

MASSACHUSETTS WORKFORCE DEVELOPMENT SYSTEM

Mass Workforce Issuance

100 DCS 05.135

Policy Information

To: Chief Elected Officials
Workforce Development Board Chairs
Workforce Development Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: December 13, 2017

Subject: **Workplace Practices to Recognize Gender Identity Diversity – Guidance for MA State Agencies**

Purpose: To notify Local Workforce Development Boards, One-Stop Career Center Operators, youth service providers and other workforce partners of guidance issued by the Commonwealth of Massachusetts Commission on Lesbian, Gay, Bisexual, Transgender, Queer & Questioning (LGBTQ) Youth. This guidance is for Massachusetts state agencies on workplace practices to recognize gender identity diversity.

Background: The Commonwealth of Massachusetts Commission on LGBTQ Youth has issued guidance outlining three practices that agencies can adopt to improve equity and safety for both employees and customers who identify as transgender or gender non-conforming. The guidance also explains how all employees and customers can benefit from workplace cultures that recognize gender identity diversity. The guidance is both attached herein and available online at <https://www.mass.gov/special-guidance-for-state-agencies>.

Action

Requested: Please share this information with staff and partners as appropriate.

Attachments: A. Workplace Practices to Recognize Gender Identity Diversity – Guidance for MA State Agencies