

Going beyond good intentions...

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truly trans-inclusive practices

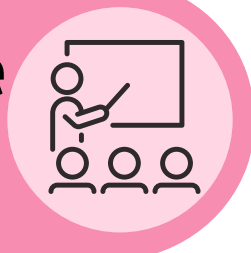


Clear Anti-Discrimination Policies

Make sure policies explicitly protect against discrimination based on gender identity and gender expression. This creates a foundation for accountability and signals to all employees that trans inclusivity is prioritised.

Provide training that educates all employees on the basics of gender identity, trans issues, and respectful language. This fosters empathy, reduces misunderstandings, and helps everyone support trans co-workers appropriately.

Comprehensive Training



Inclusive Facilities

Provide gender-neutral bathrooms and changing spaces, or allow employees to use facilities that match their gender identity. This avoids discomfort and discrimination.

Normalise sharing and respecting pronouns in meetings, on name tags, and in email signatures to create a culture where pronouns are respected and opens the door for people to express their gender identity safely.

Pronouns in Communication



Update HR and Employee Record Systems

Ensure that HR systems and all employee records allow for easy updates to an employee's name, gender marker, and pronouns. This includes payroll, email systems, ID badges, and any directories or internal systems.

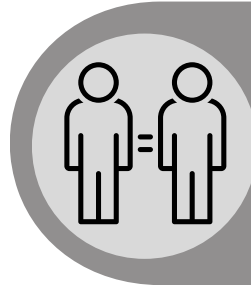
And here's what to avoid...

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practices that can fall short of trans-inclusion

Requiring everyone to share their pronouns can put trans employees in uncomfortable positions, especially if they're not out or still questioning. It's better to create an environment where pronouns are shared voluntarily.

Mandatory Pronoun Sharing



"One Size Fits All" Approach

Offering a simple binary option of "male or female" on forms, even with "other" as a choice, can feel exclusionary. Instead, use inclusive language like "gender identity" with an open field for people to self-identify.

Simply not using a trans employee's deadname isn't enough; be proactive in updating records and documents to reflect chosen names and make sure internal systems support name changes smoothly.

Failing to Address Deadnaming



Single 'Diversity and Inclusion' Policies

A broader diversity policy without specific focus on trans issues can dilute the support trans employees receive. Create distinct policies that address trans-specific needs in addition to LGBTQ+ policies.

Encouraging employees to "be allies" without proper training can lead to inconsistent support and even microaggressions, like overly invasive questions about a trans person's transition or identity.

Unstandardised Allyship

