



**Straight for Equality in the Workplace:
Becoming a Trans Ally**

Background:

The success of diversity and inclusion work around gay and lesbian issues has raised visibility and provided the tools to help many become comfortable speaking up for equality. But when it comes to transgender inclusion at work, the landscape looks different. Research shows that 30% of trans people were not hired, denied a promotion, mistreated at work, or fired because of their gender identity or expression. Much-needed visibility for trans people in the US has changed discourse about gender identity and expression, but the lack of understanding for people who are trans, often leads to conflict.

That’s why education around what transgender is (and isn’t), and how to understand and support trans employees is necessary.

This session provides key learning on definitions and language, provides concrete ways allies can demonstrate their support, and can be customized to include an explanation of an organization’s transgender nondiscrimination policy and transition guidelines. The session can be further customized for HR-focused participants.

Content Overview:

- Discuss what transgender means and how it fits (and doesn’t fit) in broader conversations about LGBT issues in the workplace.
- Learn about some of the common challenges faced by transgender people both inside and outside of the workplace.
- Examine organizational policy for guidance on how to respond to trans-related workplace issues (optional).
- Clarify your role in ensuring that transgender people are supported and included at work.
- Get the basics of Trans Etiquette 101 through concrete things to do – and a few to avoid – that can shape your behavior as an ally.
- Find out where to get additional resources.

Recommended Session Length:	90 minutes
Target Audience:	General audience, departments with employee who is transitioning, HR professionals
Participant Materials:	<i>the guide to being a trans ally</i> , and related materials. For organizations with remote participants, customized webpage containing all participant materials with simple URL.
Additional Information:	This learning session is available both in-person and in an interactive webinar format. 75 minute and 60 minute versions also available. This learning session can be customized for specific audiences as needed.