



**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 in the past year 27% of trans people report that they 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 and increase in anti-trans headlines, legislation, and violence continues to create challenges for companies who strive to create welcoming and inclusive workplace culture. That’s why education around what it means to be transgender and how to support trans employees is a necessary part of diversity and inclusion efforts for corporations.

This session provides key learning on terminology and language to avoid and provides concrete ways allies can demonstrate their support for their transgender colleagues and friends. It can be customized to include an explanation of an organization’s transgender nondiscrimination policy, transition guidelines, and available benefits.

Content Overview:

- Discuss rapidly changing terminology, what it means to be transgender, and how gender identity and expression fit (and don’t fit) in broader conversations about LGBTQ issues in the workplace.
- Learn about some of the common challenges faced by people who are transgender in the US today.
- Examine organizational policy for guidance on how to respond to trans-related workplace issues (optional).
- Clarify your role in ensuring that people who are transgender are supported and included at work.
- Get suggestions for 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, online resource page.
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.

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing jhenkel@pflag.org or call (202) 467-8180 ext. 210.