



**Straight for Equality in the Workplace:
Becoming a Trans Ally and Going
Beyond the Binary**

Background:

Much-needed visibility for transgender and nonbinary people in the US has changed discourse about gender identity and expression. However, the lack of understanding and increase in anti-trans headlines, legislation, and violence continues to create challenges for companies who strive to create welcoming and inclusive workplace culture. That’s why education around what it means to be transgender and nonbinary, the importance of personal pronouns and how to use them respectfully, how to support employees, and how to demonstrate allyship is a necessary part of diversity and inclusion efforts for corporations.

This learning session provides key learning on terminology (as well as terms and comments to avoid), how to use personal pronouns, and the ways the experiences of people who are transgender and nonbinary differ from those who are lesbian, gay, and bisexual. It also includes an explanation of an organization’s nondiscrimination policy, transition guidelines, and available benefits. Finally, this learning session will help individuals and network groups learn simple, straightforward ways to create spaces that are more inclusive for individuals with gender-expansive identities.

Content Overview:

- Understand what gender identity and gender expression mean and discuss how we have traditionally understood those concepts in the US.
- Learn about some of the common challenges faced by people who are transgender and nonbinary inside and outside the workplace as well as progress we are already beginning to see.
- Discuss the importance of personal pronouns and the best ways to be respectful of others’ pronouns.
- Clarify your role in ensuring that people who are transgender and nonbinary are supported and included at work and in your community.
- Get suggestions for concrete things to do – and a few to avoid – that can shape your behavior as an ally, including an expanded explanation of pronoun usage and what to do when you make a mistake.
- Find out where to get additional resources for continued learning.

Recommended Session Length:	90 minutes (in person), 60 minutes (online)
Target Audience:	General audience, departments with employee who is transitioning, HR professionals
Participant Materials:	<i>the guide to being a trans ally</i> , online resource page.
Additional Information:	Customized learning options for HR Professionals, Recruiters, C-Suite, etc. are available. An advanced version of this session, that includes opportunities for participants to navigate real-world scenarios as allies, is available.

For more information on this session, contact Mackenzie Harte (they/them), Learning & Inclusion Coordinator, by e-mailing mharte@pflag.org or calling (202) 467-5411.