



GENDER TRANSITION,
EXPRESSION
AND IDENTITY
TOOLKIT



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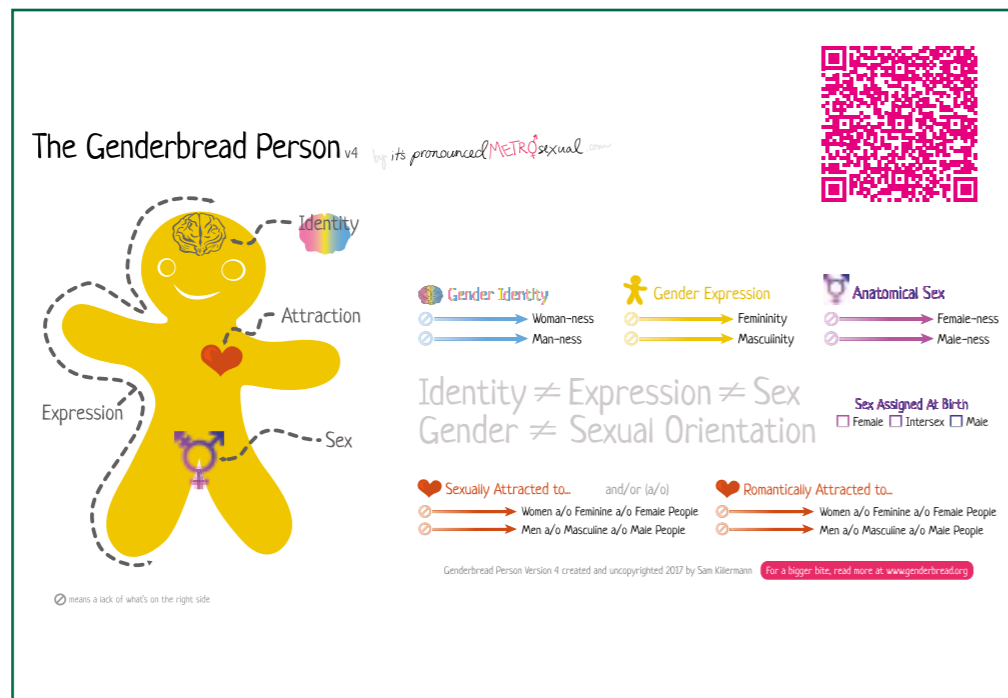
1 BACKGROUND

At CBRE, we value diversity and inclusion and the creation of a workplace that supports everyone. When an employee works in an inclusive workplace, they have the best opportunity to reach their full potential. We are committed to fairness and equality in the provision of working conditions, mobility, training or opportunities and this extends to how we treat all our people irrespective of their gender, sexual orientation or gender identity and expression. To give more detail on this statement, we have developed a guide to gender transition for our people and line managers.

This document outlines some key terminology and language around gender variance and gender transition in particular, and provides what we hope is useful general guidance for gender transition within the working environment, and how all colleagues can be supportive.

Throughout this document, “transition” refers to both social transition and medical transition. Not all who transition undergo medically-assisted gender reassignment. The following is a simple guide, both for the transitioning of an individual and their fellow peers and managers within CBRE.

The Genderbread Person is a great tool to help further your understanding of the different terminology around gender. This can be used freely across teams to aid in education and awareness-raising on the different terms related to gender.



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2 GENDER IDENTITY AND EXPRESSION

TRANS* AND TRANSGENDER

Gender identity and expression is a complex subject, and it's important to clarify what this tool kit is focused on. Trans* (with an asterisk) is an umbrella term for people whose gender identity, gender expression or behavior does not conform to that typically associated with their sex at birth. This includes terms such as transgender, transvestite, gender-fluid and non-binary etc. You can find more information in the “Terminology” section of the document. This guide will focus on Trans (without an asterisk) which describes trans man and trans women.

TRANS WOMAN

Trans woman refers to someone who was assigned male at birth but identifies as female. Transwomen are sometimes referred to as male to female (MTF) and trans women may identify and prefer to be known as women without use of trans.

TRANS MAN

Trans man refers to someone who was assigned female at birth but identifies as male. Trans men are sometimes referred to as female to male (FTM) and trans men may identify as and prefer to be known as men without use of trans.



It is worth noting that some individuals may choose to be identified as female/male without the trans prefix.

Some transgender people seek surgery or take hormones to bring their body into alignment with their gender identity, or change their gender expression to match their affirmed gender.

A FEW FURTHER IMPORTANT POINTS

Correct use of pronouns

Using the correct pronouns (he, she, they, etc.) is extremely important. Simply ask the individual concerned which pronoun they would like people to use and then communicate this to everyone who needs to know. It may seem like a small thing, but it is incredibly important to get right as it demonstrates validation of the individual's authentic self, which will go a long way toward helping them know they are fully accepted in their expression of their gender identity.

It is generally considered insensitive to refer to someone by the wrong pronoun once you have established which set they prefer. The individual in question should be prepared to help educate their coworkers and should also understand that it is likely to be a learning journey for them.

Appearance and dress

In accordance with policies, all CBRE employees are required to adhere to dress standards in the workplace and must comply with the organisation's usual dress code.

Facilities

It is expected that our people use the facilities of their expressed gender or those they feel most comfortable using. Any employee who has personal concerns should have an open discussion with their line manager or People representatives.



3

TRANSITION GUIDELINES

SUPPORTING TRANSITIONING EMPLOYEES

We are committed to supporting individuals through their transition. The People representative and the individual's line manager and, as appropriate more senior managers, will work closely to provide personalised support, and help in establishing an action plan and setting expectations. This document serves as a guide and is designed to be flexible, based on individual needs.

For all individuals, transition is a journey, and one that will differ from person to person. It is important to recognise that the "final destination" of any transition may not be clear at the offset, and that is ok. We want to provide the support individuals need while on their transition journey, wherever it may lead.

ROLES AND RESPONSIBILITIES

Every individual's journey is different, and the expectations and responsibilities of each party will be unique to each transition. We encourage everyone to be open about who they are and, while maintaining professional expectations, transitioning should not be attached to fear of consequences. This comes with a responsibility to work with your People representative and managers (and support networks) to outline all expectations to create a positive experience and to ensure assistance with any difficulties or issues that may arise during the journey.

It is essential that open, honest communication is maintained in order to build trust and, ultimately, a positive experience of workplace transition. Success can only be achieved if everyone has a clear understanding of their responsibilities and roles.

POINTS OF CONTACT

Internal

- Your People representative and/or your line manager
- Your local diversity and inclusion lead/team and Proud Network

External

- Stonewall (stonewall.org.uk)
- Transgender Europe (tgeu.org)
- ILGA Europe (ilga-Europe.org)
- Gender Dynamix (genderdynamix.org.za)
- Sahodari Foundation India (sahodari.org)
- Please also refer to any organisations in your local geography

3.1

Guidelines for transitioning individuals

Below are some areas for consideration and guidance for workplace gender transition. Any individual transitioning should work with their local People representative and line manager to achieve a successful transition.

DEVELOPING A WORKPLACE TRANSITION PLAN

An important step is developing the time frame for the workplace transition, key milestones, communication plan and education. This does not need to be developed by any one individual alone or all at the same time. It can involve consultation from various areas, support services and with your line manager. However, your transition plan is yours as an individual, and everyone's plan will differ depending on their own journey through the transition process. Key things to consider are:



1. Education

Many of your colleagues and stakeholders may have little to no awareness or education in transgender matters or experience of a colleague transitioning. They will not be aware of the supporting role they can play or what your needs and expectations are, and it is important that you and your line manager are involved in educating and communicating with our people and clients. When developing your plan, consider how involved you would like to be in the education process and what you are willing to share.



2. Communication

Think about how and when you will communicate your transition to key clients and stakeholders, and who you would like to be part of these conversations. Internal and/or external clients that you deal with on an ongoing basis may need to be engaged during your transition and notified of your new details after this period. Other potential areas to consider relate to identification with your stakeholders (email contact information, access to third-party premises, etc.).

It is important to know that CBRE will be there to support you in having these conversations, should you want or need it.



3. Documentation

At some point in the transition process, you may legally change your name. Security identification and personal identification (e.g. payroll) and any related industry and personal licenses may need to be updated as a result. Consider replacing all photographic identification and allow for changes in internal systems to be reflected. Discussions with your line manager or People representative will uncover any other documentation requirements and changes to be implemented.

YOU WILL FIND IN THE FOLLOWING PAGES:

- Guidance on what to think about when producing your workplace transition plan
- An example email you can use to communicate about your transition
- Some sample FAQs on gender transition that you can customise and share

3.1.1

Gender transition planning – considerations when preparing your plan

DEVELOP A STAKEHOLDERS LIST

- Who are all the people at CBRE you may need to engage, at some point during the transition?
- When do they need to be engaged?
- Are there any specific issues that need to be addressed sooner rather than later?

THINGS TO CONSIDER

- How would you like your team to find out about your transition (e.g. an email, a face-to-face meeting, individual discussions or your counselling manager explaining)?
- How long do certain People functions take (e.g. legal name changes in People Systems and company directories)?
- How do you think your clients should be informed?
- When will you need to process any necessary changes to professional licenses?

WHAT ARE YOUR MILESTONES?

- Block out dates such as legal name change, transition milestones and other events
- Review the stakeholder list and develop the programme to allow time for education

EXPECT THE UNEXPECTED

Brainstorm potential roadblocks and adjust your plans accordingly, for example:

- List all the things that a new employee must do during the first week of employment (getting a security badge photo, paperwork, etc.) – how long do these normally take?
- Do a search for your current name on the organisation's intranet for team list and other references – how many of these pages will need to be altered or removed?
- Recognise that flexibility in approach will be needed, as some matters may be outside your immediate control.

3.1.2

Sample FAQs to share with colleagues and clients

Below are some sample FAQs around gender transitioning that you can customise to share with colleagues and clients. These FAQs were produced by Stonewall, the UK's leading charity campaigning for LGBT+ equality.

How do you know you're trans?

Many people know they're trans from a young age. Some trans people might not have the language or understanding of what it means to be trans until later in life. But it is always something innate and absolutely core to your sense of self. It's not something that's a fad, a 'lifestyle choice' or something that comes and goes. It is an essential part of who you are that can't be changed. If you aren't recognised as being the gender you know you are, it's extremely damaging.

What process do you have to go through to be recognised as trans in daily life?

For most things, nothing formal or legal. If you're a trans man or woman, your gender is protected under the Equality Act. You can use the bathroom that fits your gender, expect your employers to recognise your gender, and access any public service that's appropriate for your gender (with a few exceptions).

That's what's so frustrating about some of the current media debate – most of the things people are discussing now are already established and protected by law. Non-binary people though, aren't currently recognised by the law at all, which is deeply wrong and needs to be changed.

One thing that causes a lot of difficulty and pain for some trans people is getting the gender on their birth certificate changed. This process is something that's governed by the Gender Recognition Act 2004. Stonewall is campaigning to get it reformed, including ensuring it recognises non-binary identities.

Do you need to have gender reassignment surgery (a 'sex change operation') to be trans?

A lot of media coverage is obsessed with details of body parts and surgical procedures. For some trans people, having gender reassignment surgery is an important part of their transition. Getting access to that surgery is extremely difficult at the moment, and more investment is desperately needed so that trans people can get the procedures they need.

But for other trans people surgery isn't something they want. Being trans isn't about having (or not having) particular body parts. It's something that's absolutely core to a trans person's identity and doesn't alter - whatever outward appearances might be.

And frankly, it's no one else's business: you wouldn't dream of asking someone else what they've got going on under their clothes, so why would anyone think it's appropriate to ask a trans person?

continued →

3.1.2

continued

What does non-binary mean, and what's the right way to talk about it?

Non-binary is a term for people who don't solely identify as either male or female, or may identify as both. Because the binary terms don't fit, using pronouns such as 'he' or 'she' might not be right, so when you talk to someone who's non-binary, simply find a good moment and ask them how they would prefer to be addressed. It might be 'they', it might be something different.

It may take a bit of getting used to, but it causes you no harm and it will make that person feel acknowledged and valid. It's not that long ago that some people struggled with accepting that some women wanted to be called Ms instead of Miss, but we got used to the common courtesy of simply asking people how they wanted to be addressed. This is no different.

It all feels complicated and I'm frightened of saying the wrong thing

Understanding gender identity and trans issues can be confusing at first. Nobody is expecting you to know everything right away and it's ok to ask questions if the person you're talking to is happy to answer them. Some trans people feel comfortable discussing their identity, some people don't.

If you say the wrong thing by accident (which happens sometimes to most people), just apologise. Recognise you've got it wrong and move on. We're all human and people slip up sometimes. As long as you have good intentions, most trans people will appreciate you acknowledging your blunder and help you get it right. It's important that we have real, honest, respectful conversations.

What can I do to be an ally to trans people?

More and more people and organisations are recognising the importance of stepping up and being a vocal ally to trans people. Prominent individuals in politics and in the media are already doing it, as are organisations ranging from Lloyds Banking Group, to Tesco, to top-ranked law firms.

But there are also lots of small steps you can take to be a trans ally. Whether it's online or in real life, simply listening to – and supporting – trans voices can make a huge difference. Educating yourself on trans* issues is another important step so that you can challenge transphobia when you feel comfortable to.

3.1.3

Example emails to communicate transition with colleagues

EXAMPLE 1 – TRANSWOMAN

I wanted to share some information regarding my personal situation.

I have come out as transgender and am well under way in the process to correct my biological gender from male to female. Having a discrepancy between my brain's and my body's gender had, over time, become more difficult to handle, and it reached a point where I had to seek treatment. In the coming year, I will therefore undergo several physical changes to correct this.

I have tried to keep information sharing as straight forward as possible, and I believe that this process will have minimum impact on my work. Management have all the details and the situation is no longer treated as confidential.

This email is sent to inform you all in a direct and orderly way. If you have questions, just ask me or any member of the team. I am very open about all of this and welcome all questions on Skype, mail or over a cup of coffee!

Kind regards

EXAMPLE 2 – MICROSOFT – MICHAEL WALLENT FROM HARVARD BUSINESS REVIEW – CHANGING GENDER ON THE JOB

I've been at Microsoft now for more than 11 years, worked with hundreds (if not thousands) of people and worked on some great stuff. I'm not usually a fan of mixing my personal life and work, but sometimes when personal impacts work, it has to be discussed. So ...

After a lot of internal struggle and soul-searching, I've come to the conclusion that I'm transgendered. In the simplest of terms, what this means is that, while I was born male in the traditional sense, this doesn't match how I feel or how I will live the rest of my life. I'll be taking some time off after Thanksgiving, and will be living and working fulltime as female from the beginning of next year. In the end, I am and will be the same person that I've been, but will just look a little different. So, in January, still "mwallent," just "Megan" instead of "Michael."

What does this mean for work? Well, I hope nothing. I was committed to the company before this started and, if anything, I'm even more committed now. I want to continue to contribute and make a difference. Going through this process has helped me work on things that I hope will make me grow to be a better and more valuable employee (communication, openness, dealing with change, etc.). As my wife and I say all the time, the middle is the hardest – and that's where I am right now. I hope that, in January it's just "The new normal."

So far, when I've told people what's going on, initially there's surprise (normal) and then lots of questions ... I'm happy to answer (most of) them. I strongly encourage you to ask. At this point, this news is "out," so I'm not asking anyone to keep it confidential. However, if you have any questions or concerns, come by, set up time for a coffee, send mail, whatever works for you. If you don't feel ok asking me, please ask XXX. They are all here to help as well.

Sincerely,

Michael

3.2

Guidelines for People representatives and line managers

We support diversity and inclusion, and a workplace where employees feel comfortable and valued. If an individual approaches you with the intention to transition, your support is critical. Below are some of the key areas where your assistance is required in this process.



Confidentiality and privacy

As a line manager/ People representative and in accordance with existing policies, you should maintain an appropriate level of confidentiality and privacy in relation to employee matters. Information should only be disclosed to those who need to know, are involved in the process or have the consent of the transitioning employee. Individuals are not required to disclose medical information to the organisation.



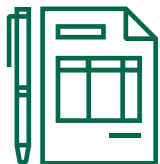
Sensitivity and respect

Be prepared to treat any employee who is transitioning with respect and an open-minded attitude. Be ready to ask questions, listen, and understand their needs and concerns. All employees deserve to be treated with respect and sensitivity when related to their personal lives. Your support is essential and expected, and transphobic attitudes will not be tolerated. CBRE has a zero intolerance approach towards discrimination and harassment based on gender identity, expression or transition.



Correct use of pronouns

As described earlier in this guide, the correct use of pronouns is very important. In the case of individuals who are transitioning, in everyday written and oral speech, the new name and pronouns should be used when the individual is ready. If in doubt, ask the individual what pronouns they will be using. An easy way for you to introduce gender pronouns into the conversation is to add them to email signatures. This acts as a reminder internally, while also building awareness externally.



Involvement in the development of a transition plan

When an individual approaches you with their intention to transition, it is imperative you are supportive, open-minded and honest. Be prepared to discuss their aims and expectations, and what they intend your role to be in the transition. Make sure to consider stakeholders, colleagues, policies and procedures existing in the workplace. You can refer to the guidance in this brochure on developing a transition plan.



Communication

Clear, open and honest communication from managers, employees and the transitioning individual is essential. Communication will be different in all transition plans, and dialogue can help alleviate any potential difficulties or issues. Hosting information and awareness sessions for team members and other stakeholders should be considered when developing the plan. Other fundamental communication areas to consider are what the transitioning individual is comfortable and willing to share, as each individual will have their own approach.



Addressing concerns of colleagues

Be aware of the transitioning employee's colleagues and their role in the experience. Addressing expectations, goals and related matters are critical for everyone involved, in order to achieve a positive outcome. Be available to answer questions, and also be aware of differentiating between personal beliefs and appropriate behaviour. Involving the transitioning employee in the education of colleagues is recommended (if the individual is comfortable doing so) and the level of involvement will differ in each instance.



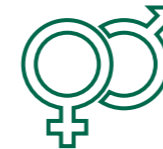
Client conversations

Should the individual be client facing, they should be offered support (if required) in facilitating a conversation with any clients they work on. It is important to reinforce that their technical abilities will not have changed as a result of their expression of their gender identity, and clients should be made to understand that we expect all our people working on their engagement to be treated with the same support and respect.



Leave entitlements and benefits

The People team should provide information and reasonable flexibility to meet the employee's needs, in accordance with existing leave policies. Special leave, annual leave and other leave entitlements may be available for use with existing processes, together with utilisation of the CBRE's commitment to flexible working.



Facilities

Once the transitioning employee presents in their affirmed gender it would be expected that they use the facilities of their affirmed gender. Any employee who has personal concerns should have an open discussion with their line manager or People representative.



Education and awareness

While everyone is expected to behave in accordance with policies, there should also be an opportunity for education and questions to be asked related to the transition process. It may be useful to host information sessions and forums to address concerns and educate employees who work in the team.

You can refer to the information on the following page, which gives more detailed guidance on things to consider when supporting your transitioning team member. Some of these activities will be carried out by the line manager or People representative.

3.2.1

Gender transition planning – practical steps for People representatives and line managers

We support diversity and inclusion, and a workplace where employees feel comfortable and valued. If your line manager/an individual approaches you with the intention to transition, your support is critical. Below are some of the key areas your assistance is required in this process.

ADVANCE PREPARATION

- The individual meets with local People representatives and shares their transgender status and intent to transition.
- The same People representative(s) and the individual meet with the individual's immediate line manager to share the employee's intent to transition (if the employee has not already done so). You can involve a member of the Senior Leadership team in this discussion if you so wish.
- The appropriate set of stakeholders should be identified to plan the transition. This will include the individual, their line manager and team representative(s). If necessary, involve others as locally appropriate, such as a local transgender expert. The stakeholders should become familiar with educational resources on the subject.

PLAN THE TRANSITION

Plan the transition, and include solutions to the issues listed here:

- The date of the transition, i.e. the first day of the change of gender presentation, pronoun usage and name. Recognise that the date of the transition will be driven primarily by the individual's situation and concerns.
- How the individual's team, clients and/or vendors will be informed of the change. Before the general announcement, the individual may choose to talk to some of their coworkers to disclose their plans on a one-on-one basis.
- Whether there will be an educational workshop given to staff.
- What changes will be made to records and systems, and when.
- How the dress code will be followed.
- The expected plan for use of gender-specific facilities, such as toilets.
- Any time off required for medical treatment, if known.
- What firm benefits are available to support the transition and are affected by the transition.
- Make advance arrangements for name changes to be effective on the day of transition, so that nameplates, badges, etc. will be available on the first day.

THE DAY OF THE ANNOUNCEMENT

Hold a team meeting, or include this in an already-scheduled face-to-face meeting, teleconferencing for any non-local stakeholders. Everyone in the team that the individual interacts with often should be included.

The individual should choose whether to be personally present at this meeting, depending on comfort level.

The manager of the team (the department head, for example) should make the announcement, in conjunction with the highest-level manager in the group, to show support. The manager should:

- Make it clear that the transitioning individual is valued and has management's full support in making the transition.
- Explain the organisation's policy and recommendations.
- Stress that, on the transition day, the individual will present themselves consistently with their gender identity and should be treated as such: for example, they should be called by the new name and new pronouns.
- Lead by example. Use the new name and pronouns in all official and unofficial communication.
- Make it clear that the transition should be "no big deal" for the business and that work will continue as before.
- Answer people's questions.
- If an educational workshop is part of the transition plan, announce it. It should be offered before the day of transition.

Make advance arrangements for name changes to be effective on the day of transition, so that nameplates, badges, etc. will be available on the first day.

THE FIRST DAY OF FULL-TIME WORKPLACE GENDER TRANSITION

On the first day of transition, the individual's manager should check that the following steps are taken, as they would for a new or transferred individual:

- Issue a new identification badge with a new name and photo.
- Update any organisation charts, mailing lists and other references with the new name.
- Follow up on any incomplete name change-related issues (email, etc.).
- The manager should plan to be on site with the worker the first day to support the individual, encourage respectful and inclusive treatment, and make sure that work returns to normal after a few hours.

4

GENDER IDENTITY AND EXPRESSION

While these guidelines contain a lot of information around the support of our people going through gender transition, we want to be clear about our support of people wherever they may be on the spectrum of gender identity and empower them to express their gender identity with confidence. To help with that, we want to provide more information on a few of the more common gender identities, but these are just examples, as someone's gender identity and their expression of it is personal to them.

TRANSGENDER

Transgender is an umbrella term used to describe a wide range of gender identities that differ from the perceived 'norms' aligned to biological sex.

Transgender is a term that may be used to describe someone whose gender identity does not match their birth gender or someone who identifies as both genders, neither gender or a third gender.

Sometimes, transgender will be shortened to trans,* with the asterisk denoting a more all-encompassing term covering the broader spectrum of gender identity and expression.

Some transgender people seek surgery or take hormones to bring their body into alignment with their gender identity, or change their gender expression to match their affirmed gender; many do not.

GENDER FLUID

Gender-fluid individuals will express both masculine and feminine characteristics, and may dress in both a masculine and a feminine way at different times or the same time, including using different names and pronouns depending on which characteristics they are expressing at the time.

For example, a colleague may, on some days, choose to exhibit male characteristics and dress, identifying as "John" and the pronoun "he," but on other days may choose to exhibit female characteristics and dress, identifying as "Julie" and the pronoun "she." Another example could be that a colleague chooses to exhibit a mix of both masculine and feminine characteristics and asks to be referred to as "they" or "ze" instead of a gender-specific pronoun.

Gender-fluid can be a non-binary gender identity. Gender-fluid individuals may experience different gender identities at different times. A gender-fluid person's gender identity can be multiple genders at once, then switch to none at all, or move between single gender identities. Some gender-fluid people regularly move between only a few specific genders, perhaps as few as two.

NON-BINARY

This is an umbrella term for gender identities that fall outside the gender binary of male or female. This includes individuals whose gender identity is neither exclusively male nor female, a combination of male and female, or between or beyond genders. Similar to the usage of transgender, people under the non-binary umbrella may describe themselves using one or more of a wide variety of terms. Several examples are below.

Multigender refers to individuals who experience more than one gender identity. It can be used as a gender identity in its own right, or can be an umbrella term for other identities that fit this description. Multigender identities include **bigender** (two genders), **trigender** (three genders), **quadgender** (four genders), **quintgender** (five genders), **polygender** (many genders), **pangender** (all genders), **genderfluid** (variable gender) and **genderqueer** (another way to refer to a non-binary gender identity).

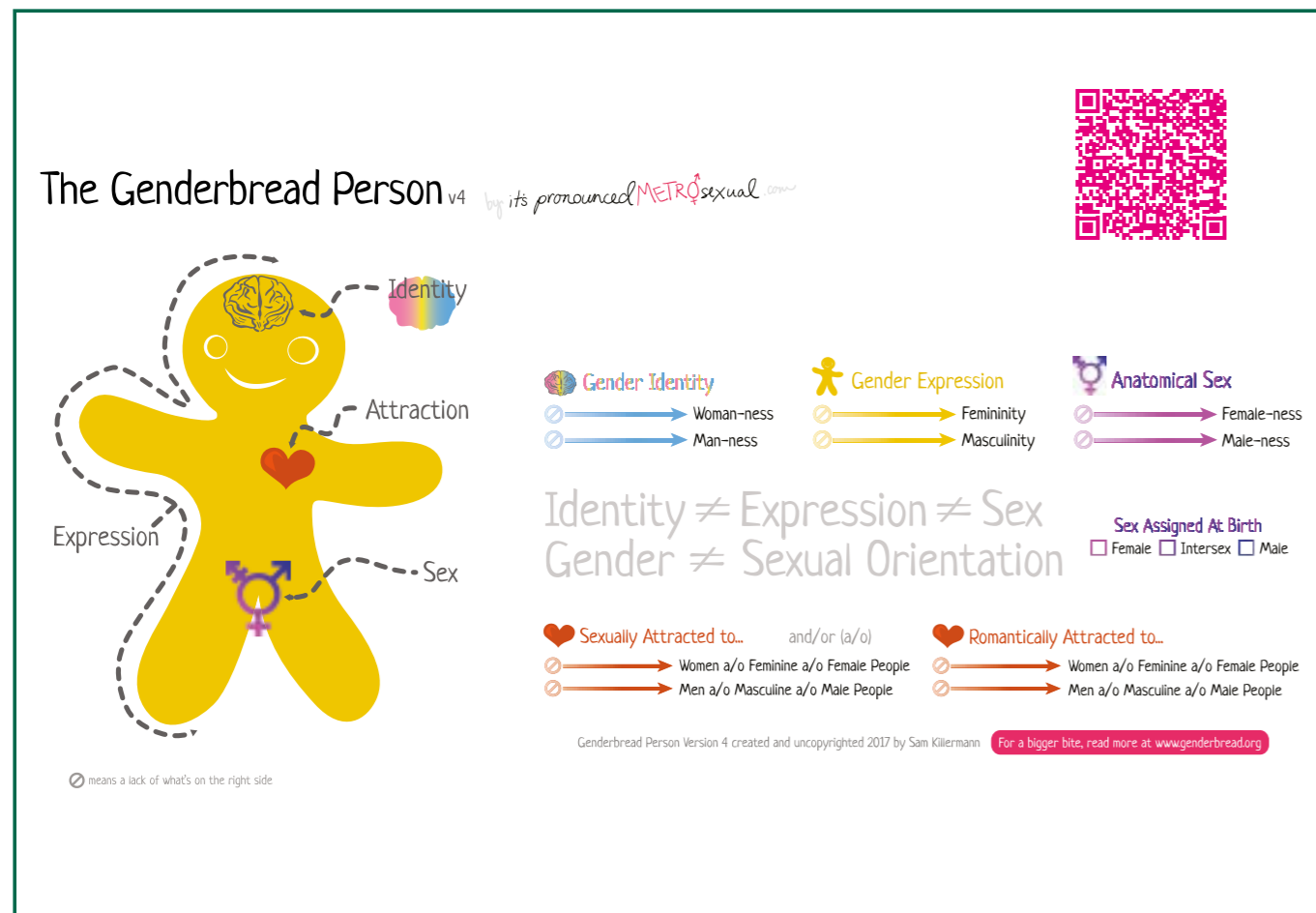
THIRD GENDER

As a global employer, it is important to be mindful that some nations legally recognise a third gender in addition to male and female. It is a concept in which individuals are categorised, either by themselves or by society, as neither man nor woman. For example, intersex individuals will often fall within this category in countries that legally recognise a third gender. It also describes a social category present in societies that recognise three or more genders.

As a global organisation, we may have clients or colleagues on assignment in EMEA who are recognised in this way by their country of origin. Regardless of whether the host country has a legal recognition of a third gender, these individuals should feel just as welcome and included at CBRE as anyone else.

5 AN EXPLANATION OF GENDER

The Genderbread Person is a great tool to help further your understanding of the different terminology around gender. This can be used freely across teams as an aid in education and awareness-raising on the different terms related to gender.



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To obtain more versions of the Genderbread Person, please visit <http://itspronouncedmetrosexual.com/tag/genderbread-person/>

6 TERMINOLOGY

TERMS	DEFINITIONS (THE MEANING, VALUE AND UNDERSTANDING OF WHICH MAY DIFFER FOR INDIVIDUALS)
Ally	An ally is an educator, promoter and supporter of LGBTI inclusion. They are an advocate for change and role models of inclusive behavior.
Androgyny/ous	A gender expression that has elements of both masculinity and femininity.
Bi-gender	A person who fluctuates between traditionally "female" and "male" gender-based behaviour and identities.
Cis-gender	A person whose gender identity and biological sex assigned at birth align (e.g. man and male assigned).
Gender	Gender is characteristics that are often believed to be innate or biologically determined but include roles, behaviour, activities and attributes that a particular society considers appropriate for women and men. Gender is a part of a person's personal and social identity.
Gender identity	Gender identity refers to a person's innate, deeply-felt psychological identification as male or female, which may or may not correspond to the person's body or designated sex at birth. For most people, biological sex and gender identity (birth assigned) are aligned, but for some, they are not.
Gender expression	Gender expression refers to the way in which someone expresses their gender to society through clothes, makeup, hairstyles, and their outward appearance and mannerisms.
Gender fluid	A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more male some days and more female others.
Gender identity	The internal perception of one's gender, how they label themselves, based on how they align/don't align with what they understand their options for gender to be.
Intersex	People with intersex status are born with physical, hormonal or genetic features that are neither wholly female nor wholly male, or a combination of female and male. Intersex is always congenital and can originate from genetic, chromosomal or hormonal variations.
Sex	Sex refers to chromosomal configuration, hormonal profile, reproductive organs, and secondary sex characteristics, such as breasts, body hair and voice (anatomy).
Sexual orientation	Sexual orientation is an enduring personal quality that inclines people to feel romantic or sexual attraction (or a combination of these) toward: persons of the same sex; persons of a different sex; persons of the same sex and different sex; or persons of neither sex (asexual).
Third gender	A term for a person who does not identify with either male or female, but identifies with another gender. This gender is recognised in some countries.
Transgender	Transgender (sometimes shortened to "trans") is an umbrella term used to describe a wide range of gender identities that differ from the perceived "norms" aligned to biological sex. Transgender is a term that may be used to describe someone whose gender identity does not match their birth gender or someone who identifies as both genders, neither gender or a third gender.
Transitioning	Transitioning describes both a public act and a process. It involves the permanent and public adoption of style and presentation of the gender opposite to that of a person's birth-assigned sex.

CONTACTS

For more information regarding this report please get in touch with:

Contacts

○ PROUD Network
proudnetwork@cbre.com

Or

○ Your People partner

Or

○ CBRE's Diversity and Inclusion Manager
inclusion@cbre.com

WHY 'PROUD'?

CBRE's Proud Network is for everyone! Whether you're Proud to be LGBTQ, Proud to be an ally (parent, friend, colleague) or simply Proud to be you, we have something for everyone. We offer mentoring, support, socials and discussion platforms to encourage debates, networking and fun. Our members will gain insight, confidence, support, knowledge and a fun new network to be around. Lastly, and most importantly, you will be contributing to creating a more inclusive culture at CBRE.

WHO IS IT FOR?

Simply EVERYONE! If you are part of the LGBTQ community, fantastic! If you are a parent, friend or colleague looking to support a loved one or colleague, equally fantastic! If you are none of the above and simply want to be part of our fun network, just as fantastic!

WHAT CAN YOU EXPECT?

Proud Mentoring – find LGBTQ mentors and ally mentors to learn and grow from or equally become a mentor.

Proud Socials – from cinema nights, to pub quizzes, to pumpkin carving, you'll never have a dull event!

Proud Discussion – open forums in various formats to explore key issues affecting the LGBTQ community.

Proud Insights – listen to inspiring podcast and insights from our Proud members, sharing experiences from a vast variety of backgrounds and achievements.