

TGNC HOST SIDES

NYSOER: GENDER IDENTITY IN THE WORKPLACE

- use a teleprompter app, looking directly straight into the camera (not too low or high)
- dress is business casual
- double check for high quality filming:
 - film horizontally with smart phone
 - frame from top of head to navel
 - use a plain background
 - ensure good lighting (no shadows or blown out lighting)
 - no background noise
 - hd video mode 720p or higher

How does it make you feel when you're affirmed in your gender identity in the workplace?

We all want to be respected for who we are. As a New York State employee, you work for one of the most diverse, inclusive, and fair-minded states in the country. You play a critical role in creating and maintaining a safe and affirming environment for people of all gender identities, including those who identify as transgender and nonconforming, also referred to as TGNC.

Over the next few minutes, you'll gain a better understanding of the following topics to help ensure all gender identities are respected in the workplace and diverse, equitable, and inclusive services are available to all New Yorkers:

- Gender identity
- Pronoun usage
- Gender-neutral language
- Workplace confidentiality and disclosure
- And, gender-based micro aggressions

We'll also hear from members of the TGNC community on why representation, inclusion, and respect matter so much.

It's also important to note that you may come across some terms and acronyms you may not be familiar with. Although we'll provide you with a basic understanding of commonly used terms and acronyms relating to the TGNC community, we highly encourage you to refer to the Language Primer provided in the Gender Identity Toolkit in the Statewide Learning Management System. It's a great resource that can help ensure that you identify, describe, and address all TGNC coworkers, customers, and vendors in an accurate manner. The Language Primer is also continually updated with the latest information as language evolves. Please check it out and refer to it often!

Now, it's time to learn more about gender identity.