



Lucy Straker

co-founder

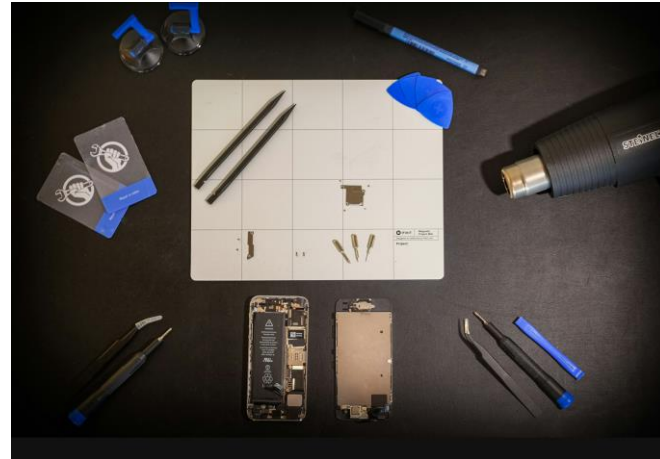


Developing trans inclusive workplaces

she/they

What do we need to start with...?

Mindset and
culture



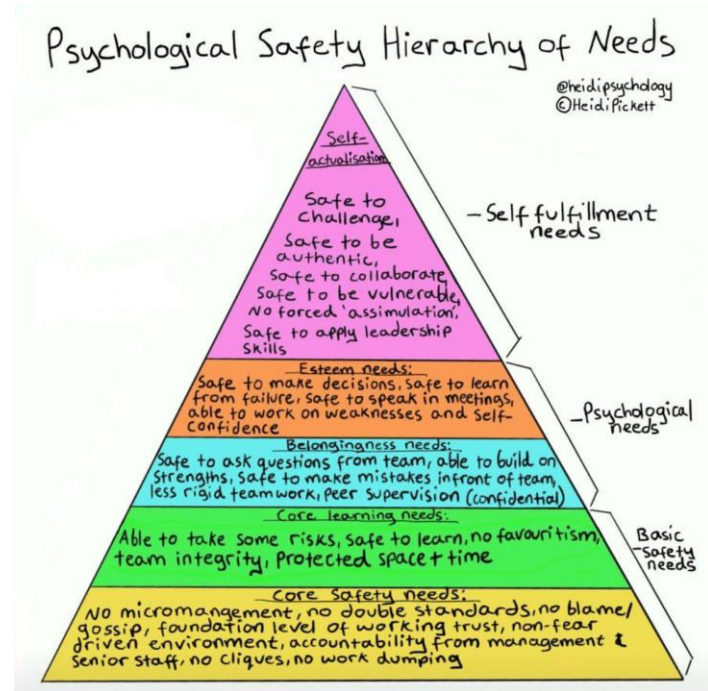
Practical
safeguards

Let's think about how we react and respond



Let's think about the spaces we create

- explicitly designate safe spaces
- agree boundaries
- encourage questions without judgement
- being wrong is ok - being defensive is not
- understand words matter



Words matter



Language evolves - keep up through education

It's ok to make mistakes, it's not ok to use habit or ignorance as an excuse.

Apologise and make real efforts to learn and use the most respectful terminology.

**Do you have
an any
questions
hotline?**

Here's to understanding all the words we use

- **transgender** - does not identify as the gender they were assigned at birth
- **cisgender** - does identify as the gender they were assigned at birth
- **non binary** - does not identify within the gender binary
- **transition** or gender affirmation

Here's to understanding all the words we use

- **gender identity** - internal sense of your gender
- **gender expression** - how you present your gender
- **gender dysphoria** - distress caused by conflict between gender assigned at birth and gender identity

So why do we need inclusive workplaces?



By nature we seek companionship and comradery.

An inclusive, supportive working environment improves production levels and overall happiness.

Why we must talk about inclusion to be inclusive



Ok let's look at practical solutions

Imagine you are transitioning -
where would you go in your
organisation?

(If you don't know, they might not know either)



Share your pronouns

- make it standard - not mandatory
- add it into your templates so folks have to opt out.
- if you face resistance - have a conversation, not a battle.
- this is the minimum of trans-inclusion



Have a transitioning at work policy

- be explicit on benefits
- create a specific policy for transitioning - not a case by case basis
- disconnect gender affirmation surgery from sick leave
- starting from scratch? include trans/non binary/gender non conforming folks in the process
- no trans staff? work with organisations (like us!)

Remove gendered and binary language

- instead of “ladies and gentlemen”, say “everyone”
- instead of “guys”, “ladies”, “girls” etc say “folks”
- instead of “he or she”, say “they”
- in fact adopt they as the default pronoun of a person until they have explicitly told you theirs
- replace all references of binary genders with inclusive terms

Education for everyone

- do you/your staff regularly interact with trans folks?
- share learnings on up to date language
- education breaks the cycle of offense



Guidance on approaches

- role play scenarios to see theory in action
- challenge misgendering and inappropriate questions
- guard against outing without consent

Getting it wrong

- spoiler - even trans, NB, intersex and gender nonconforming folk get it wrong sometimes
- don't get defensive
- apologise and learn.
- share your learnings with others



Make a stand

- understand when something tragic happens to the trans community its felt by all in the community
- state internally and externally your grief and sorrow, and who you stand with.
- be direct, not vague, be concise

How to be an ally

- stand up for others - in spite of your uncomfortableness
- transfer the benefits of your privilege to those without it
- remember it is not about you

What will you take away with you?

- please do share your pledges in the chat!
- remember to ask what pronouns people would like you to use and in what setting
- never deny someone's lived experience
- every person is different - listen



Please ask me anything...



Be
proud.



Stand
together.



Make
change.

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