



Leading Gender Inclusive Workplaces

Inclusive workplace for transgender, gender non-conforming, and nonbinary employees

Anne Nowak, She/They
HR-Organizational Development Manager
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Leading Gender Inclusive Workplaces

- ✓ History
- ✓ Purpose
- ✓ Culture shift
- ✓ Updates
- ✓ Actions you can take





OUR MADISON

INCLUSIVE, INNOVATIVE & THRIVING

OUR MISSION is to provide the highest quality service for the common good of our residents and visitors.

Creating a Gender Inclusive Workplace for all City Employees

1. Ensure the safety and inclusion of transgender, gender non-conforming, and nonbinary employees
2. Maintain a safe and affirming process for employees who want to transition in the workplace
3. Prevent stigmatization of employees
4. Create a safe and productive workplace environment for all employees



APM 2-52

- ✓ Map to follow
- ✓ Opportunity
- ✓ Call for collaboration
- ✗ One and done solution
- ✗ Punishing folks for mistakes



Gender Inclusive Workplace Culture



Implementation Team

SPONSOR: Mayor Satya Rhodes-Conway

PROJECT LEAD: Anne Nowak, Human Resources-OD Manager

TEAM LEADS:

Operations: Tory Larson, Occupational Accommodations Specialist

Resource Development: Kirstie Laatsch, Planner, PCED

Training Implementation: Vacant, HR-OD L and D Specialist

Communications: Emily Jamieson, HR-OD Coordinator

Liaison: Kristy Kumar, Equity and Social Justice Division Manager

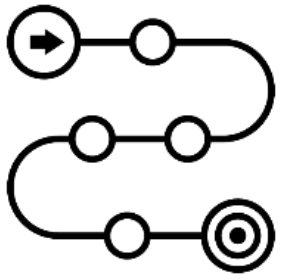




Create a welcoming and inclusive workplace

Questions will be requested to be included in 2025 employee survey.





Accurate, Equitable and Safe Methods of Collecting Gender-Related Data

- ✓ Goals of APM
- ✓ City values of Inclusion and Belonging
- ✓ State and Federal data collecting requirements

- ✓ Recommendation by EOY





Provide quality Gender-Inclusive Workplace training courses through HR-OD.

2023

- Four courses, with a total of 14 sessions
 - 223 total participants, representing 6% of full-time employees.
 - 99% of respondents reported that they could apply what they learned in the courses to their work.
 - 94% of respondents reported that the overall rating of the course was good or excellent.

2024: Three courses, with a total of 13 sessions





Provide gender-inclusive restrooms and locker rooms, including single-occupancy facilities, in all City buildings where possible.

- ✓ 126 gender-inclusive City of Madison bathrooms and locker rooms.
- ✓ 60 of 77 (78%) City of Madison single use restrooms are gender-neutral
- ✓ Map of gender-neutral bathrooms [link](#)





Implement inclusive recruiting practices for transgender, nonbinary, and gender non-conforming people.

- ✓ Job postings
- ✓ Review of language in position descriptions when posting jobs
- ✓ Hiring Managers expectations





Ensure access to gender confirmation health benefits.

Human Resources Managers are having quarterly meetings to review status and identify action areas.



Other Efforts

- ✓ Communications
 - All staff messages
 - Twenty informational sessions to over 400 employees
 - Webpage [link](#)
- ✓ Updates made to APM, Resource Guide and Gender-Inclusive Language Style Guide and signed by Mayor in December
- ✓ Gender-neutral language updates completed from OCA, HR, Engineering, and IT



YOU Can Make a Difference

- ✓ Model inclusive behavior and language.
- ✓ Treat others the way they would like to be treated.
- ✓ When addressing groups of people, use gender-neutral language
- ✓ Don't assume a person's gender or pronouns
- ✓ Follow the Gender-Inclusive Language Style Guide
- ✓ Be willing to unlearn, so you can re-learn



Help Vision Become Reality



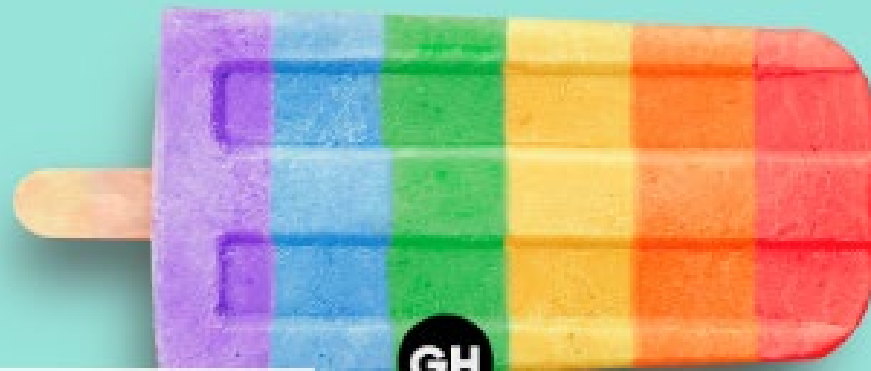
- ✓ Show support through visible expressions
- ✓ Share bright spots and challenges
- ✓ Use City IT service center to report if see gender non-inclusive language
- ✓ Reach out if need assistance
- ✓ Speak up and out if comfortable



**When all Americans are
treated as equal,
no matter who they are
or whom they love,
we are all more free.**



PRESIDENT BARACK OBAMA



Contacts

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