

MASSACHUSETTS WORKFORCE DEVELOPMENT SYSTEM

# Mass Workforce Issuance

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**100 DCS 05.135**

☐ Policy    ☒ Information

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**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**

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**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