



Transgender Awareness & Sensitivity for Leaders

what we'll talk about today

- Discuss diversity, inclusion and it's relation to the trans community
- Formulate inclusive methods of supporting Transgender individuals in the workplace.
- Identify the 4-Step Process for Managers after a disclosure, and 7 Steps that organizations can take to support Transgender employees.

What is Diversity?

In its broadest context, diversity includes all that makes us unique:

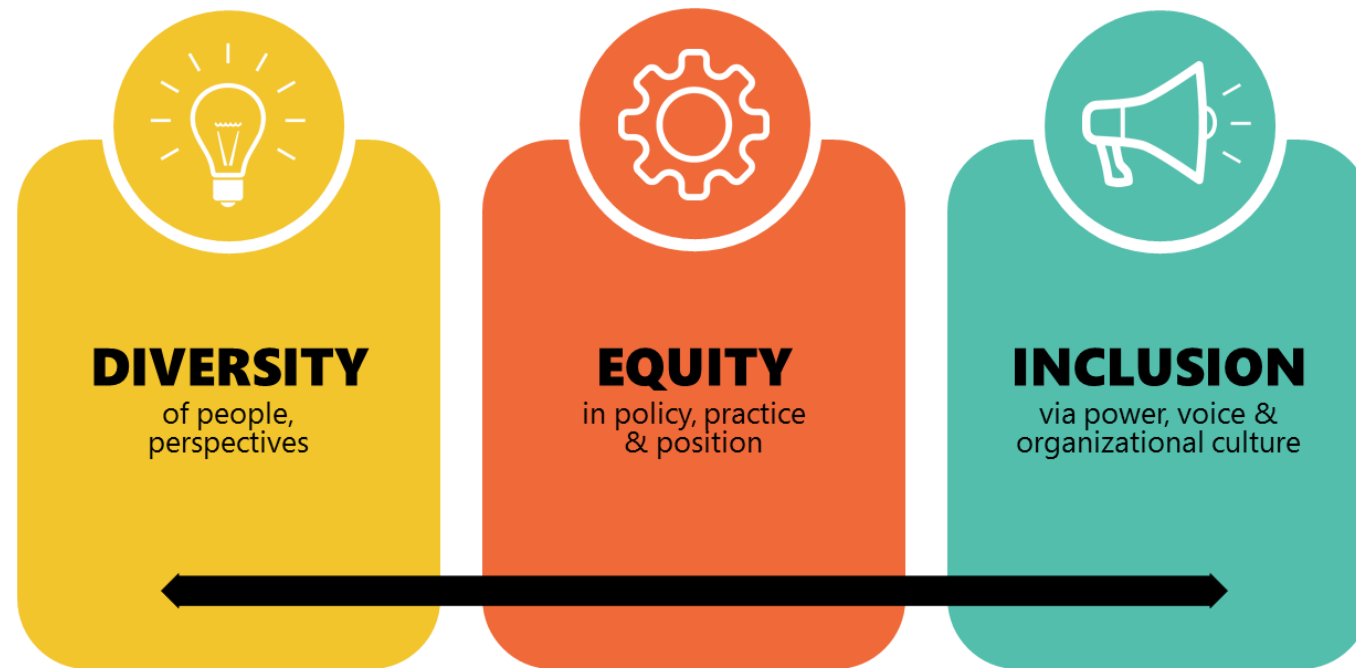
race, color, gender, religion, national origin, age, disability, culture, sexual orientation, gender identity, parental status, educational background, socioeconomic status, intellectual perspective, organizational level, and more.

Cultural Competence refers to a combination of knowledge, skills and awareness pertaining to cultural differences and different interpretations across groups:

- Includes the awareness of and respect for differences
- Avoiding making assumptions that everyone from a particular background holds the same beliefs and practices

Inclusion

Inclusion: A practice that enables the full participation and contribution of the workforce in support of the mission of the organization by eliminating implicit and explicit barriers.



Understanding Sexual Orientation and Gender Identity: The Genderbread Person

Gender Identity

- Woman-ness
- Man-ness

Gender Expression

- Femininity
- Masculinity

Anatomical Sex

- Female-ness
- Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth

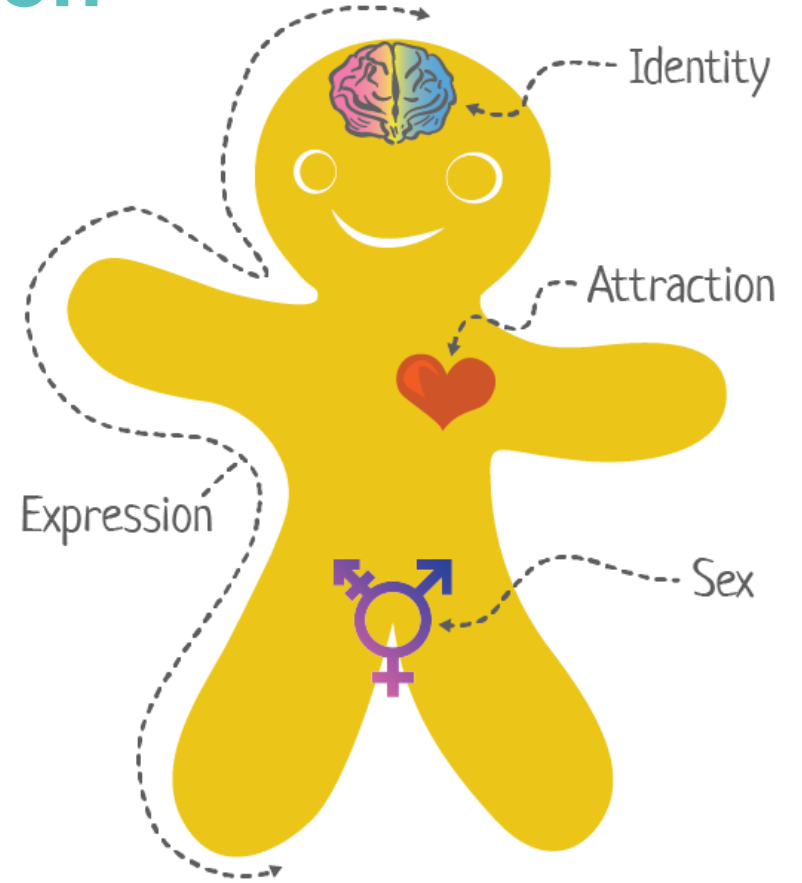
- Female
- Intersex
- Male

Sexually Attracted to... and/or (a/o)

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Romantically Attracted to...

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People



Key Definitions: Language Matters

- **Transgender (adj.):** People whose gender identity and/or gender expression differs from what is typically associated with the sex that they were assigned at birth. Different people prefer different terms to describe themselves. Always use the descriptive term preferred by the individual.
- **Transition:** The complex process individuals go through to alter one's birth sex. Transition can include some or all of the following steps: telling one's family, friends, co-workers; using a different name and new pronouns; dressing differently; changing one's name and/or sex on legal documents' hormone therapy; and possibly (but not always) one or more types of surgery. The exact steps taken vary person to person and there is no set path for transition.

Source: GLAAD

Key Definitions: Language Matters (continued)

- **Non-Binary and/or Genderqueer:** Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. This term should only be used for people who self-identify as such.
- **Dead Name:** The previous name of a person who has since changed their name. It is unacceptable to use a trans individuals dead name once they declare their new name.
- **Cisgender:** A term to describe people who are not transgender. 'Cis' is a Latin prefix meaning 'on the same side as' and is the antonym of 'trans'

Terms and Questions to Avoid

- Transgenders or A transgender
- Transgendered
- Transgenderism
- Sex Change, Pre-op, Post-op
- Biologically, genetically, or born a man or woman
- Passing and stealth
- Trap
- Tranny, she-male, it, shim, incorrect pronouns
- Bathroom Bill
- Are you man/boy or woman/girl?
- Asking about someone's genitals or medical plans

Source: GLAAD

Coming Out

Coming out refers to the process in which one acknowledges and accepts one's own sexual orientation.

- Also encompasses the process in which one discloses one's sexual orientation to others.

Closeted refers to a state of secrecy or cautious privacy regarding one's sexual orientation.

Statistics for Perspective

- Nearly **30%** of trans and non-binary respondents who had a job reported being fired, denied a promotion, or experiencing some other form of mistreatment at work due to their gender or gender expression.
- Respondents' unemployment rate was **15%, 3X** the national unemployment rate at the time of the survey (2015).
 - For trans people of color, the numbers were even higher—**20%** for Black trans people and **35%** for Middle Eastern respondents.
- More than half of the respondents (**53%**) hid their gender identity at work, and **77%** took actions to avoid discrimination, such as hiding their identity, delaying transition, or quitting the job.
- Due to the high unemployment and discrimination **13%** of trans people report having participated in sex work. This number is as high as 40% for people of color.

Changes for All

- A lot of changes can be made in an organization that make environments welcoming for transgender employees without being specifically for trans employees:
 - Single-occupancy restrooms can be made gender-neutral
 - Dress Codes can be updated to avoid gender-specific clothing
 - Update forms and surveys including intake to include the opportunity for self-identify gender and preferred name versus legal name. Make sure to get this information before creating business cards, name plates, emails, etc.
 - Rethinking hiring practices. Do not include unnecessary qualifications such as degrees or skills that go beyond the requirements needed for someone to do the job effectively.
 - Avoid exercises that split up people by gender, often done during outings or competitions.

7 Steps for Companies to Take to Support Transgender Employees

1. Add “Gender Identity and Expression” into corporate non-discrimination policy.
2. Provide appropriate medical benefits for transitioning employees.
3. Include transgender information in diversity training.
4. Handle the changing of employee records.
5. Supporting community organizations that promote transgender equality and respect.
6. Establishing appropriate restroom configuration and policy.
7. Training HR practitioners or hiring a consultant to assist with transitioning employees case management. Make sure they are aware of what trans people are and the ins and outs of transitioning. It is not on the onus of the trans person to tell HR how to handle transitioning in the workplace.

Engaging All Staff: Why is it Important?

Demonstrate	Demonstrate your organization's commitment to trans inclusion and your trans staff
Raise	Raise awareness of trans issues, inequalities, success and empowerment at all levels of your organization
Drive	Drive positive change within your organization and the wider community
Link	Link the positive values and priorities of your organization with your inclusion work

Examples of Engagement w/Trans Equality, Gender

Communication

- Think about how your network can communicate with all staff about trans inclusion

Events

- Consider what events the network are organizing and whether trans people are represented

Seminars

- Think about what trans specific seminars the network group could host or facilitate

Initiatives

- Consider what initiatives network groups could engage in around trans specific events

Role models and allies

- Encourage members of staff to step forward as trans role models or allies

Responding to a Disclosure: 4-Step Process for Managers

Provide
Assurance

Solicit Input

Develop a Plan

Address
Concerns or
Questions of
Clients,
Coworkers

“How can I help you?”

One Employee's Experience

What is an Ally?

- An ally is any person who does not identify as LGBT, but is supportive of and helps drive LGBT equality.
- They may have many different reasons for being passionate about LGBT equality - may have family members and friends who identify as LGBT.
- Allies are people who listen to the needs of LGBT individuals and center their work around that.

My gender fluidity involves having half my week expressing in female form and the other half male so being non-binary carries its own set of nuances in relation to gender expression.

The biggest help from my employer was putting in place the LGBT ally program. This meant that I had many allies across the firm who were supportive of an open and inclusive work environment.

As part of this, we also produced a Trans* guide and video that educated our allies on the whole Trans* spectrum and on topics such as gender expression, gender identity, sexuality, how gender fluidity fits in and dispelled common misconceptions.

Resources

- https://www.limeade.com/wp-content/uploads/2019/01/Limeade_Inclusion_eBook.pdf?utm_source=PR&utm_campaign=inclusion
- <https://www.paradigmiq.com/2019/08/29/transgender-inclusion-allyship-at-work/>
- http://www.equalitiesinhealth.org/Link-Files/engaging_all_staff_in_trans_inclusion.pdf
- <http://www.lgbthealth.org.uk/wp-content/uploads/2016/07/TWSP-Info-Guide-Final.pdf>
- <https://affinityincmagazine.com/seven-steps-to-supporting-transgender-employees-in-the-workplace/>
- <https://www.glaad.org/reference/transgender>
- https://www.transequality.org/sites/default/files/Meaningful%20Work-Full%20Report_FINAL_3.pdf

Thank you for being with us today. We appreciate your time and attention.

Please let us know if you have any questions.