Webcast: transgender visibility in the workplace and why it matters
3-31-20

Diversity best practices. It is our belief that times like these call for a keener eye for inclusion in belonging to ensure that our colleagues family and friends neighbors and others in our community feel safe and supported as possible. To that end we are working diligently to provide these services to support you during these challenging times and to create opportunities for us to come together in these virtual spaces to learn and celebrate with each other. That is why we are so [indiscernible], to celebrate international transgender day visibility. [audio issue] people representing over 75 companies -- however while I do that [audio issue] please use the chat box on the right-hand side of your screen if you haven't already introduce yourself. Please let us know where you are connecting from today. We would love to hear from you. This program is being -- I'm going to pause because if you can mute yourself that would be great. I hear some background noise. Thank you.

I think you need to turn your Speakers off in. This program is being recorded and will be posted on the website and sent to all of you via email within a week of today's event with other resources but there will be an audience Q&A session at the end of the program but please feel free to enter your questions at any time using the same chat box you're using now to say hello. We will be monitoring the that box for your questions and noting them from our monitor -- moderator to ask out loud -- if you experience any difficulties you can let us know about those as well in the chat box. That is all I have for now. I'm going to turn it over to our monitor for today's program Rhodes Perry whose an award-winning author and best-selling author and keynote speaker nationally recognized as an LGBTQ+ -- [indiscernible]. has
featured his powerful work as the diversity equity and inclusion influencer. Welcome Rhodes.

>>RHODES: Thank you so much and happy trans day disability everyone I'm really happy to be here. Transgender visibility -- it's so refreshing to see so many folks here today. As Jennifer said, my name is Rhodes and I use he him pronoun in my business I get to help leaders and changemakers like so many of you build a sense of belonging network and in one of my practice areas I get to help businesses build gender inclusive organizations. In this work my team encourages those who we work with to help educate about transgender and non-binary people and build many feel relationships with them to better understand why this work truly truly matters. And today, you all have a really -- a real treat and learning from some folks in the country most visible transgender leaders -- whether that is in finance or banking or healthcare or human rights so those familiar not with the state transgender villas it -- visibility is celebrated annually on March 31. Is dedicated to celebrated transgender and binary folks and our community contributions to society. And the day was founded in 2009 by a US-based transgender activist Rachel Crandall from Michigan. This was in reaction to the lack of positive visibility and recognition of living transgender leaders like some of the folks you're going to hear from today. And we who have spent their lives making the world a better place for so many of us so unlike transgender Day of remembrance where we more and murders of black, brown and indigenous trans people of color today is meant to recognize the resiliency of those of us living today to amplify what the world can learn from so many of us. So, I'm really thrilled to have this opportunity to chat with you and to give us a better sense. I would love for Jennifer if you could put up a question for audience to get a better sense of if you know of someone or have worked with someone who is transgender or non-binary if you could chime in. I know someone who is trans or work with somebody who is trans and that would be helpful to see
where the audience is that so will -- we want to provide one-on-
one on some of the terms we are going to use today to make sure we are all on the same page. If you can do that, that would be really really helpful. As Jennifer is pulling up the poll question, I want to frame the discussion in a little bit different because we are not in the same room together. But as folks do chime in, if you have comments or questions throughout the moderated panel discussion, I would love for you to as they come due just to chime in and write them into the chat box and as you do, if you could just say what your pronouns are in the good news is your name is associated with the chat box and it's a good way practicing -- we don't know your gender and we won't assume other preapprovals gender. As we go through the conversation today, we could all assume goodwill. This is a place where we can ask questions and we will answer those the best of our ability and would you do chat into the chat box if you could use I statements meaning speak from your own experiences which would also be very helpful. Let's see do we have the poll question up at this point?

>> I'm sorry my connection is very sketchy today so as soon as I have it I will have it up. My apologies

>>RHODES: No worries. For folks for context, when we get the poll question up it will be really interesting because in 2008, [audio issue] there was a poll of how many adults knew of someone who was transgender or work with someone and in 2008 that was only eight percent of the adults in the United States and now remember transgender visibility was started in 2009 so fast forward seven years, 2015 a poll was conducted and that nearly doubled to 16 percent and I have a hunch when we get to doing the poll question here, I think this audience we might be increasing that percentage a little bit from this audience so as we do that, I'm going to turn it over to the panelists but we have such a dynamic group of panel is here today. I would love for folks to introduce yourselves and share your name and pronouns and
where you work and one of the reasons why you said yes to being on the panel today. As your formulating your responses to that last question, I would like to share with the audience, how we are going to moderate the next 50 minutes or so. This will be largely questions that I will post to the panelists and after about an hour of this kind of back-and-forth, we will open it up to everyone in the audience and we will have about 30 minutes of Q&A. That is really the structure of today but it will be a really dynamic conversation and I'm looking forward to it. With that I would love to start with Erin, Erin could you introduce yourself?

>> This is Jennifer and I need to ask our technical support Jordan, can you please hide the current share screen so we can see the panelists, I'm having difficulties on my and. Thank you. Sorry about that.

>>RHODES: Thank you for that and this is definitely a unique way of during the webcast because everyone as you know we are all doing this from home so this is a team effort here so thank you for that Jordan. Erin, why don't you kick us off and share your name, pronouns, where you work and one of the reasons why you want to be on the panel today.

>>ERIN: [audio issue] --

>>RHODES: Erin it sounds like your sound might not be coming through. If you're using headphones maybe you have speakerphones? So Erin, we will give you a second on that and why don't we go to Ashley as Erin is working some of -- working through the tech issues there.

>>ASHLEY: Hey everybody can hear me? I am Ashley Brundage and I'm he her pronoun and I am a Vice President of diversity and ding -- and inclusion for PNC Bank. For me, it was really important to join today's webcast because visibility stems
from us being visible and I love the opportunity to share personal experiences and help educate but hopefully also inspire and empower everyone on the call to create change in the organization and really hopefully take away some really best -- great best practices on why visibility is so important.

>>RHODES: Absolutely, thank you so much Ashley and I'm thrilled to have you here. Diego, why don't we go to you to introduce yourself to the group.

>>DIEGO: Thank you very much Rhodes but I'm Diego Miguel Sanchez and I'm the director of advocacy, policy and partnerships at PFLAG National. My pronouns are he him and L and I'm here because working for the past seven years at PFLAG National is the largest organization that works with allies as well as LGBTQ people and their families people I've seen people change through hours [indiscernible] quality program which does these kinds of trainings and others, people working in companies but I watch businesses change and being 53 years old and having been out for many many many decades. I been able to watch change happen more, like grains of sand and with programs like faith for qualitative have seen a change in terms of beaches rather than grains.

>>RHODES: Yes absolutely and I think that perspective of just how much has changed over the decades and even over this past decade and I'm really excited to get the results of the poll question when it comes in but I'm noticing in the chat people chiming in to say yes that they know or work with someone who is trans and that visibility as Ashley and Diego have underscored is so so important. Erin, I'm hoping that we can hear from you as well. Can you try to introduce yourself again please? I know that Jordan is providing some tech support for Erin and we can see her. So we know that she's there. We are just having trouble hearing you. So we do have a visual so when Erin is talking...
please chime in and we will circle back to you on that but as we wait for Erin to come and I think this is a good opportunity to get a better sense of some of the language but it looks like people know people who are trans or non-binary in the workplace or communities and families. And even though we may know folks who are trans I think it's a really important that we have a shared understanding of some the language that we will be using throughout the conversation. So I was hoping that Erin would kick it out. Diego or Ashley if you want to jump in on defining trans and maybe the term gender identity or gender expression for the audience and we will jump into more nuance conversation here. Diego. You been doing this for a while but a Jew, soft and lead us on some of the common definitions of the term, transgender to begin.

>>DIEGO:: I was going to ask Ashley to go first.

>>ASHLEY: I can give you my [indiscernible] on those because I think everyone's point of view is a little bit different. Especially given our community being so ever-changing. I'm a big fan of personally trans being a word to encompass multiple communities. Because I feel kind of like that works stronger together. And how we work together and how are visibility is somewhat intertwined and when I say our, I'm of course talking about trans people who have transitioned and identify a medical transition who are also non-binary. I feel like everyone together across that whole spectrum is really powerful together so I love trance as an umbrella term. I also think and I think some organizations put trans with A plus at the end. Because I think that that shows that even if trans is not in the wording that represents your community when you're on the spectrum, of the continuum of gender identity and gender expression, I feel like that that word should be working together and definition wise I would say that your identity is your identity. And so gender identity, everyone has one. And a lot of times we tend to live very
silied in different communities not working together across actually so I love the ability to just say everyone has a gender identity and for mine it's feminine. Presenting and feminine insider and feminine here and all of those things represent my identity which is feminine so that's why you see pronoun and my expression which is everything outside of the realm of me the way I walk and talk and dress, the way I identify myself, all of those things for me represent my expression.

>>RHODES: Right on. And Diego, do you want to add to that as well?

>>DIEGO: I think you did a wonderful job Ashley and I think also gender expression has to do with peoples behavior or characteristics, some of the outside things with gender identity, it's more about who you are. Who you know you are. Regardless of what people think they may see. And the more continency you can create between who you feel you are and who people see makes transgender people feel more whole. I know we use the word gender by -- non-binary in P flag and my personal self, we try to describe people in terms of who they are rather than who they are not. So we use words like gender creative, gender expensive, gender queer, and recognize of course gender non-binary meaning people who may not feel like a man or woman or a boy or girl and sometimes neither. So I think living room for people to express across the continue -- continuum of gender is the best way but to accept everyone you may encounter.

>>RHODES: Actually this is really well done and I see Erin over here, Erin is your sound working at this point? She's working on it with Jordan. And as we are looking at the poll over here, 100 percent of folks who chimed in right now know someone or works with someone who is trans or non-binary so that's very impressive and we are using these terms and we want to make sure you're in the same page with us. Ashley said transgender is an umbrella
term describing folks whose gender identity, our sense of how we see ourselves and what are gender is and how we name our gender, that might be different than the sex we were assigned at birth so when we were born, Doctor determined what are sexes. That is the assignment. A girl, it might be a birth certificate or identity document and for trans non-binary folks that's not in alignment we are stuck with at birth and their many different ways of talking about our gender that are different than folks who may not be transgender or non-binary and that term is just gender. I'm feeling really good with the fact that 100 percent of folks know someone who is trans or non-binary or works with someone. Why don't we go into the meat of the conversation here. Which is looking at what we bring to the workplace. The superpowers as I call them of what trans non-binary folks bring to the workplace and professional superpowers in the sense comes definitely from our training, expertise [audio issue] -- what we bring to the industries that we working as the well is the fires, the things that have made us more resilient and in that resiliency we stand in our power. That's what I mean by professional superpowers. And I would love for and I'm going to go to Ashley, Erin when you get your sound please chime in and we will jump in and get you to answer some of the initial questions we have for you but for Ashley I would love for you to let us know, based on that idea a professional superpowers, what are those superpowers that you gleaned from living as a trans woman who's also living in the South so you live in a state of Florida. It's a state that at least of the state level does not in the workplace have please protection for gender identity or expression so talk to us about that. And what about the superpowers come how do they allow you to stand out in your work?

>>ASHLEY: For me, this might be a good time to take you maybe a little bit in my Time Machine. Because I feel like that times have changed. But also I think it's important to understand where you come from to help us to where we are going. I had this
crazy idea back in 2009 to start interviewing and find a job that was willing to hire me for me. And it really was not what I was expecting to see happen. I was basically encountering discrimination left and right. That I was not really prepared for. I had worked 12 years for another company and that 12 years that I had worked there was all presenting a white male with white male privilege in society. Pretending in essence to blend so I could survive which a lot of people in the trans community and up having to do. And I just figured to myself, if I'm going to be starting a new career and I'm going to do it and I'm good to be me and authentic, so that's when I started to -- that's what I started to do and I encountered everything from we won't ever hire anyone like you and you have the wrong address. These are kind of some of the things that people today still are experiencing. 10 or 11 years later. And I did three key things that I think really helped to make change for me when I started to educate employers. Education was thing number one and I would talk about who I was, the community I come from and I would talk about statistical data from my community. So I would start quoting statistical research. One of my favorite ones to quote is the NGLCC economic report. If you haven't downloaded that report, go to WWW.NGLCC.org/Report. That economic report will really give you a great talking point with your employer. And help them really understand the importance of LGBTQ visibility [audio issue] -- and I would do that and that would change the conversation. And I think it would help employers and from that point forward I started about -- talk about community and the things I would do to make an impact in different and then I backed that up because you not only have to deliver come you have to live over on your promise. If you're going to make a promise about what you're going to do and how you're going to make change, the trans-community in my opinion, we all have these chips on our shoulders. And so that is what I was doing. And I was combating, using the chip on my shoulder to make an impact. And in Florida I can tell you, it's important to be visible but you have to be really smart enter teach
-- strategic on where you going how you do things because Rhodes, to your point -- to your point we don't have a statewide ordinance protecting LGBTQ people and if I drive from Tampa to Orlando, I'm going to be crossing that barrier where I don't know if I'm protected and going to be safe. So we have to be smart. It's important to have an organization that has your back. And that you have an open dialogue with the company that you work with around the importance that of all of what they bring has for you.

>>RHODES: Absolutely and what you were speaking to an early days before finding an employer that really saw the superpowers and resiliency that you are bringing into the workplace [audio issue] active discrimination of this out right not even considering you for employment and beyond that come the safety concerns driving throughout the state that you live in but these are the realities of safety in general and for us on the call considering the role that the workplace plays where that can be a sanctuary or exacerbate the feelings of being profoundly unsafe. I think you shine a light on that. For Diego in terms of this conversation, professional superpowers, I'm curious for you, what are those that you cultivated from your experiences of being a trans man growing up in this outcome I think Georgia and then as an adult moving to the northeast and calling [indiscernible] -- what did that look like for you?

>>DIEGO: Thank you for asking that I think about that a lot. I was raised in Georgia and prior to that in a Panama Canal zone. The superpowers that I know that I've had to exhibit and remember to continue to recall, are to recognize that life safety varies by ZIP Code. To remember the power of patience. To always lead with forgiveness and let people make mistakes and don't presume that they're trying to harm you. Sometimes they just don't know. And also confidence. Both in self-confidence but confidence in others that they are actually trying to do the right thing. No one wants to harm others particularly in workplace
situations. But looking at the intersectionality of myself, the -- across the things you mentioned and more. When I grew up in the Panama Canal zone, I swam in the Atlantic and the Pacific oceans by choice but it was on the [indiscernible] Panama -- to learn about riptide, you learn about the Pacific is actually less specific than the Atlantic and when we moved to Georgia we experienced going to these very tiny coordinated public pools but I couldn't access because I wasn't like -- in the South at that time back in the early 60s, pre-busing when we arrived, it was about you are either white or not white. So the real recognition by ZIP Code and the power of safety, using patience and forgiveness and having confidence that people are trying. I think it's been key for me. And also to recognize that when we are asking for change, to ask for it from the top because culture change begins at the top and filters down to the middle and helps everything along the residuals. Those to me recognizing the expectations and values begin culturally and corporately and businesswise at the top is something that I think has helped me both create the change by the time we hit 2009 when Ashley was talking about, we've been working and struggling through for about 20 years. So before diversity was called diversity it used to be called balanced management. Which is when I got involved with it. And it still hasn't quite balanced but at least some of it is management.

>>RHODES: Absolutely I think what you're sharing about having grace and giving room for people to catch up to where we are at. We've had a lifetime of thinking about who we are in the world and it is certainly one of the superpowers that I view some much of who we are we are the artists of who we are is like everyone else but to each of us to take the time and have empathy and understanding where the other person is coming from we have a lot of [indiscernible] of that kind of empathy and I think that is something that I think folks who are tuning and can take that away. I'm wondering from both of you all and Erin, I hope you can get your voice going here, is there anything else about this
concept of professional superpowers the as it relates to being trans or non-binary when it comes to thinking about what we want our audience to take away from this aspect of the conversation? Is there anything else we haven't touched on in terms of just what we bring into the workplace that enhances the collective what that what organization was striving for?

>>ASHLEY: I was going to say something here. I was asked this question once after a panel session that I participated on. And someone who was LGBTQ but non-trans, they came to me afterwards and said, I understand why we want to have trans people in our organization and I understand that we really need to provide opportunity for them because there is so much obstacles that exist for the community. But help me, what can be one thing I can communicate to the talent person in my organization for them to understand? And I said well, here's one thing to think about, when you go out and recruit someone who is trans, potentially they have multiple lived experiences across multiple genders. So if you can like at me and tell that the voice coming out of my mouth and I'm telling you this that that's a benefit for your organization, it's a superpower that someone from the trans-community has the ability to express that, there lived experiences are going to be way different than someone who potentially does not have that kind of lived experience. And so my ability to relate to multiple people across all different gender identities and expression is going to be more numeral and going to be a superpower so I would say if you have access to have a superpower be strategic and definitely go out of your way to highlight that.

>>RHODES: Yes I think that lens of being gender in a very nuanced way and something that we are going to get into about building gender inclusive organizations, we are looking for that because we have lived through that experience. As numerous different genders. So I think that the different set of glasses that
we see the world and is a value to what an organization is doing, what they might be making and that absolute is something will enhance your team. Diego, is there anything else on this topic -- this topic of superpowers -- there's one more thing on this item?

>>DIEGO: Of course and I'm not sure I agree that because we have lived through a variety of genders that we actually bring the full weight of those by think sometimes they are obtained -- there's a blind spot for us but for me I can no more teach someone how to be a girl than I felt like once I'm not going to be able to play that however, for me, let's look at the reality. The thing that Ashley said that really resonated is the trans people have a variety of life experiences most of us have had three if not for careers out of necessity of either being discriminated against and having to pivot into something different. Our lives and resumes are harder to write because is going to be longer if their fully inclusive than most peoples but understanding things like learning to listen and listening actively with intent. I will use an example. I don't want something leaving this conversation today -- having someone leaving this conversation today having an ally -- someone says I want breakfast and the ally says as I have learned to bake loaves of bread and says let me give you a loaf. And the trans person would say I would like a slice of toast -- knowing what the person is looking for by asking and listening is important and understand that when people have struggled through a lot of discrimination, by the time they get to a workplace, there's a lot all skills which is why we are hired. Hired because we are skilled. But the other thing that we have is tremendous loyalty. To those who actually honor our existence so professionalism counts and skills are high and value is in the financial as well as the environment or culture.

>>RHODES: Actually thank you for that but I think that perspective of recognizing that your learning from us today and we are several people amongst 1.4 million adults conservative
estimate of trans non-binary folks who live in the United States but we are not monoliths so you're learning from helpful tips and remember the allies journey is a journey of health education and to Diego's point about loyalty, finding an employer that really allows us to step forward and share our genius and allow us to be us to do our best work means the world. If you're concerned about retention and you want to retain really good talent, that peace on showing up authentically and allowing your people, your team, your employees to be themselves including trans and non-binary people, will certainly enhance that loyalty from employees where they will show up and do their best work. I think that's a really really good point. Where getting into it now talking about elements of building a gender inclusive organization. Ashley, this is something that I know you are passionate about. I'm curious, what guides do you have for organizations on how they can work with their employee resource groups, business resource groups. I know there's lots of different feelings of how we talk about employee resource groups to develop and implement recruitment strategies that are specific for targeting trans and non-binary communities because of being super -- because of the superpowers we talked about.

>>ASHLEY: One of the things that I can share that we have done in the past and through our PNC proud is AI -- our LGBTQ resource group are Cleveland chapter partners with the program that I'm manage for PNC which are diversity and inclusion regional Council so each of the markets have original counsel that works closely with the regional president of the bank in that market. And then they work to identify community-based organizations that we should partner with. So when we do a partnership or sponsorship that exists in the community, we usually try to be really smart and invite members of our resource group to attend with us. And one of the opportunities that was presented, I want to say probably at least four or five years ago, was a sponsorship for MetroHealth in Cleveland. And so we
sponsor their transgender career path. In that market. Or career fair -- we bring our talent and recruiting team there and we -- the outcome of this actually is one of our amazing leaders of -- our new president this year for PNC proud in Cleveland is someone that we hired at that career fair and now he has grown and now she is the president of the PNC proud chapter in Cleveland. You have to be really purposeful to how you attract talent. I think the analogy for this is having the same college basketball, football teams and up with the same 25 ranking every year but they go out and recruit the top talent across the entire world to go to school at their school. And if you want the top trans talent as an organization, you have to go to where they are but you have to go to the transgender organizations. You have to go to transgender events but you have to go to transgender conferences. You have to be just as strategic and how you do all of your other recruiting for diverse top talent. And then in a lot of ways organizations are really coming into their own about how they go out and recruit top talent across different diverse communities. But there's a lot to be shown from how we are recruiting in the trans specific base. And I think that if there isn't one happening, trans career fair happening in your community, then maybe you should start one.

>> RHODES: That's a good challenge for some folks on the call. And I think that just walking through what you're doing and what is possible, if you want to go after talent including top trans non-binary talent. What is required, and where to look. And with organizations like Diego's, there a lot of organization if you're not sure where to find trans non-binary community groups there are national organizations that are so plugged into not just what's going on in the United States but elsewhere internationally but that's a starting place. Not a solution but a starting place. So Diego, you talked about --

>> This is Jennifer London, Erin I'm not sure if you are able to call -- join the call yet but she did type in a response to your
question in terms of what she's working on. Right now at Kaiser. Erin says she's one of the leads of their pride be RG and she's the group as a resource for improved education and vetting as a connection to targeted committee volunteerism and a support structure for LGBTQIA2S+ identified staff and she's on the call but sadly still not able to speak. But she's listening in. So, you can continue to ask questions and she can type a response and I'm happy to fill in for her.

>>RHODES: This is good teamwork. For those who might have joined later, Erin is one of our panelists and we are having some challenges with her so Erin, this is a really important question. What advice do you have for those folks on the call who are working at organizations that have really good policies and good benefits and are inclusive of trans and non-binary people but there is struggling not only to retain trans people but to advance them into top leadership positions but if you could share your ideas and thoughts on this question I think that will be really helpful as we pivot over to Diego right now to talk more about Allyship as Erin is typing in the response we will read that and that is hopeful for the piece on building gender inclusive organizations but I wanted to ask you Diego, as a national [audio issue] LGBTQ advocate you're working at the PFLAG National, what are the strategies you would recommend to encourage participants to turn they allyship from labels as a noun of ally to putting it as a verb and taking the everyday option.

>>DIEGO: Thank you for asking and I also asked Erin to talk a sub -- tells about her superpowers because I'm dying to know.. From a [indiscernible] perspective I've had the great honor of listening to [indiscernible] . train and educate and helping people learn how to not mitigate what they bring to the table. How to be courageous enough to ask for inclusion. And not see it as a risk but see it as a contribution. And she has this visual about superpowers and all the different arrays that you reach to become
a super ally. There a lot of steps in between and don't feel bad as an ally if you're on the journey. Because just like the rest of us are. In terms of the one thing about -- I spent 30 years in corporate working [audio issue] and before I went into nonprofit and the government multiple careers but I will say this, the thing that I found really important was mentorship. Recognizing someone who's willing to do that active listening to expand their role to mentor someone with their knowledge who may or may not look acter feel just like they do. We can break up some of the presuppositions about how a mentor has a mentee. Teach us, we will listen. In our role, especially for folks like me at my age, my job is to teach going through the generations. We have to remember not to leave each other behind. That's not limited to trans people so I will stop there so we can hear more from Erin. Thank you.

>>RHODES: Thank you and on the mentorship piece we will talking about and not -- and identifying someone that you can mentor and it's a mutual only beneficial relationship. You will learn as much from your mentee as they will learn from you and making sure that this underscoring what you said, finding someone to mentor that doesn't remind you of your younger self whether it's because they look like you and are passionate about some of things your passion about when you are young professional it's recognizing how you can leverage your own privilege whatever that might be. To work with someone who's from an underrepresented community including trans and non-binary folks to teach them the things that you learned along the way that just want to be known otherwise. Teaching folks about the culture or industry of your organization what they need to know that they wouldn't otherwise be able to learn other than through trial and error that would take much longer without that mentorship I think that's a really good point about Jennifer, would you mind being able to read what Erin was sharing here? And the response to leadership?
Absolutely. Erin -- organization and are sure is hard to overcome because it's easy for leaders to assume there are so few of us meaning transgender non-binary folks that they don't have to look for our contribution. Instead assuming they're just not there. It's important to discuss the ROI on diverse leadership cohorts. Varying perspectives help ensure varying identities are included, and not only included but having their voices able to speak for themselves on support, change, and growth. As for her superpowers, honestly, -- I will speak in her words -- I was able to call things out in terms of discrimination and marginalization without directly upsetting people. I seem to have the superpower of being blunt and very real in my critical assessments but getting traction. Beating around the bush isn't helpful. Beyond that I seem to have a great power to speak an academic environment about the trans and larger LGBTQ I plus community speaking from my own experiences as a black trans woman married to a woman. Thank you Erin, and sorry we can't hear your actual voice.

>>RHODES: Thank you for adding that and -- Erin, your superpowers being able to speak directly to what is going on. And just being very candid but I think that also probably what you're not saying is you also, you're very respected in your field because of the expertise you bring in people listen to you. I think that really matters. To be listed up in a leadership position because of the skills you bring and also the lived experiences, your colleagues are craving that and hungry for that but I think that that is a really important superpower to highlight. And on the piece of leadership, I think that complements with Diego saying about the role of mentorship, lifting trans non-binary colleagues up and giving people an opportunity to grow and try and to be dazzled by what we can do. I think that is really helpful, the piece of building gender identity in organizations and institutions. Building off of Diego’s response -- going back to a poll question, I
know it might take a little time with the tech but I do want to get a sense I for anyone on the call had experiences in their organization where maybe not your organization but maybe you went to a local community event that was specific for employment for trans and non-binary people so recruitment event specifically. We will get some responses on that and go back to that pole in just a bit when we talk about ally ship and commitments we can make after the call.

We are seeing some positive responses. We will at those responses role in and I would like to pivot and talk a little bit about ways within our organizations or community work, how we could improve the workplace for trans non-binary folks. I think it's helpful to get a sense of what's available out there before we start brainstorming here. I would like to turn to Diego given his expertise in Washington DC doing advocacy. In your opinion what participant and their employers if possible, can they do to support workplace [indiscernible] legislation at the national level like the equality?

>>DIEGO: Thank you for asking that. It's really important and has bench just phenomenal to see what businesses and corporations have done to speak up. You need to look back at [indiscernible] in North Carolina a few years ago, it was a tremendous business coalition that was coordinated by equality North Carolina. And HRC. In order to organize big is no is is to speak up to say, I don't want my people to have to leave the organization -- businesses to speak up to say -- I want them to be able to live and work wherever I need to deploy them. Without worrying if they can stay married, if they can live or get housing without discrimination. Having businesses stand up like that as we have in thousands of organizations, stand up for the equality act that not only supports employment but does the whole gamut for public education, to credit housing, everything that we needed in order to be sustained equally but that's true LGBTQ+ people
not just the trans community. I think for businesses to be able to stand up and organize is a good complement to something good and also part of my not recent past but passed PIP which is to actually be one of the two trans people on HRC's business counsel. Along with Megan Stabler. We are the ones who had constructed over a course of five years to add trans healthcare to be required for a company to get 100 percent. It took a lot of work but it is work at aunt -- it's worth it and today companies not cannot earn 100 percent without including trans people for healthcare. Those things are the kinds of things that businesses can offer making sure that we are whole in the workplace standing up and speaking through the ERG but also through the corporate leadership. It improves their brand equity by being inclusive

>>RHODES: A follow-up question. Diego, for the employer's [audio issue] -- four participant that might be working for an employer -- if there's an off chance that someone's on the call that their organization hasn't started -- how they get that started in their own company what kind of steps could they take to get the conversation started?

>>DIEGO: I think Ashley wants to take that first but quickly, I think the resources all over including us that there are places including places that are like [indiscernible] straight for a quality program is part of what we do. Let's turn it over to Ashley.

>>ASHLEY: I was going to say, a lot of times organizations, LGBTQ+ people are interrupted on an organization and in some ways interrupted to be the voice of reason. And honestly it's almost in some ways a conflict. And to really create change in the organization, I think that is where we have to cultivate allies to really be the ones to champion things at the flagpole. So personally I try to give people ideas and almost seed planting so that way the water in essence come you just have to keep
watering the seed. And I build relationships just like I build relationships outside of the organization, I build relationships inside of PNC to try to create change. So working to build those relationships that overtime is one of those reasons why our organization has been the best place to work for LGBTQ+ equality. Through HRC. But also why we are one of those companies that have signed on as a supporter of the equality act.

>>RHODES: Relationships are really key and the more formal education like this is helpful and also amazing to see 100 percent of folks that are on this call know someone who is trans or non-binary. That relation are relationships that you have understand peoples experiences of the workplace and the power that you have come the influence you have in your organization to lift up the stories and share them with folks that may not have the access you have to our communities is really key so I'm happy that you shared that. I have another question for you on social responsibly and before I get there, I want to give this to Erin, if you can type in your response. We know in the Supreme Court any day now, it's going to be ruling about whether LGBTQ workers are protected from workplace discrimination. Hiring and firing in promotions and on the basis of sex, the civil rights of 1962. Regardless of that ruling Erin I am wondering -- you're in states like Oregon that has a really strong protection for LGBTQ people in the workplace in your also located in Georgia that are silent at the state level in terms of workplace protections for LGBTQ+ people. What can you do, companies like Kaiser that help protection in the states that don't. To underscore their commitment to LGBT plus inclusion and the workplace protections that you already offer. To relay some of the concerns -- allay some of the interns goes in a direction that is going to be inclusive and helpful for LGBTQ people so share your response and Jennifer if you could let me know when that is there, that would be great. And as Erin is responding a would like to pivot back to Ashley just on the piece of social responsibility, corporate
social responsibly we hear the phrase a lot. I'm wondering from the perspective of either PNC or what you're seeing at least in the banking and finance administrative, what are ways that companies and corporations as big as PNC are using or using resources they could -- resources they could use to invent for education and employment programs -- are there exam was you have seen or when you become CEO of PNC, what would you be doing to kind of give back and away that is beneficial to both your organization as well as LGBTQ community.

>>ASHLEY: A couple things that we do, we do internally. We have an LGBTQ+ inclusion course that we invite all of our employees to participate. It's a web lead course like a webinar. Similar to this. And the content is thought-provoking but more conversational in nature to lead to inclusive dialogue. We do another program internally through a program called our history and heritage month. Which is a lot of fun and it gives us a lot of opportunity to celebrate different backgrounds, different ethnicities so we celebrate the [indiscernible] through this program and LGBTQ+ pride month is one of those so we usually produce an event for that. And honestly, this year’s event we are going to be partnering with Justin Nelson, the cofounder and president of the [indiscernible] he's going to be our speaker. Last year we did an event that was more educational in nature around Stonewall and the 50th anniversary of Stonewall. And these events are really great because it gives our employees the chance to ask questions but also be able to engage and create that culture. And then I would say, the last part about where we are going. Response to more than 50 pride events across the nation and participate to be visible because visibility is kind of the central core of what today is built on. So we are doing those community things to showcase that visibility. And so to your last point, actually we are in charge for the day, that might be stretched -- to be in charge and charge so be it. I think some of the things that I've mentioned hopefully are resonating, being purposeful with career, having a career
event that highlights the community that really needs it. It's something that I would love to see more organizations do. I love your point around executive opportunities. I think that there's a huge opportunity around how we can cultivate talent in this trans community. I think that there is huge opportunity around the ingredients that can really help trans people move their career forward. I was at a benefit factor of key mentors and sponsors at PNC who were there to support me in my mission and that made a huge difference for my career. And it was everything from having the opportunity to get professional coaching, to image consulting of all of these things really matter. I think about growing up. I missed the age of 15 to 20 and really trying to figure out where I existed in my own brand and my own identity and my own office intensity. And not having that trial and error period can really grossly affect the trans community. So employers could really have the opportunity to provide some of those things that can be the difference maker for someone from this community.

>>RHODES: Absolutely. I think that that is really and amazing thing that you just shared there. I will leave it there. I want to circle back to the question that I had for Erin. Jennifer were you able to get a response there?

>> Yes I was. Before I do that I wanted to remind folks that if they have any questions for the panelists, to please start sending the man through the chat because we are going to be moving to the question and answer period in a minute. And has this to say. Even for an organization as large as Kaiser come the big challenge was informing our recruiting team about what was available. They benefit from being in her case, it has protective for the committee but it was more calling out the organization on walking the talk. If they spoke on the quality and support they needed to take the steps. And really a national presence allows areas without support to rely on existing policies. It's important to
create a one organization mentality if protections exist in one state it's important to make sure that the highest bar is the one every state is for a as opposed to the Lowes bar. So when you rented to challenges, [indiscernible] it's important to note that it once state is subject to large vulnerability than the organization itself is vulnerable as a whole. That alone may not originate [indiscernible] reverberations from a legal -- reverberations could absolutely affect an entire organization. It's only a matter of time even -- there are existing state protections and more than a handful of states who will choose to keep those protections regardless of an outcome there which may not be favorable to the community. Lastly, if we also look at the arc of history, backsliding Israel but even today as more and more people have personal experiences with transgender and LGBTQ plus identified individuals overall comfort and support will appear.

>>RHODES: Thank you for that. That's a really thoughtful response and just going to that piece of if you operate in a number of states looking at the highest bar, the state that you're complying with I would imagine for a lot of the organizations on this call, you have very strong protections for LGBTQ+ individuals that work for you or that you serve. This is a time to dust them off. I know it's not June, pride month but it's an important time to underscore what the protections are regardless of the outcomes of what the Supreme Court issues. In their ruling. I think that's really helpful. I think we are going to pause there and open it up to the Q&A portion of the session. I know that we have a lot of folks on.

>>DIEGO: I wanted to add something regarding the Supreme Court. That is that the rulings might also only apply to the three cases. Two on sexual orientation and one on gender identity. There are many ways that these could come out and for us not to think that the only possibility is a full win or full loss. If there's
anything that resembles a loss, you know they will have litigation to follow.

>>RHODES: I think that's a really good point it is looking at a very different case -- some are looking at sexual orientation and one is looking at gender identity and the Supreme Court has to make a ruling on these cases. It could be a scenario where sexual orientation is ruled as being a part of sex nondiscrimination protection or it could be gender identity. The key take away is not to dive into the nuances with the Supreme Court and what they do but what your organization and company can do to restate what those protections are for LGBT Q plus folks are. There's a lot of attention on us as workers in the workplace and to allay any concerns that employees may have in particular in those states or regions that don't explicitly offer those protections but that's really good point. With that, Jennifer I'm going to pivot over to you to give some guidance on the Q&A portion in terms of the tech. Open this up and this is your opportunity to ask questions of the panelists. We have so much expertise on the panel right now. And we are really excited to engage with you a little bit more here.

>> Thank you. As I mentioned earlier you can use the same checkbox you're using now to introduce yourself and say hello. If you want to have your question only seen by us and not the full group, feel free to click, at the very bottom, there's everyone or host and if you could coast you can put your chat, question in there and we will see it in the audience won't but I see many many people typing so my guess is we will have questions in a little bit. So go ahead and also Erin also mentioned if there's time, she thought we should talk about how identity intersex as well.

>>RHODES: Yes and I think also as we are waiting for the questions to flow income Jennifer, did you get for the last pull
question on recruitment event? Did we get a final number of where folks landed on that question?

>> Yes actually -- the majority of folks around 70 percent didn't know. And there will was a small group who said, it was even between yes and no but most folks weren't sure.

>>RHODES: We definitely have a called action at the very end of the conversation. Questions coming in. It looks like Stephen Smith had a question. When you mentioned mentioning did you mean more along the lines of LGBTQ+ professionals mentoring other LGBTQ+ professionals or allies mentoring LGBTQ+ professionals? What do you suggest that the focus of such a mentorship relationship, what subjects? I have thoughts on that but I will open up to the panelists first but anyone want to take?

>>DIEGO: Thank you for asking that question Stephen it's a great question. The real point of seeing transgender people as people really answers that question which is, don't limit us or yourself to having mentees and mentors only among LGBTQ people. This is a chance for everyone to grow and while LGB and [indiscernible] people can learn from people so can everyone. Comes down to would you limit access for one part of the community to the highest level that another part of the community can attain -- why wouldn't any CEO want to mentor people who are either LGBTQ or not people we don't want to limit ourselves through opportunity by self-limiting each other. So the answer is, we wouldn't want it limited because we want everyone to be able to do as much cross-pollination as possible. Which leads into the thing that Erin is going to write about. About intersectionality.

>> I have errors response to intersectionality. Rhodes, reminder that I posted questions at the far right so you can see them. You have to worry about seeing them as they come in -- Erin wanted to jump in around the intersectionality piece and
remember that when -- we are never just talk about one part of
the person, age gender etc. -- all these are happening in the
same time in a person’s life. Organizations want to help this
group and that group and the other group and that turns into a
game of pleasing a balloon pump instead of it's important to get
as many marginalized [indiscernible] and how your organization
can take a collective approach that doesn't limit growth to one box
at a time. It's hard but equity statements are a way to help ensure
those things are being considered across-the-board.

>>RHODES: I think that's really important and I think part of what
Erin is sharing relates to a question that has popped up saying in
these trying times, how can you help your organization maintain
focus and momentum on diversity initiatives? We discussed
talking about employee resource groups. And I think this is a
powerful moment of bringing ERG together remotely for
conversations where something such as what we are going
through right now trying to go through a global pandemic impacts
all of us and getting groups together to talk about ways that this
might be impacting one ERG or another could be a start of seeing
how we are more connected than we are different. And getting
ERG to work together on bigger initiatives happening throughout
an organization. I want to connect those and turn that over to
Ashley and Diego to see if you have thoughts on that. Or any
other thoughts that of popped up from talking about the
intersectionality end piece around how to move our efforts forward
whether it's having transgender non-binary -- non-binary
recruitment or looking at inclusion in our organization.

>>ASHLEY: I can take that to start with, I was going to say, our
diversity and inclusion team is being really purposeful to make
sure we are having content that builds the engagement. I will tell
you that everybody that I have been talking to across our
program, they want to be able to have connectivity. They are
needing it. I often say check on your extroverts. Many people
join resource groups because they are extroverts and they want to be able to connect and meet with other people. And those are people that really need to make sure that they have that connectivity. So having, if you have the ability to do a face time or a zoom or Skype or whatever it is, and you have the ability [audio issue] to share video, that person will build that connection. We are trying to deliver as much content as we can via webinar or WebEx or Skype. And the feedback that we have gotten is, oh my goodness, I really needed this. That's been some of the immediate feedback we've gotten from our program constituents. To your other point, you can't stop what you're doing to grow your organization. Obviously, you could be offering meetings which might be the case so you're just going to have to be even more strategic about how you plan them. So if it's -- my challenge of specific recruiting event relating to the trans-community, if there's not an event that happens where you live, or where your largest site is, certainly there's an LGBTQ+ organization that is there that you do have a relationship with. And they would be the immediate starting point to where you want to have a trans related career fair live.

>>RHODES: I think that's really helpful. On the piece of this kind of virtual connection. There's a couple of questions that I'm seeing pop-up of, a general question of how many transgender focused jobs there's are there around the country? How do we get a list? There's some other folks saying we would love to participate in more rural areas and don't have a LGBTQ community center. So, one, where could folks go to find existing at least to connect with low so trans non-binary groups, maybe national organizations Diego you could field that and also, what could folks be doing if they are in rural communities. Now that we are in the age of using virtual connections and face time, what is a learning lesson from this moment that we can take forward that might be able to connect with those companies in more rural areas with some of the employment events that might be
happening in New York City or San Francisco or elsewhere. So Diego come on the first beast, where might folks begin to look if they're not sure that trans or non-binary employment fares and reccrement events are happening in their community?

>>DIEGO: I'm going to say this but not what I'm thinking. The question becomes how do you find those people. That's not the question. The question is, how do we make things that are already funded and already created inclusive of this community. Not just how we are in off exhibit Q in a group. This is about making sure that the questions that we answer and the materials at business -- that businesses have addressed things like healthcare, for transgender or gender expensive people. And to answer the first part, since that is what you want, is to say content organizations. Like the national Center for transgender equality, it's trans equality.org. We are combining these with the job fair to give you great workplace organizations. Including transgender [indiscernible] center, there are so many good ones across the country including all of LGB centers LGBTQ centers which you can read -- reach through center link.org and that's the combination of all the different LGBTQ centers across the country. In addition to doing vertical work, let's be horizontal and inclusive.

>>RHODES: I think that's a really good point. Recognizing if you're offering job fairs, in general and asking folks to come to you or going maybe to your favorite colleges where you recruit, asking some general questions of ways that we might be making those events gender inclusive are how you could and there's lots of ideas on that. Base line may be on the lanyards including pronouns. In terms of facilities making sure there are gender inclusive all user restrooms available. Those are basics and a lot of other elements to this but I think it's [indiscernible] -- the events -- looking how to make them gender inclusive in terms of recognizing that not every space might be a comfortable space
and they might want to go with friends to look to events that local community groups might be having. In terms of the virtual connection, this is just a general question to the panelist, do you know of any event that are now taking place virtually for recruitment events or employment events because that might be another way for some of the rural communities to plug-in and at least let it be known that they are also seeking trans and non-binary talent.

>>ASHLEY: Quickly I want to make sure that I [audio issue] -- say a plug I'm a member of their national board of directors so so I would be in a lot of trouble if I didn't mention them. [indiscernible] -- we help share a lot of resources and there's a whole entire trans content being published and one more thing I would also share, a resource that I use is inroads has been a part of, trans inclusion task force which is the task force that is moving trans inclusion forward through [indiscernible]. So we been growing economic inclusion for the trans-community so if you're trying to find trans people to hiring organization and you're not succeeding as quickly as you hoped, how about you go ahead and hire a trans supplier to do this business with your organization because that could be really powerful and it can give you the ability to make a huge impact that way because there's a trans entrepreneur for every single business that exists in your organization that you outsource. So, you're welcome to contact me and I will be more than glad to connect you with the pavement poor, the accountant, the professional coach, the trainers and the authors and the speakers. Literally there's every single job out there that a trans person has a business for. And they can count for diversion [indiscernible].

>>RHODES: Thank you for that. I'm looking at the clock and I know that we are winding down. I know that Jennifer has some additional guidance on what to expect next and some of the resources and ways that diversity best practices can continue
your learning on this topic. So I will turn it over to Jennifer with the one request which is, to ask you all to continue in your journey to think about either personal commitment and you can continue to make up and step up and serve as an ally for trans bind -- non-binary folks that you work with or know of in your community. That can be a personal commitment or if you are in a position to leverage whatever power and influence you have to do some more organizational commitment to think about what that might be enough you're brave enough or if you want to share ideas I would love to see what those thoughts might be in the chat window. And to remember, the parting guidance -- ally is a verb but put it into action to go continue to self educate and remembering what Diego is saying we are not a monolith -- you went from a couple of us today on the call but speaking on behalf of us isn't necessarily helping it's really stepping into active listening, learning and using whatever power and influence you have to make the workplace and communities in your areas better, to leverage that. That's our ally tip as we step away from today's conversation. With that Jennifer thank you very much it's been a pleasure moderating today.

>> Thank you so much Rhodes for facilitating again, thank you Rhodes for great facilitation of the conversation and of course Ashley, Diego and Erin for their willingness to share their stories and the work there organizations are doing to build inclusive workplaces for all employees. What a great audience, thank you so much for participating and letting your insights. Wanted to say that I know we didn't get to everyone's questions, but I also have been taking notes as to some of the suggestions that you typed into the chat around different career fairs. We will try to get that all together and as we follow up with you with the slides today, we will also add a list of resources including some of the career fairs we know about and you suggested. As well as the recording from today's event. Thank you to everyone for that. The speakers are here and happy to connect with you after today's event. Thank
you so much for your willingness to be a part of this today. Thank you again for your patience with the technical difficulties but I should say Adobe connect has been experiencing as you can imagine, much higher use over these last couple of weeks. That's I'm sure some of the issues today. We are having two additional virtual events coming up next month. In this room. We hope you can join us. And finally, please fill out your evaluation. Your feedback is so important to us. As we plan future events. Thank you everyone. Stay safe, be well and we look forward to seeing you soon. Thank you so much.