptions.
- Mis-gendering someone is not only a barrier to inclusion, but could also be a violation of non-discrimination laws and policies.

Inclusive Pronoun Practices are Key

- Normalize the practice of asking and encouraging people to identify their correct pronouns.
- **Displaying pronouns in E-mail signature lines**
- Including pronouns in meeting introductions
- Using neutral language when addressing groups
- Additional areas of display (bios, name cards, name tags, placards, business cards, etc)

Pronouns	Subject	Object	Possessive	Reflexive
He/ Him/ His	He asked	I told him	This office is his	He reminds himself
She/ Her/ Hers	She asked	I told her	This office is hers	She reminds herself
They/ Them/ Theirs	They asked	I told them	This office is theirs	They remind themselves
Ze (or Zie)/ Hir/Hirs	Ze asked	I told hir	This office is hirs	Ze reminds hirself
Ze (or Zie)/ Zir/Zirs	Ze asked	I told zir	This office is zirs	Ze reminds zirself

¹ For example, a non-binary individual may not be female-identified but may use "she" pronouns.

"As part of our ongoing efforts to be inclusive of all gender identities, we are pleased to confirm that anyone wishing to do so may add pronouns to their email signature. Adding these words to your email signature has the practical benefit of making clear how you would like to be referred to, while also normalizing to the recipient that you will respect their gender identity and choice of pronouns. It is an effective way of normalizing discussions about gender and creating an inclusive work environment for transgender and non-binary people."

Email signature pronouns are an easy way to foster awareness of gender identity, normalize discussions about gender in the workplace, avoid mis-gendering, and show support for inclusive practices as an ally or leader committed to diversity and inclusion.

LEAG (and the Pride in Federal Service network) recommends adoption of this practice.

Thank you for Listening!

Questions?

