



COURSE

# Respecting Gender Diversity

1st Edition

Inclusion



## Creating an Affirming Workplace

Our workplaces are diverse, in more ways than one. A 2022 study by the [Pew Research Center](#) revealed that 5% of young adults say their gender is different from their sex assigned at birth. And as the world we live in becomes more accepting of different genders and different forms of gender expression, that number is likely to go up. It's never been more important that People Leaders educate their workforces on all forms of diversity, including gender diversity.

### Course Description

This course teaches the fundamentals of respecting gender diversity, including using respectful terms and pronouns and graceful recovery when you misstep. It provides foundational knowledge on gender, gender identity, and gender expression especially as it pertains to transgender and/or nonbinary individuals.

### Key Concepts

- Understand how to be respectful to gender diverse people
- Learn proper use of current and respectful terms
- Practice affirming people's names and pronouns
- Learn to recover gracefully when addressing someone incorrectly

### Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

### VERSIONS

All Employees (15 min)

### WHAT'S COVERED

- [LGBTQIA+](#)

### COURSE EXPERTS

[Janine Yancey](#)

Emtrain Founder & Employment Law Expert

### Lessons

#### Respecting Gender Diversity

An introduction to the purpose and goals of this course.

#### Current and Respectful Terms

Keep up-to-date with the current and respectful terms for creating a gender-inclusive environment.

### **Affirming Pronouns and Names**

Learn how to affirm people's pronouns and names.

### **Graceful Recovery and Next Steps**

How to recover gracefully when you make a mistake regarding someone's name, pronoun, or gender identity.

### **Provide Your Feedback**

A post-program survey on the learning experience.