



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

Background:

The success of diversity and inclusion initiatives around gay and lesbian issues has raised visibility and provided the tools to help many become vocal allies. But when it comes to transgender and non-binary inclusion at work, the landscape looks different. Research shows that in 2015, 77% of trans people reported that took steps to avoid mistreatment at work (including quitting their job and/or delaying their transition) during the previous year.

Much-needed visibility for trans and non-binary 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 non-binary, how to support trans and non-binary employees, and how to demonstrate allyship 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 colleagues and friends who are transgender and non-binary. It can be customized to include an explanation of an organization’s nondiscrimination policy, transition guidelines, and available benefits.

Content Overview:

- Discuss rapidly changing terminology 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 and non-binary in the US.
- 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 and non-binary are supported and included at work and in your community.
- 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> , 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 for specific situations. This learning session will 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) 657-6998.