

Littler Launches Nonbinary Gender Inclusiveness and Identification Initiative

Littler has launched an initiative to advance nonbinary gender inclusiveness within the firm, according to a release from the firm.

Internally, the firm is providing resources to employees that outline suggested practices for handling matters that involve nonbinary individuals whose gender identities are beyond the two categories of “male” or “female.” Gender-based pronouns will be eliminated from human resources documents, including handbooks, and employees will have the option of choosing a nonbinary identifier in the firm’s internal HR system. In addition, the firm is standardizing email signature blocks including the addition of a voluntary option to include preferred-pronoun identification.

Additionally, marketing collateral and other external materials will be made gender-neutral.

“An important part of gender identity is the pronouns we choose. By being mindful of others’ preferred pronouns and by proactively sharing our own preferred pronouns, we can help to ensure that we respect one another’s gender identity and avoid misgendering people,” said Tom Bender and Jeremy Roth, co-managing directors of Littler, in a joint statement. “In conjunction with broader efforts as part of our commitment to diversity and inclusion, we’re confident that these initial steps will further foster a more welcoming and inclusive environment for our employees and clients.”