Appointment

From: Picone, Kaitlin [Picone.Kaitlin@epa.gov]
Sent: 6/30/2021 9:12:55 PM
To: Picone, Kaitlin [Picone.Kaitlin@epa.gov]; Monson, Mahri [Mahri.Monson@opm.gov]; Pennington, Quinn [Pennington.Quinn@epa.gov]
CC: OCSPP First Line Supervisors [OCSPP_First_Line_Supervisors@epa.gov]; OCSPP Managers [OCSPP_Managers@epa.gov]; Dennis, Allison E. EOP/CEQ [A Ex. 6 Personal Privacy (PP)

Subject: [OCSPP FLS Forum] The Use of They/Their/Theirs and Other Best Practices in Gender Inclusivity
Location: Microsoft Teams Meeting

Start: 7/7/2021 6:00:00 PM
End: 7/7/2021 7:00:00 PM
Show Time As: Tentative

Required Attendees: Monson, Mahri; Pennington, Quinn
Optional Attendees: OCSPP First Line Supervisors; OCSPP Managers; Dennis, Allison E. EOP/CEQ

This training is hosted by the OCSPP First-Line Supervisors (FLS) Forum and is open to all supervisors and managers.

Things your seventh grade English teacher never told you: the use of they/their/theirs and other best practices in gender inclusivity

Practicing gender inclusivity is a simple yet powerful way to recruit and maintain the best and brightest federal employees. This workshop will provide background on why you should care about being inclusive of our transgender and non-binary colleagues, and provide a few easy-to-follow best practices for creating more inclusive workplaces. Research shows we learn best by doing, so the workshop includes several opportunities for practicing your new skills in small groups. You will walk away with greater understanding of gender inclusivity, an enhanced vocabulary, and concrete steps you can take right away to contribute to increased inclusion in your organization. We will have time for open discussion in a welcoming learning space where you can ask any questions.

Presented by Mahri Monson and Quinn Pennington

Mahri Monson (they/them or she/her) is a former EPA LGBTQ+ Advisory Council Vice-Chair currently on detail to OPM's Office of Diversity, Equity, Inclusion and Accessibility from EPA's Office of General Counsel. Over the past 12 years, Mahri has advocated for LGBTQIA+ workplace equality and inclusion, including championing EPA's transgender and gender non-conforming employment policy and leading EPA to start collecting voluntary, self-disclosed sexual orientation and gender identity workforce data for improved equal employment opportunity assessment and diversity and inclusion efforts. They started with the EPA in 2008 as a Presidential Management Fellow and have worked in EPA's Office of Enforcement and Compliance Assurance, Region 9, the Office of Water, and the White House Council on Environmental Quality. Mahri has a BS in Environmental Science and a BA in Spanish from the University of North Carolina at Asheville, and an MS in Science, Technology and Environmental Policy from the University of Minnesota's Humphrey Institute of Public Affairs.

Quinn Pennington (they/them/theirs) is a public affairs specialist in EPA's Office of Chemical Safety and Pollution Prevention. Alongside their colleagues in the Communications Branch, Quinn has supported EPA's public outreach on disinfectants during the COVID-19 pandemic. You can find their work at epa.gov/ListN and on OCSPP's social media. Quinn is committed to making EPA welcoming and inclusive. Over the past year, Quinn has helped to educate their colleagues about trans and nonbinary communities by participating in special emphasis events, holding open

conversations with coworkers, and supporting their queer and trans peers. Outside EPA, Quinn enjoys discovering new music, attending poetry workshops, and participating in queer and trans community events in DC.

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