Creating a Gender-Inclusive Workplace for All

This communication provides updates on our efforts to create a Gender-Inclusive Workplace for all City of Madison employees.

As we look ahead, **we are proud to announce that much of what we set out to achieve has been accomplished!** However, there is always more to be done.

Our Updates are Moving!
In our ongoing efforts, we want to be mindful of the number of emails you receive.

Therefore, moving forward, updates on our Gender-Inclusive Workplace initiatives will be included in the *new* Quarterly HR Newsletters. You can find past communications on the Gender-Inclusive Workplace webpage.

We will continue to offer updates, guidance, recommendations and resources to support #TeamCity in our journey toward creating a Gender-Inclusive Workplace for All.

June is Pride Month
Pride Month is an annual celebration dedicated to honoring and uplifting the LGBTQ+ community. It commemorates the Stonewall Riots which occurred in June 1969, a pivotal event in the fight for LGBTQ+ rights.

Throughout the month, cities across the world celebrate diversity, inclusivity and the progress made toward equality. These celebrations help serve as a powerful reminder of the struggles of the LGBTQ+ community and raise awareness about ongoing challenges faced by LGBTQ+ individuals.

 Pride Month encourages an increased understanding and commitment to creating a society where everyone, regardless of their sexual orientation or gender identity, can live without fear.

If you are interested in learning more about Pride Month and local celebrations you can visit [OutReach](#), [Human Rights Campaign](#), [GLAAD](#), [PFLAG](#) and [GLSEN](#).


Calls to Action

Use Microsoft Teams to accurately identify your pronouns!

We know a gender-inclusive workplace recognizes and embraces many genders. In addition to "he/him" and "she/her" pronouns, some folx use pronouns like "they/them" and more. This extends to how we engage in digital environments.

Microsoft Teams allows you to add or change your pronouns. IT has developed instructions for adding/changing pronouns [here](#). When you add/change your pronouns in the Teams app, it adds/changes them in your M365 profile.

When we identify our pronouns on Teams, in email signatures, and in meetings, it makes our colleagues feel safe to do the same. Using correct pronouns in conversation and writing creates a safer, more comfortable workplace for everyone.

Take Action! Before engaging with someone, check their pronouns on Teams to avoid making assumptions.
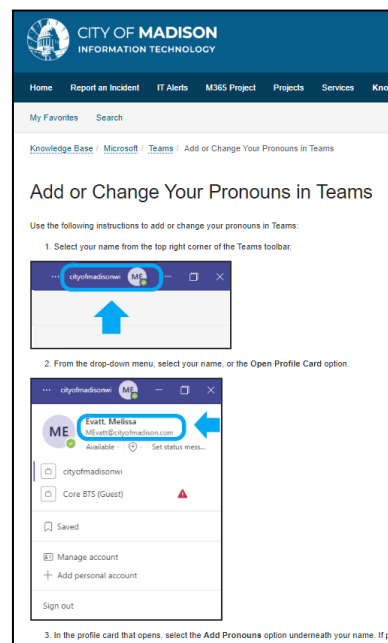
Did You Know?

In response to learner feedback, HR-OD worked with [Molly Herrmann](#) to combine our LGBTQ+ Part 1 (Creating Inclusive Spaces) and Part 2 (Contributing to Systemic Change) courses into one.

The new combined session is now two-hours long and is titled [Creating LGBTQ-Inclusive Spaces and Making Systemic Change.](#)

We are happy to share that the first session in this new structure saw a significant increase in attendance, and positive feedback. The feedback survey response rate was 57% with the following results:

- 100% felt they could apply what they learned in the course to their work.
- 67% rated the course as excellent and 33% as good.
- 100% rated the subject matter was just right.
- 92% rated the amount of the time was just right.
- 83% rated the pace of the course was just right.

Resources & Links:

- [Change Management Learning Resource](#)
- [Creating LGBTQ-Inclusive Spaces and Making Systemic Change](#)
- [Supervisors Building a Gender-Inclusive Workplace Course](#)
- [Gender-Inclusive Language Course](#)
- [Affinity Groups Guidance Document](#)
- The most recent APM 2-52 Gender-Inclusive Workplace updates – including copies of communications like these – can be found on our [Gender-Inclusive Workplace](#) webpage.

Administrative Procedure Memorandum (APM) No. 2-52:

- [Inclusive Workplace APM 2-52](#)
- [APM 2-52 – Resource Guide for Gender-Inclusive Workplace](#)
- [APM 2-52 – Gender-Inclusive Language Style Guide](#)

Organizational Development:

- [Upcoming Organizational Development Courses](#)

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