

Guide

Creating an Inclusive Environment for Transgender and Non-Binary Employees

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Resource Guide Creating an Inclusive Workplace for Transgender and Non-binary Employees

TIPS FOR GETTING STARTED OR EXPANDING YOUR EFFORTS TO CREATE A TRANS-INCLUSIVE WORK ENVIRONMENT

Leverage your LGBTQ employee resource group to strategize about the best way forward. All workplace cultures are different, so it is important to hear from employees who are closest to the issue to figure out the best place to start.

Review your policies and benefits as they relate to transgender employees. Using the [HRC's Corporate Equality Index](#) is a good point of reference to measure yourself against the best in class as it pertains to trans-inclusive policies and benefits.

Designate at least one gender neutral bathroom in your office. You can refer to our ["Let's Talk About Bathrooms"](#) resource guide to find some helpful hints on how to do this.

Educate your employees about transgender people. Many people in your workforce will not have a transgender person in their life or may be meeting one for the first time at work. In addition to sharing the "transgender 101" resources listed below, leveraging personal stories is an impactful way to engage and educate. If you have out transgender or non-binary employees, ask if they would be willing to share their story with their colleagues. Or, invite a transgender speaker to come in and address the employees during a town hall or lunch and learn.

For a video option, we like this series from the NY Times called [Transgender Lives: Your Stories](#) or [I am: Transgender People Speak](#) created by GLAAD.

Start a movement of allyship. To quote Jean-Marie Navetta from [PFLAG's Straight for Equality](#), "To be a trans ally is powerful and necessary, but not a role without its own challenges and journeys." Good thing PFLAG has created the [Guide to Being a Trans Ally](#) to help you navigate through the process. Included is a great activity to encourage people to "come out as a trans ally."

ADDITIONAL RESOURCES

TRANSGENDER 101: Articles and resources to get the conversation started

[Getting the Language Right: The Transgender Conversation](#)

[Human Rights Campaign Transgender Resource Page](#)

[National Center for Transgender Equality Understanding Transgender People](#)

[Out and Equal Workplace Resources](#)

RECENT WORKPLACE RESEARCH

[HRC's 2018 US LGBTQ Paid Leave Survey Report on the Experience of Transgender and Non-Binary People](#)

HRC's comprehensive 2018 report on paid leave for LGBTQ people looks at the issue of paid leave and the importance of it to LGBTQ people in the US. In addition to the general report, the HRC sliced the data by multiple dimensions producing the above report on trans and non-binary people as well as for LGBTQ people of color.

[The report of the National Center for Transgender Equality's 2015 U.S. Transgender Survey](#)

With almost 28,000 respondents, the U.S. Transgender Survey (USTS) is the largest survey ever devoted to the lives and experiences of trans people.

[A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide](#)

This 2018 report uncovers the prevalence of LGBTQ workers feeling pressure to hide their sexual orientation and/or gender identity on the job and the cost of that hiding both to individuals and employer's writ large. It also highlights the benefits to employers and workers when workplace climates are more welcoming of LGBTQ people.

[GLAAD'S Accelerating Acceptance 2018 Report](#)

Each year through extensive polling and research, GLAAD looks at the state of America's hearts and minds when it comes to accepting LGBTQ people. Sadly, after four years of a steady increase, the level of acceptance of LGBTQ people by non-LGBTQ people went down this past year (2017).