



## 7th St. Gallen Diversity & Inclusion Week

Trans in the workplace: The benefits of gender diversity and inclusion  
11. – 15. September 2023

# Our Speaker



Sandro Niederer (he/they) is the senior manager of the Transgender Network Switzerland and a former biologist. A science enthusiast, they believe that only inclusive science is good and helpful science.

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# Trans Inclusion

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## Advantages of Gender Diversity

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# Overview

- What is Gender?
- Who is Trans?
- Situation of Trans People in Switzerland?
- Best Practice
- Trans Benefits for Everyone

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# Some Questions to Start

- Do you know trans people? At work? Privately?
- What's your gender? Do you have one?
- Do you feel comfortable with it?
- What experiences are linked to your gender? How do they make you feel?

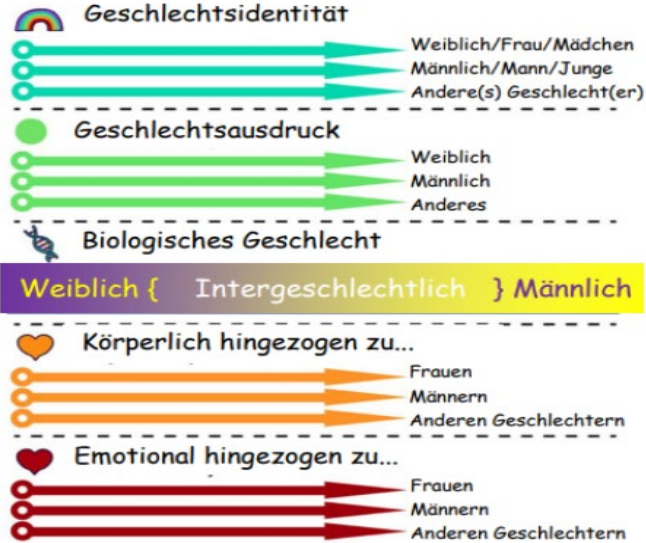
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# The Gender Unicorn

## The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

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# Biological Sex and Gender Assigned at Birth

- Genetics
- Chromosomes
- Gametes
- Hormones



# Biological Sex and Gender Assigned at Birth

- Anatomy
- Endo- or Intersex
- Gender assigned at birth → amab/afab

# Gender Identity

- Binary
  - Man and Woman
- Non binary
- Cis → on this side
- Trans → on another side

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# Gender Expression

- Might vary through someone`s lifetime
- Depends on many factors
  - Age
  - Culture
  - Social environment
  - Economic status, etc.

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# Who is Trans?

- People who were assigned a gender at birth that does not match their gender identity.
- Independent of:
  - Outing
  - Transition
  - Looks
  - Etc.

# Situation of Trans People in Switzerland

- 20% of all employable trans people are unemployed
- 1/3 of outings end in job loss
- Half of all trans people experience violence in the workplace
- Unemployed trans people cost the state more than 60 Mio/year



# Best Practice

- Gender Neutral Language
- Pronouns
- Gender Neutral Spaces
- Honest Apologies and Efforts

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# Best Practice

- Leaders as Role Models
- Changes after Outings
- Right to Privacy
- Knowledge from Paid Sources



# Trans Benefits for Everyone

- Resilience
- Authenticity
- Critical lens of Gender
- Getting to know your own Gender
- Diversity

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# Upcoming events CCDI

- **«Successful through Diversity & Inclusion»**  
Next edition: May 28, 2024, Language: DE, Registration [here](#)
- **«Aiming Higher – Karriereentwicklung für Assistenzärztinnen»**  
Next edition: March 2024, Language: DE, more infos [here](#)
- **Male Allyship Training,**  
More infos [here](#), Language: EN (contact us if you are interested)
- **St. Galler Diversity Benchmarking 2024 – NEW digital as dashboard**  
Registration and more infos [here](#)

All our offers can also be found at [www.ccdi-unisg.ch](http://www.ccdi-unisg.ch) and updates on upcoming events on our [LinkedIn page](#).

# SAVE THE DATE: D&I Week 2024



You will find the slides and further information on our website [www.inclusion-tagung.ch](http://www.inclusion-tagung.ch) in a few weeks.

Note: The sponsors of the D&I Week are in no way responsible for the content presented by the University of St. Gallen.

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