



Transgender Inclusion 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.

- o *How does our LGBT employee group or network specifically welcome transgender co-workers?* Do we have openly transgender members? Planned programming specifically on transgender inclusion?
- o *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.
- o *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_____.
- o *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?
- o *My company actively engages with, or supports, the transgender community by _____.*
- o *Have our executives spoken specifically about transgender inclusion?*
- o *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.