

Season 3 Episode 1: Queer Professionalism

Zelena Khan: From TransPerfect and A to Z productions, this is NEXT. I'm Zelena Khan, your host. Support for this podcast comes from TransPerfect, a family of companies providing language services and technology solutions for global businesses. Connect your brand to the world and visit transperfect.com.

Here we are with Season 3 with a brand new set of guests to give you insight on something that we think everyone could use some help on, which is wellness in the workplace. Hopefully, our guests and the topics will help make you a better leader, a better employee, and maybe even a better person. Today, we are talking to Amber Crow, Talent Management Specialist here at TransPerfect and Founder of the Queer Career Blog.

Amber gives tips to those in the LGBTQIA+ community on being their authentic selves in the workplace. As a queer person, Amber does an incredible job leading to her audience and educates people on how to handle difficult conversations, show support, and how to be an ally to their peers. Make sure you stay tuned to hear about how you can win a 30-minute coaching session with Amber.

Hi, Amber welcome to the show. I'm so happy to have you on this podcast. I think we've been talking about it for a while, so it's great that we're actually making it happen.

Amber Crow: Yeah, definitely. I'm so excited to be here.

Zelena Khan: As this season is all about wellness in the workplace and even though we're not in school, more and more in society, we're all trying to be students of life and constantly just learning in this ever-changing space that we're in, in our personal lives as well as in work. And I think with work, the lines are just more and more blurred with like our work identity and our personal identity. And I notice with people around me, and I identify with this as well, that I really just want to bring my authentic self to work.

I feel like I perform better. I think it's just overall good for company morale, profits, things like that. And I mean, we can get into more of that later, but I

think in the eyes of some, bringing your whole self to work can be offensive and not seen as professional. And I would say I've noticed this, especially in the LGBTQIA space. Today on this episode of NEXT the Podcast, we have Amber Crow, Talent Management Specialist at TransPerfect and Founder of the Queer Career Blog joining us to talk about queer professionalism. As much as I'm excited to talk to you, I'm equally excited to learn from you. Amber, can you tell the listeners a little bit about who you are, what you do, things like that?

Amber Crow: Yeah. Yeah, definitely. I will certainly jump into that and let me just say that I'm also excited to learn from you and to hear about your experiences. And I think this is going to be a great conversation between the two of us. So yes, I am the Queer Career Coach at the Queer Career Blog. I work with professionals who identify as LGBTQ+. I typically generalize by saying queer. That is a term that for some people they love it for some people they don't.

But I, focus on doing like resume critiques, resume rewrites, LinkedIn rewrites, or reviews. Most of the work that I do is pro bono, or I ask people to donate to queer organizations. I think the work that I do is very specialized, there's nothing out there that I've found that's similar.

A lot of other coaches tend to be more generic in the work that they do, and I think sometimes takes away from the nuances of bringing your whole self to work. And, I think I agree with you Zelena that if we all could bring our whole selves to work, it would be a much more interesting world that we live in.

Zelena Khan: Yes, for sure. So I think before we jump into the meat of this conversation, we should talk about the word, "professionalism." So I went ahead and looked it up in the dictionary. Merriam Webster defines professionalism as the conduct, aims, or qualities that characterize or mark a profession or professional person.

And it defines "profession" as a calling requiring specialized knowledge and often long and intensive academic preparation. I want to shift that over to you, Amber. And maybe let's just start with unpacking the term, and all the heat, and I would say the background of that word.

Amber Crow: Yeah, yeah definitely. And this is something I really enjoy talking about. I think the term "professionalism", it's something that is fed to us from a very young age in terms of, okay, you're going to go start job searching, you

need to be professional, you need to wear a suit, you need to have your hair a certain way.

I remember our, I distinctly remember this because it was so traumatizing at the time. When I was a senior in high school, we had a career day, a mock interview day, where we interviewed with local business owners and this woman told me that my eyeshadow was too sparkly and it was so distracting, she couldn't hear anything I was saying.

And I held onto that for so long, because to me, I was at that age where I didn't know what the other side of high school was going to look like. And I didn't know what getting a job was going to look like. I had a part-time job, but my dad got it for me. So I never had to, interview. And so, we're introduced to this concept so young and we're given these handouts that say, make sure your hair is combed, make sure this is done, make sure you don't wear perfume because people may find it offensive, like all of these little pieces. And that's not even getting into you being able to do the job in the first place and you're already auditioning, before you, basically, as soon as you get up in the morning and you're putting yourself together for the interview.

And I think, to unpack professionalism is to unpack the Eurocentric concept of professionalism. A lot of the ways that we see being a professional or dressing professionally they're, in many ways, White Western styles. So straightened hair, wearing a suit, as opposed to wearing a sari. Some companies have bans on headwear that you can wear.

We ask people to sound American when they're conducting client calls or when they're, if someone's interviewing and they don't sound American enough for some companies, that's a discount. And we also see a lot more scrutiny of not just people of color in the workplace, but also, all of these other identities, your religious beliefs.

What we're talking about today, is queer professionalism. So, a lot of the work that I do with clients is unpacking them having to hide their identity at work and them feeling like "when do I come out in the interview process?" "Do I come out in the interview process?" "Do I come out on my first day?" "What if I have questions about healthcare for my wife?" "What if I have questions about healthcare for my non-binary partner?"

There are so many pieces of professionalism that are at direct opposition with parts of a queer identity. And so that is really the work that I do is in dismantling that, helping companies to improve their policies, and just their perception in general of queer employees, creating safer spaces and then working with the employees themselves to kind of unpack and dismantle that professionalism concept.

Zelena Khan: I think it's so funny because the term "professional" or "professionalism," right, it sounds like it's so neutral, right? It sounds so neutral. And it's funny, you mentioned that story about high school cause I remember in college in undergrad, having friends that had dreadlocks and longer hair and they're like, okay, well now it's time to interview so I have to cut my hair now right? Like how unfortunate that you have to get rid of something that's so, so much a part of you in order to feel like you have to be accepted. As a queer professional. Can you talk about some of the issues that arise in the work place?

Amber Crow: Yeah, absolutely. So, I mean, let's start with the interview process, cause we're already talking about it. In the interview process, you are already on edge because you're trying to get a job that you want. You are trying to articulate your skillset, but you're also trying to find out, is this place going to be safe for me? Will I have benefits that cover my partner? Will I have, will I be able to use my pronouns in this space?

So for many queer people, that's added pressure on top of what is already an extremely stressful situation. So I think, that's one of the issues that I see arise a lot is people are like, do I bring this up? Can I bring this up? And I've also been in that space. I used to work for a Catholic institution and so for me, it was can I, I know you're looking at me and you're like...

Zelena Khan: I went to Catholic school my whole life.

Amber Crow: Yeah.

Zelena Khan: Wow.

Amber Crow: But unfortunately, in some instances, I wasn't allowed to bring my partner at the time to events or I wasn't welcomed to talk about that with students. And so I wasn't able to fully show up because a part of me wasn't being recognized and part of my human experience, wasn't being recognized.

So that's kind of the interview process, but we also see issues with bringing your whole self to work. So when I come to the office or when I'm showing up to a meeting or I'm showing up to talk with a client or a candidate, I'm always asking myself, is this person going to feel comfortable speaking with me if I bring my whole self to the table. There are a lot of pieces of a queer identity and a lot of them fall in expression. So it's not just the sexuality aspect, but it's also gender identity and gender expression. To share an example, I have a friend who works at an art institution and they are able to, you know, kind of dress in drag every day and wear these like crazy, colorful, awesome outfits.

And I think they would be so perfect, working in a role similar to mine. And yet I don't know how to approach them, because I don't want to ask them to change how they dress every day. I don't want to ask them, be any less themselves, but I wonder how that would be perceived for them in an interview or working here.

Zelena Khan: And it's unfortunate because that person would feel like they have to choose my identity where I feel like I'm being my full-self versus maybe me muddling who I am so I can help other people in a similar role like yours. So it's such a double-edged sword.

Amber Crow: Yeah. And I think that's why a lot of the people that I work with actively choose to work for queer organizations as opposed to corporations or, other types of institutions because they feel like they can be more themselves.

And they feel like at least my pronouns will be correct here, even if I don't love the work that I'm doing, even if I am not in a position that matches my career path. At least I can be myself when I walk through the door. And that shouldn't be something that people worry about.

Zelena Khan: You brought it up, pronouns, right? And I'm seeing it. I see that more of like, a lower hanging fruit, like something that could be executed sooner than later within corporations. I'm noticing a lot of, we do it here at TransPerfect, and I see clients and partners doing it more and more, just having that on the bottom.

And it's also good too if you have a name that's a bit different. It helps someone identify you. Can we talk a little bit about pronouns, how that's been, I think, really problematic, but yet something that could really help, cause I feel

like people are still trying to. I think it's still a space, like I, myself, am trying to navigate it still.

But like the whole concept of pronouns and how can we do better? How can you, how can allies do better?

Amber Crow: Yeah. And I think in a lot of ways, the way I like to think of pronouns and why they are important, is they're a substitution for your name and they're a substitution for your identity.

So if I were to walk in the office and go up to you and say, "Hey, Fred, how's it going," I'm not what that's like, me, we know each other. So, I find it very interesting that a lot of people struggle so much with getting pronouns correct, or honoring pronouns, or even stressing about the grammar of non-binary pronouns like they and them. People are so much more stressed about grammar than I have ever seen them anywhere else. I mean, like you, we have people who write RFPs or write technical coding and make mistakes all the time, but you can't make one grammar exception for a colleague who you care about. So I think there needs to be an attitude shift around it and about the importance of pronouns. We need to talk about why it's important to refer to people they want to be the way they want to be referred. We would never take a candidate who's like, oh, actually I go by Doug instead of Douglas and be like okay Sam because that's not how he identifies. And so I think it's important to understand why referring to people the way they want to be is extremely important. And then they think you need training around it. I think that's really hard because you're putting your employees who do use different pronouns or who maybe have transitioned pronouns during their time at the organization, in the position of having to educate their peers.

So I'm so thankful that we're doing a company-wide pronoun training and that we're working very closely with HR to get that out to everyone because the burden shouldn't be on queer people to educate you about why our pronouns are correct or what that means or how to use they/them in other circumstances.

Zelena Khan: Exactly. I think you're comfortable talking about it and you are sharing your knowledge and you're helping others, but I don't think it's fair to assume that everyone wants to educate. Everyone wants to talk about it, right?

Amber Crow: Yeah. And I think that's a big drive behind why I talk about these things is because not everyone has the courage to. Like, I've had colleagues, who

Zelena Khan: Or they just don't want to be bothered.

Amber Crow: Right. But I've had colleagues who started using other pronouns. And then as soon as people were asking them questions about it, they were like, no, never mind, just, just use she/her, I'd rather not talk about it, because it's exhausting to have to constantly justify how people refer to you.

Zelena Khan: So me who I think I'm always trying to learn, and like I said be an active ally, what if you have two options?

Amber Crow: Yeah. So I go by two options. I have she/they in my name right now while we're on this call. And for me, I do that because I don't really have a preference in how you refer to me. For me, both feel equally good.

And I think if someone is giving you two options, they probably likely feel okay with both. You could always ask someone, what pronouns should I use when referring to you? But I think it's also, it's important to realize that some people may have both because they don't feel comfortable being their whole self.

And I also want to stress the importance of not saying preferred pronouns because a pronoun is not a preference, it's how you identify. And that's something that I see a lot, people are trying to be more educated and there's always that next level you can get to, right. We got people saying preferred pronouns and so excellent. Great, good work. Now we have to take that a step further.

Zelena Khan: What would be the right way to ask?

Amber Crow: Just say what pronouns should I use to refer to you? Or what are your pronouns?

Zelena Khan: Got it. Nice.

Amber Crow: Yeah. I mean, straight forward I think is always best. I feel much more uncomfortable when you beat around the bush and you're like, so, I saw

that you like that now I'm in this position and you're like, and I just don't know what one to use.

It's like when you make a mistake and you make it more about yourself than the other person.

Zelena Khan: That's, I think that's a good, a word. Uncomfortable in 2020, 2021, we're all finding moments of discomfort and you just got to lean in, lean into it, run to it. So I want to shift back to the term unprofessional.

I think we scratched the surface on what it means to a number of groups and how the word has, been hurtful or damaging at times. So I want to maybe, it would be great for you to discuss ways that being queer has been seen as unprofessional.

Amber Crow: Yeah. Yeah, that's a great question. I think to dive into that kind of headfirst, the number one way that I see this happen is with gay, lesbian, and bisexual folks as part of the queer spectrum. When I tell you that I'm a lesbian, I am openly telling you who I sleep with and who I, who I'm married to, and how I spend my free time. And I think that is something that we don't necessarily realize about a queer identity is that it's viewed as inherently sexual and it's fetishized and it's put into even pop culture and our representation is so

Zelena Khan: It's put in the spotlight, right?

Amber Crow: Yeah. It's a big spotlight saying, this is who I am and this is what I do when I'm not in the office. And so I think that's one large way. You also have people acting outside of their quote-unquote gender roles. So you have potentially more feminine men or butch women who maybe behave in a way that's different than what you're comfortable with or what you're used to in the workplace. There's this idea of if a Trans person is out in the workplace, they're shoving their gender in your face. They're telling you more about them than you've asked just by existing.

And so, I think that's one area. And then you also have the idea that if I'm sharing my personal life with a client, for whatever reason, if they ask about my husband, or do I have kids, or things like that, which, I mean, maybe we should get into the larger topic of that shouldn't be a part of a work call, but it comes up. People want to know who they're buying from. People want to

know who they're working with. And so now I have to out myself to everyone that I meet, if I'm asked certain questions and I think what people don't realize is that coming out is not a moment, it's a part of your lifetime from then on. Because every time you meet a new person, you have to come out to them, if you so choose. And no one will make an assumption about you, because the assumption is that you would be straight. And so, every time you're disclosing your queer identity you're coming out in some way.

And that I think people don't realize it's not this one moment. And we throw confetti and your parents are happy and they love you. And then you walk out the door and you're like, I'm gay now and everyone knows it. For many people, it's a process. I was dating women before I came out and I was dating people and not telling my parents the whole truth and there's so much to unpack there in terms of just like the coming out process, but that can be seen as unprofessional. Asking someone to use your correct pronouns if you're in a business meeting and let's say, I'm meeting with a C-suite person and they use the wrong pronouns, how am I an entry-level employee in this situation supposed to feel comfortable correcting that without it being more embarrassing for me.

Zelena Khan: You bring up a great topic. As an entry-level employee, if you feel like your company or your manager or your colleagues are not supporting you, you do not have the luxury or the privilege to just get up and quit your job. What's your advice for what that person can do?

Amber Crow: Yeah, I think that's a very real moment that my, a lot of my clients have to have is I'm not happy where I am and it's because I can't be my whole self or if you work in a very specialized field. So take, for example, eDiscovery, which is one of the great services that we offer, but the field is very small.

Everyone knows everyone. And so if you're going to leave one company you better be pretty sure that there's an opening at another. It's very much a place of privilege to say, well, why don't you just leave? Why don't you just walk away? And so my recommendation would be to advocate for yourself in those spaces, find allies. There, there are allies everywhere. My partner, when they started their new job had to sit down and tell their colleagues like it is transphobic that you are not using the correct pronouns. And they were like we didn't even know, like we didn't even know that's how you identified. So I think finding those allies and being open about your identity and the good

news is that recent legislation passed that makes it safe to be out at work. And that wasn't always the case. Up until 2020, it was legal to be fired for being gay in 17 states and 26 states for being trans.

Zelena Khan: Wow. So your partner, you mentioned at their new job, how did they like communicate that? Like, was that a lot, was the pronoun in the signature and the colleagues were just ignoring it?

Amber Crow: Yeah. So, their pronoun was in their signature, but also they had to use their dead name to apply to the job. And so when they got there and they wanted everything changed to their name, well, their email was already set with another name and, all of their login information was set and, they would ask, can this be updated?

And they're like, oh yeah, no problem. But then it would be months before someone said anything about it. And they're like, no, this needs to be fixed today because I can't reach out to clients and not have them know my name. I can't do anything because I'm frozen in this space of not being recognized.

Zelena Khan: You said, okay, so dead name meaning the legal?

Amber Crow: The name that you had been given at birth.

Zelena Khan: And not the preferred name or not like the new name. What's the correct term?

Amber Crow: I would just say name. Yeah, their, their name, my partner, they have a name and it's not the name that they grew up with.

It's not the name that their parents gave them, but it's still their name. And it's how we refer to them.

Zelena Khan: And the company took a long time to change it?

Amber Crow: Yeah. Yeah. I mean it took for someone from HR to get back to them about what next steps would be. IT wasn't taking it seriously because it wasn't an urgent ticket.

And so it took them saying to their manager, this is transphobic and I feel disrespected here. And then their manager was able to advocate for them.

Zelena Khan: So draining, that's so draining. Yeah. Sometimes you have to validate for yourself finding allies. What do you, what are other suggestions you have maybe as not only if you're a junior person, but if you're just a queer person in a company, what are some of the things that you suggest?

Amber Crow: Yeah. Yeah, definitely. I think if you're a queer person and you hold a position of power, and it is safe for you to do so you should be out at work. So we're very fortunate to have a C-suite person who's very open about his identity. And that for me sets an example because now I know, okay, I can come out and it creates a ripple effect.

So I would say if you feel comfortable being yourself, be out, be proud about it, and set that example for other people. And then I would also say, you know, as you're going through an interview process. So maybe like before you even find the job, check what their rating is on the HRC page, they rank all of the companies that submit to them on how inclusive they are for the queer community.

And you also want to kind of feel out the culture and feel out are you going to be safe during the interview process?

Zelena Khan: Yeah. Amber, when you were looking for a new company and before you came to TransPerfect, were you looking for affinity groups, senior executives that were queer, like what were some of the things that you look for?

Amber Crow: Yeah, definitely. That's, that's certainly something that is a big part of my process. Whenever I'm job searching, hopefully that'll be never again, now that I'm at TransPerfect, but it's definitely a big part, especially helping my partner find a job during the pandemic.

There's a lot of questions you have to ask yourself being a queer person. And so for me, it was great to see the affinity groups that TransPerfect has. During my first conversation, I was able to speak with my manager, Raina about the expansion that was happening at the time where they were building up Strive, which is our people of color initiative.

I just thought that was fantastic. And so being able to see that a company invests itself in diversity and inclusion, that that is listed as a core value of TransPerfect is so important to see that representation. And, if I didn't know

our C-suite, I'm not at a high enough level where that's someone that I'm researching, but being here, I mean it's great to have that representation. But, I think we do have to think a lot about what images do companies put out and do they have this information publicly available? And, I think asking about affinity groups, speaking with team members and speaking with, other members of the company, or other people that work here that are queer, ask them about that. Ask them about their experience. But you know, it should be more comprehensive and it should be something that, HR talks about, and it should be something that's a part of the onboarding process. It shouldn't just be a mention of, oh, we have this affinity group, but you know, a statement, an affirmation that you're going to be safe here.

One way we do that is through our EEO policy, which I think is great. It's posted on all of the job descriptions and it's a great point of reference. But I also like to include when I'm recruiting people, asking what their pronouns are very early on in the process so we don't run into issues of how to refer to them later on. And here I am saying issue, but you know, in reality, I'm confirming their identity.

Zelena Khan: For an active job searcher, how can they potentially bring it up in the interview process?

Amber Crow: Yeah, that's a great question. I like to ask during the interview process, what are your diversity and inclusion initiatives? Which of those initiatives or what projects are you currently working on that center the LGBTQ+ community?

I like to ask about like, are there, is it a diverse team, and in what ways is it diverse? A lot of times you'll get back from a company like, oh yeah, it's diverse. And there's two people of color on the team out of 30 or 40. When people are in spaces of privilege, it tends to be easier to see diversity where it doesn't actually exist. For me, those are some of the big questions that I ask. I also work and was intentionally looking for diversity and inclusion-type roles for me. Like that's, that's a big one. That's, That's something I should be asking about, but for other people, I would ask about the diversity on the team.

What does that diversity look like? Are there LGBTQ initiatives in place? Is there an affinity group? Even just asking, like, can I know more about the diversity and inclusion initiatives, in general, can give you some insight because what people say is just as important as what they leave out.

Zelena Khan: Oh, snaps to that one.

Amber Crow: And I think to go back to what I was just saying, is what they tell you is as important as what they don't tell you, but also who is at the table in your interview is as important as who is not at the table. So for me, something that really confirmed the investment in diversity and inclusion is that I went through my interview process here and Zelena, you were a part of that panel.

There was only one white woman on that panel. Everyone else was a person of color. And so for me, I was like, oh, their money is where their mouth is. Like, that is a visible takeaway.

Zelena Khan: So for companies that are listening, just as complicated as the word professionalism is, it's, systemic change is not an overnight thing.

Is it possible for us to start with some transitions or things companies can do on a smaller scale and then to a larger scale?

Amber Crow: Yeah, definitely. The first thing I would say is like, take the signs off your bathrooms and put up gender-neutral ones. Your employees should not have to worry about where they're going to pee at work.

That should never be any employee's worry. And that's something that you can do for, I don't know, what are those signs, \$10 at Staples? Like, that's something or print something if you can't spend the \$10. But you know, there are so many things you can support queer organizations as a company.

So TransPerfect does AIDS Walk New York every year, and we raised a good amount of money for that. Care about your rating on the human rights campaign website, and invest more into what they say you were lacking; listen to those results. That may be more systemic, but create mandatory trainings around queer topics.

And I say mandatory because as soon as you make something optional, people who need that training will not sign up for it. It's always going to be your same few advocates showing up day after day to do that training, but it's not going to be the people that really need it. And so that has to come from the company taking a stand on diversity. Offering healthcare that's trans-inclusive.

I mean, that's something that your HR could take care of by calling the health plan and saying, we want this and getting it added. Avoiding gendered policies like dress codes, or, not letting people bring their whole self to work because of arbitrary rules that you have.

Those are some really, easy, quick steps that companies could take. And then obviously, around the larger systemic issues, educating yourself, educating your team and your staff, educating HR and handling sensitive issues, educating IT on handling those same issues, because for every process that's in HR, you have someone at Help Desk, that has to reflect that change.

And so those people need to be trained on how to be inclusive, you need to have bias training for managers. There are so many ways to push change forward and obviously, they are systemic, there are systemic larger issues that need to take place. But I think things like passing legislation has been helpful and the repealing of certain other law legislation has been helpful.

Yeah. I mean, I think there are ways to do many little things that lead to big things.

Zelena Khan: Yeah, for sure. If you just want to be a better ally, right, you have friends at work or as a manager, you have direct reports and you're just not sure. Like what can you do maybe on a team level or a department level?

Amber Crow: Yeah, I think that's such a great question. And when we think about like, well, how can I as an everyday employee solve this problem, or how can I, as a manager, I'm a manager, but I don't really have power within the organization, I only manage X amount of people. Even if you have no power, you have a voice and you can use that voice to advocate for others and talk to your manager or talk to your colleagues and, work within your team to dismantle these structures.

And I think the sooner people realize that what they say and the example they set matters, the easier it is to make that change. If I am the only person speaking up about an issue on our team, some people may hear me, but in the larger scale of things, it's harder to be heard if you're the only person. But if I can take that to my supervisor and she can take that to her supervisor and her supervisor reports directly into the CEO, that means that my issues or what I'm facing is much more likely to be heard. So I would say to everyone, that's listening to this, regardless of what position you're in, use your voice, like you

have it for a reason, and it's not just to answer client calls or to give instructions. It is to ensure the safety and the health and the identity of your employees on a daily basis. And, that's everyone's role at a company.

Zelena Khan: Silence is compliance, I think. Amber, I've learned so much from you. This talk was amazing. It was super beneficial to me. And if you're still listening, I hope it was very beneficial to you too. Amber, if anyone wants to learn more about you learn more about The Queer Career Blog and you as the Queer Career Coach where can they go?

Amber Crow: Yeah, they can go to thequeercareerblog.com. I was fortunate enough to get the domain that I wanted when creating my website and they can also connect with me on LinkedIn. I do a lot of sharing there about diversity and inclusion initiatives and what other companies are doing.

I just really have a passion for this area, so I'm happy to speak to anyone who just wants to learn more. I think education is the best thing that we can do create more allyship.

Zelena Khan: Stick around a little bit. We have a really great offer from Amber, which I think could benefit so many people.

And Amber, thank you so much for all the work you're doing in the D&I space and the LGBTQIA+ space. We need more soldiers like you. So, thank you so much for your time.

Amber Crow: Yeah, thank you for having me. And I'm happy to do that work for such an amazing company.

Zelena Khan: Being an ally to the LGBTQIA+ community is an everyday thing.

I think it's beyond pride month. I think being an ally, in general, is an everyday thing. So Amber, thank you so much for joining us and educating us about queer professionalism, and creating a safe space for others to bring their authentic selves to work. We can all do our part by talking to our HR teams about affinity groups and other resources.

And even just asking what someone's preferred pronouns are. You can also reach out to the National LGBT Hotline at 888-843-4564, or by visiting lgbthotline.com.

If you want to win a 30- minute coaching session with Amber, write a review for NEXT Podcast within 30 days of this episode airing. And email us a screenshot and we'll draw a winner from there. Until next time, be kind to yourself, and be kind to each other.

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