

Dilemma:

“I’m transgender—just not at work.”

Each group has a host.

This dilemma card is for the host and contains:

- A host guide
- A dilemma
- Fact boxes
- A question guide for dialogue one and dialogue two

Host guide As a host, your role is to facilitate a good, constructive dialogue where everyone gets to speak. Your role is not to participate by sharing your own perspective, but you are welcome to put your perspective into play by phrasing it as a question (“What if they ...?”).

Try to be curious (“Why do you think that?”) and investigative (“What if they react differently than you assume?”).

Aim to make it safe for participants to say or share something vulnerable by making it clear that different perspectives are welcome and that everyone should be respectful.

The dialogue is divided into two parts.

The first part is about giving advice to the person who posed the dilemma, and the second part is about the theme of the dilemma from the perspective of the panellists and their experiences at DTU.

On pages 3 and 4, you will find questions and data, which you can use to qualify the dialogue.

After reading this guide and skimming the question guide, please read out the dilemma to the panel. Give them a moment to reflect on the dilemma. Then initiate dialogue one.

Dilemma:

This dilemma is from Vera, who has a problem with the restrooms at work. Vera is transgender. This is something she keeps private, which means that at work she uses her given name, Jens, and dresses like a man. She is nervous about how her colleagues will react if she says she would rather be called Vera. So far, she has chosen not to. But there is one thing that really bothers her in her working life—going to the restroom.

The restrooms are assigned men's and women's. Vera uses the men's restroom, although she would be most comfortable not having to choose. In an ideal world, she would go to work as her authentic self and use the women's restroom. However, she is not yet ready to take that step and therefore doesn't know what to do.

On the one hand, she would prefer a gender-neutral restroom. On the other hand, she knows that some female colleagues would be very upset by having to share their restroom with men. Furthermore, she doesn't want to be the cause of this change in the workplace. She thinks it might be a good idea to have gender-neutral restrooms in some areas in the workplace and preserve the gendered ones in other areas.

But Vera wants to know if it is okay for her to suggest it? And who should she suggest it to? And how can she suggest this without coming out as Vera?

Dialogue one:

1 What advice does the panel give?

- [Start by hearing each panellist's thoughts on the dilemma so everyone gets the chance to speak from the start]
- "What could the underlying cause(s) for the dilemma be?"
- "What do you think of the options stated by the person who posed the dilemma?"
- "Would any of you recommend that Vera simply let it go? Why, why not?"
- [Feel free to use the data from the boxes to boost the discussion]
- [Other investigative questions]
- "We have to come up with an answer, but you don't all have to agree. What does each of you think the person who posed the dilemma should do?"

According to figures from Sundhed.dk, 0.5 to 2 percent of Danes have a gender identity that is different from their gender assigned at birth. One in four transgender people have experienced discrimination or harassment due to their gender identity in their current workplace. (The Danish Institute for Human Rights)

Figures show that far fewer transgender people than cisgender people (whose gender identity matches their gender assigned at birth) have a job. According to the Confederation of Danish Industry (DI), the solution is inclusion in the workplaces.

2 Dialogue two:

What do you do, and what could you do?

This part of the dialogue focuses on the panellists' own experiences at DTU.

Start dialogue two by telling the panel that the focal point is still the theme of the dilemma, but now they should look at the conditions in their own unit as well as considering other solutions.

Please note that dialogue two may be a bit more sensitive. Aim to create a safe and respectful space for everyone. The goal is still not to agree on everything, but to learn more about each other's perspectives.

- "Do you recognize the dilemma or parts of it, either on a personal level or through observation?"
- "Is there room for transgender people in your unit? How is this evident?"
- "Is there a part of the advice you gave that you practise in your unit? If yes, what? If no, would that be possible?"
- "What concrete inclusion measures could be taken in your unit to help someone like Vera?"
- "Most restrooms at DTU are gendered—what would you say to gender-neutral toilets?"
- "What else could you do? At individual, group, and organizational level?"
- [Other investigative questions]
- "What will each of you take with you to your unit, either as a point of attention or as possible solutions related to the theme of the dilemma?"