



Registered Charity No. 1068137

**Championing Trans, Non-Binary and Non-Gender
Employees Within The Workplace:
Fostering an Inclusive and Welcoming Culture**

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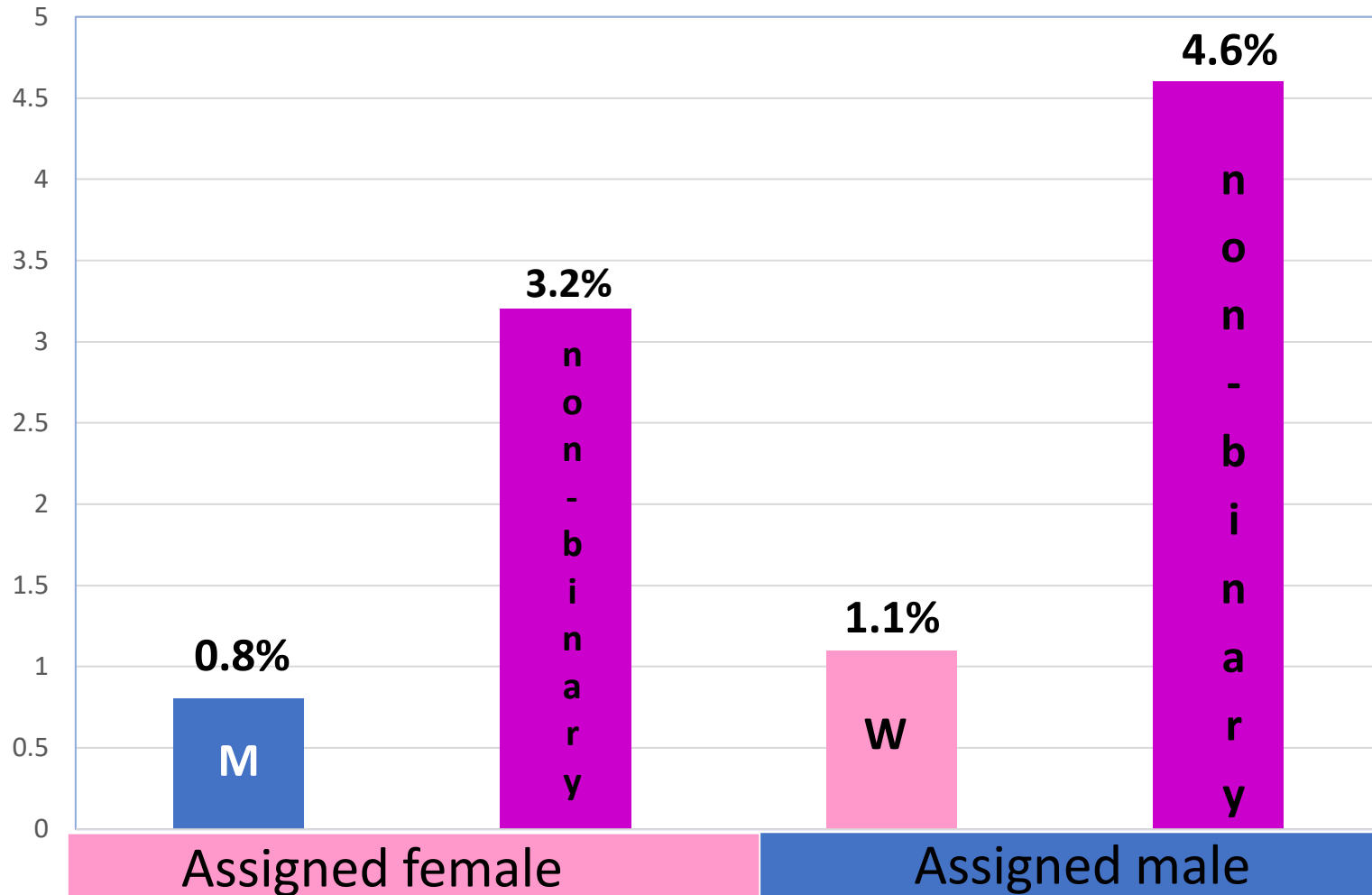
Amy Stanning

- Longstanding GIRES member
- Former Director at Barclays
- Led LGBTQ+ Network for 3 years
- Transitioned in the workplace
- Advises organisations on LGBTQ+ workplace inclusion
- Masters student at Lancaster



Guidance for Employers – Know Your Workforce

Gender incongruent identities compared with non-binary identities



5% of population falls under trans umbrella:

- 1% being trans-binary
- 4% trans non-binary
- How is this reflected in your workforce?

Equality Act: Protected Characteristics



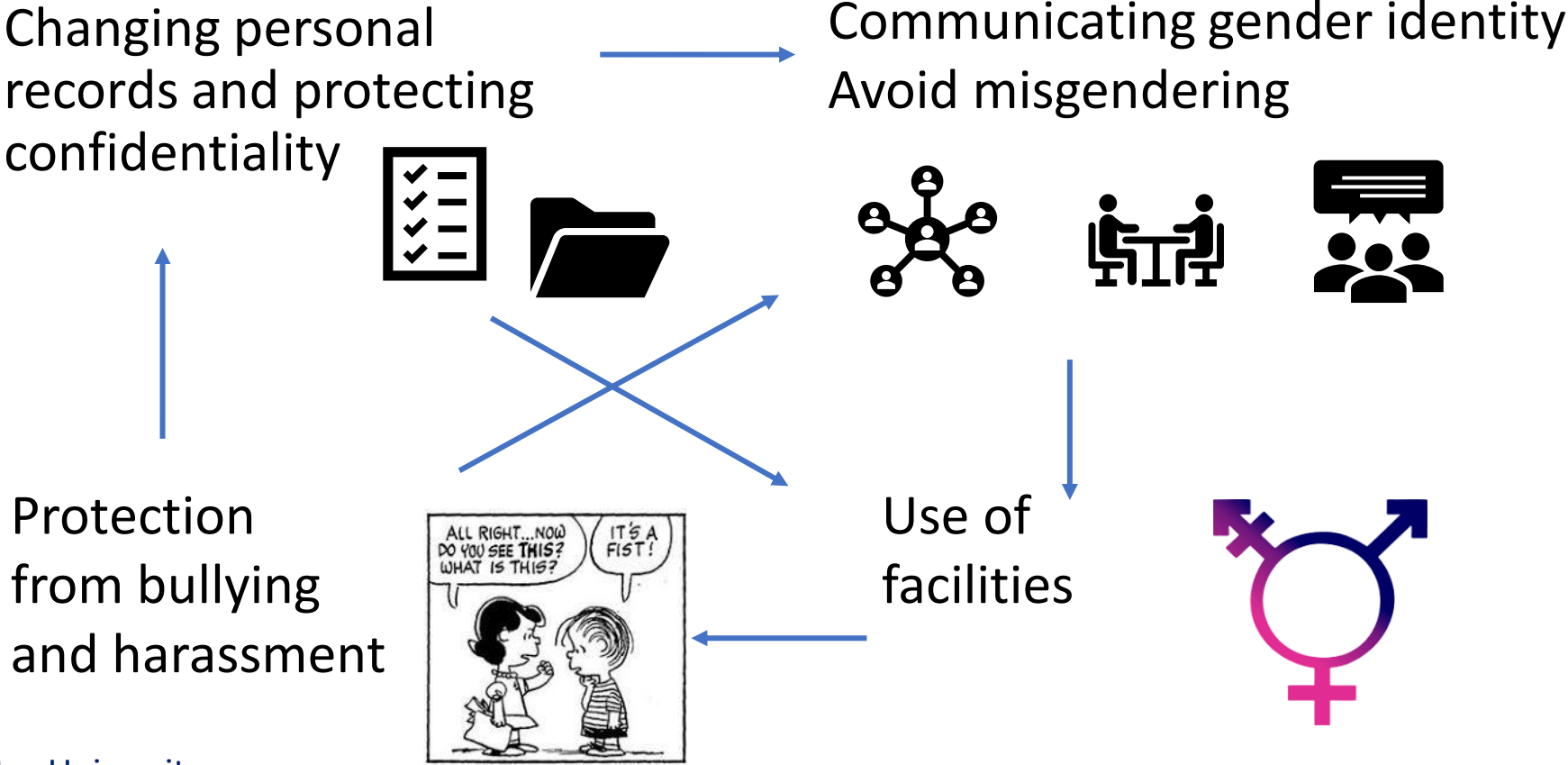
Equality Act 2010

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual Orientation.

The list of protected characteristics is in alphabetical order in the Equality Act 2010.

One does not have more importance than any of the others.

Trans+ Main Concerns in the Workplace



Source: Lancaster University

Policy and Practices in the Workplace

Importance of understanding impact on trans people

- Discrimination is **not** permitted in employment on grounds of gender reassignment.
- Protection is required from direct and indirect discrimination on grounds of gender reassignment in the provision of goods, facilities, services or premises.
- **EHRC guidance** recommends support should be extended to **all** other transgender people, i.e. those who are not intending to undergo gender reassignment

Supporting Trans+ Colleagues

Does your organisation have clear policies and procols for supporting trans+ colleagues?

Policies – statement of organisational intent

- Inclusive environment and fair treatment
- Safe environment for transition
- No tolerance for discrimination and harassment
- Link to DC&G Policies

Protocols - How trans+ colleagues are supported

- Transition processes
- Medical leave
- Bathrooms
- Travel Overseas

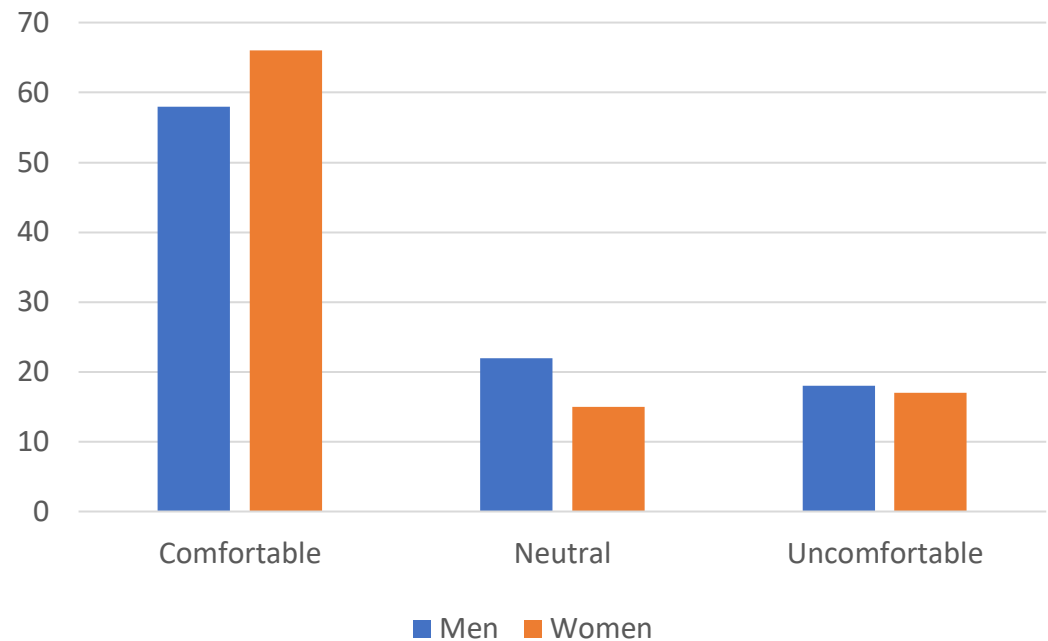


Why Adopt a Policy on Gender Identity and Expression?

Changing demographics slowly captured by data (Elias 2017)

British Social Attitudes survey 2019: sympathy with transgender people does not necessarily equate to full acceptance of their gender identity. (EHRC 2020)

Attitudes to Trans+ People Using Public Toilets Corresponding to their Gender Identity



Source: (BSA 2019)

Transition - Work Colleagues (1)

A critical moment – takes much courage

- Empathy and listening
- Avoid intrusion
- Clarify names and pronouns
- Policy and Protocols
- Sources of support – Colleague Networks, GIRES
- Protection
- What happens next?

Your enthusiastic support will help their mental health, and adjustment giving them confidence to tell others.

The workplace can be a positive, supportive space.



Transition - Work Colleagues (2)

Flexible agreement led by trans person working with HR and Manager

- Practical issues (flexible, personalised, reviewed)
 - Email
 - Intranet
 - Badges/passes
 - Uniform/dress code
 - HR records, payroll, tax
- Workplace Communication and training
- Data Privacy



Workplace Codes of Conduct

Including protection for and the rights of Trans+ employees

A great code of conduct reflects the values of an organisation.

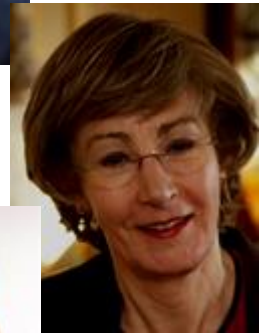
Includes the behaviours required and what is not acceptable and the consequences:

- Use of correct Pronouns:
- Bathroom protocols
- Email signatures and pronouns
- Records process
- Transition support plan (incl comms/training plan)
- Linkages to D,C & G processes
- **Being deliberately misgendered can cause distress**

Colleague Facilities

Changing facilities and bathrooms

- Trans people should be allowed to use the facilities appropriate to their gender presentation as soon as they transition to live full-time in the new gender.
- Ensure that all facilities offer privacy.
- Public Authorities should provide unisex options for both staff and members of the public – non-binary people may prefer to use these as well.
- If anyone is not comfortable sharing the facilities, they - not the trans person should use the unisex options.

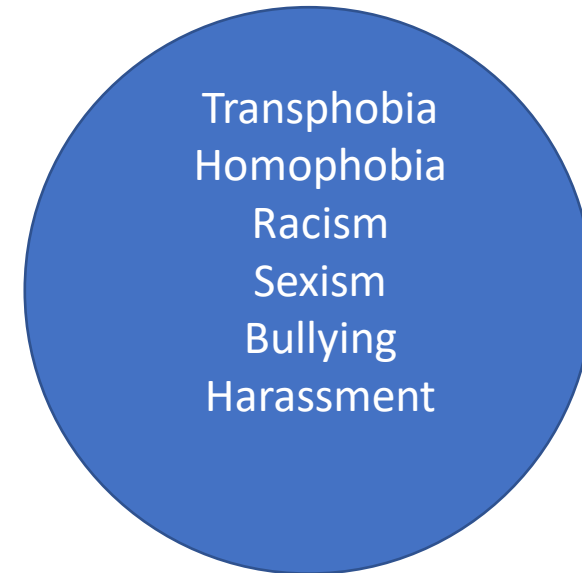


Banter, Bullying and Harassment

You overhear a colleague talking about another colleague using terms like 'tranny' to other colleagues.

- What should you do?
- What do you say?
- How do you react?
- Code of Conduct?

Banter is never, ever a defence
or an excuse for discrimination,
bullying or harassment



Colleague Training

Respectful and sensitive Interaction with trans+ colleagues, customers or clients



Language – meaning and choice

- Transgender/trans+
- Transitioning
- Gender identity vs sexual orientation
- Sex vs gender (?)
- Gender dysphoria; gender incongruence
- Trans woman/trans feminine person
- Trans man/trans masculine person
- Gender Recognition Certificate (GRC)
- Queer or Questioning
- Intersex

Colleague Training

Respectful and sensitive Interaction with trans+ colleagues, customers or clients



Other terms

- Gender diversity/variance
- Gender non-conforming
- Cis (gender)
- Agender
- Pansexual/gender
- Asexual
- 'going stealth'

Unacceptable

- Sex change
- Transsexual
- Transsexualism
- ftm/mtf
- Trans agenda/ trend/ lobby
- Transgendered
- 'passing'

Colleague Training

Respect

Trans women and trans feminine people may sound masculine when using the phone.

They are often misgendered.

“I told you my name is Emily.
Why are you calling me ‘sir’?”
“You sound like a man!”



Voice may not match the gender. Don't make assumptions. Listen carefully to the name. Stop using 'sir', 'madam'. 'How would you like to be addressed?'

Intersectionality

There can be conflict between the different areas of people's lives.

People may be struggling with different cultural norms and acceptance.

Individuals can belong to more than one group.



The important thing to remember is that each aspect of a person's identity should always be acknowledged, respected, and celebrate the differences.

www.gires.org.uk/inclusivity-supporting-bame-trans-people/

www.gires.org.uk/a-road-map-to-inclusion-supporting-trans-people-of-faith

What can you do?

- Be an Ally!
- Educate yourself: reading up about LGBTQ+ history and people's different experiences;
- Speak out about LGBTQ+ issues on social media, in conversations, at work;
- Challenge family members and friends;
- Ask your LGBTQ+ friends/colleagues;
- Visible support - attend pride, support LGBTQ+ networks





- **E-Learning: Further training available online**

- <https://www.gires.org.uk/e-learning/>

- Resources: Information and leaflets

- <https://www.gires.org.uk/resources/>

- TranzWiki: Support groups in the UK

- <https://www.tranzwiki.net/>



For more information

www.gires.org.uk

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You can follow and support GIRES

 [GIRESUK](https://twitter.com/GIRESUK)

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