



PRIDEONBRAND

The Trans Experience in the Workplace
with Kate Fisher, Aro Royston, Ashley Brundage & Alex Dropp



Proudly presented in partnership with



Podcast Discussion Guide

Overview

This June, Out & Equal has partnered with The Lead With Your Brand!™ podcast, hosted by Jayzen Patria, for special Pride month programming. Each week in June, the podcast will feature an out leader with a powerful authentic story to share. The podcast will also feature two special roundtable episodes exploring the experiences of LGBTQ trans and POC leaders.

Out & Equal has developed discussion guides to supplement the program, and we encourage you to use the podcasts as a virtual “book club” with your resource group or team! Listen to the episodes and schedule a group discussion using this resource as part of your own Pride programming.

Check out <http://www.leadwithyourbrand.com/pride> to listen to the podcasts, and visit <https://outandequal.org/pride-out-of-the-box-an-erg-guide-to-celebrating-pride-virtually-in-2021/> to explore Out & Equal’s Pride resources!

What does it mean to be Transgender?

Transgender people are people whose gender identity is different from the sex they were assigned at birth. "Trans" is often used as shorthand for transgender.

When we're born, a doctor usually says that we're male or female based on what our bodies look like. Most people who were labeled male at birth turn out to identify as men, and most people who were labeled female at birth grow up to be women. When a person's sense of gender identity corresponds with their sex assigned at birth, they are cisgender. But some people's gender identity – their innate knowledge of who they are – is different from what was initially expected when they were born. Most of these people describe themselves as transgender. Transgender people may identify as men, women, nonbinary or other.

Speakers for Pride on Brand Transgender Podcast Session



Ashley Brundage
(she/her)
Founder/Author
Empowering Differences



Alex Dropp (they/them)
Product Development
Manager, Bank of
America



Aro Royston (he/him)
Graphic Design
Boeing



Kate Fisher (she/her)
Enterprise Account
Manager, Oracle

How to Use this Guide

This Pride on Brand resource guide comes complete with everything you will need to add your voice to the conversation, and can be used individually, or with groups of any size. To start, visit www.leadwithyourbrand.com/pride and listen to Pride On Brand Transgender Leaders interview. Then turn to the discussion questions and take time to reflect on what you heard.

If you are working through these questions as a group, we recommend establishing conversational – or group – guidelines prior to starting your discussion. These can help ensure that everyone feels safe to engage with the material, and that conversation stays focused on the content at hand.

Examples of group norms are:

- Encourage one speaker at a time
- Be mindful of how much airtime you are taking up, compared to your colleagues – encourage equal contribution from your group's members
- Understand Impact vs. Intent: we always want to assume good intent, but that doesn't negate the fact that we can unintentionally do harm to one another. Don't be afraid to apologize if you unintentionally hurt someone
- Lean into discomfort: learning is hard! Practice building up that muscle that is your curiosity, and lean into new ideas and conversations

Discussion Guide

After listening to the podcast interviews, please utilize the following discussion questions to spark an engaging conversation on the topic of LGBTQ+ Leadership. These questions may be answered within a larger group or used to spark small breakout group discussions for more intimate conversations. Before beginning, please refer the group back to the suggested group norms. These will help ensure that the conversation remains respectful and focused on the topic(s) at hand.

Discussion Questions

- As a trans person, what does resilience look like in the trans community? What has it looked like in your life and journey?
- If you are a trans person, is your workplace an environment that fosters your professional and personal flourishing?
- As a cisgender person, have you witnessed a transgender colleague experience discrimination and/or prejudice in the workplace?
- For trans persons, what message would you give your younger self at the beginning of your journey?
- How has your trans identity affected your career trajectory?
- As a cisgender person, what actions do you think you can take to be an active ally for the transgender community?
- Does your workplace have effective corporate policies that are inclusive and serve everyone equitably?