



Assessing Your Starting Point

What is Your Transgender Inclusion Story?

Whether you are transgender, personally invested in transgender inclusion or just hoping to become more fluent and visible in your support for equality, assessing your own feelings and predispositions about transgender inclusion is a critical first step.

Use these questions as prompts for a “personal audit” of your familiarity and comfort with transgender inclusion:

- What is my transgender inclusion story? Why is it meaningful to me?
- When I think about transgender people, what is the first thought that comes to mind?
- Have I had any concrete experiences advocating for greater transgender awareness for myself or others in the workplace? My personal life? How did this go? How did it affect my own sense of possibility with regards to transgender inclusion?
- What messages do I hear in my community (family/friends, workplace, media, etc.) about transgender people? Do I agree or disagree? Do I feel comfortable talking about Transgender topics in work or social settings?
- How do I think I/one can show support for transgender co-workers?

Building an Inclusive Workplace is a Process:



Take stock and reflect on your own experiences with transgender inclusion.



Begin to build upon the knowledge you already possess.



Cultivate your personal feelings about the role you can play.



Consider ways to improve your workplace culture.



Conversation Starters

Here are some thought-provoking questions on transgender workplace inclusion.

These are not meant to “test” your knowledge but more to invite a dialogue and learning experience for everyone. You can use these to take a personal inventory of your experience with transgender inclusion – or as conversation starters with your ERG, D&I team or other work groups.

- **How does our LGBTQ employee group or network specifically welcome transgender co-workers?** Do we have openly transgender members? Planned programming specifically on transgender inclusion?
- **What constitutes transgender allyship?** Ask yourself this question or discuss on a group level. To go to a more personal level, ask your openly transgender friend exactly how you can be a good ally to them.
- **If I witnessed a colleague being inappropriate to a transgender or gender non-conforming customer/client, I would _____.** If a colleague made an inappropriate comment or joke about a transgender or gender non-conforming co-worker (or transgender people, generally) in my presence, I would _____.
- **Imagine you are representing your company at a college job fair.** How would you communicate your diversity & inclusion efforts – including efforts around transgender inclusion – to prospective applicants?
- **My company actively engages with, or supports, the transgender community by _____.**
- **Have our executives spoken specifically about transgender inclusion?**
- **What would it mean for the company to become more inclusive and open to transgender employees?**

The Need to Speak Up is Clear: Harsh Workplace Realities for Transgender People

40% hear jokes about transgender people in the workplace.

42% of transgender workers fear getting fired for disclosing who they are.

40% of transgender workers report “fear for personal safety” as a reason for not being open.