



## Becoming a Trans Ally and Going Beyond the Binary: What Would You Do?

### Background:

Much-needed visibility for transgender and nonbinary people in the US has changed discourse about gender identity and expression, but 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, how to support employees, and how to demonstrate allyship, and what to do in challenging situations is a necessary part of diversity and inclusion efforts for corporations.

This learning session provides key learning on terminology (as well as terms, phrases, 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 actions they can take to demonstrate allyship and how to handle it when conflict arises.

### 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.
- Get suggestions for concrete things to do – and a few to avoid – that can shape your behavior as an ally and find out where to get additional resources for continued learning.
- Work out, through small group discussion/online interaction, how you'd navigate some common (but tough) scenarios that allies often face in the workplace – and learn how others do it, too

<b>Recommended Session Length:</b>	90 minutes (in person), 60 minutes (online)
<b>Target Audience:</b>	General audience, departments with employee who is transitioning, HR professionals
<b>Participant Materials:</b>	<i>the guide to being a trans ally</i> , online resource page.
<b>Additional Information:</b>	For in-person sessions, this session is only available in a 90-minute format. Customized learning options for HR Professionals, Recruiters, C-Suite, etc. are available. Scenarios considered during this learning session will be developed, customized, and selected in consultation with event planners.

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

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