Stonewall ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

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EMBEDDING TRANS INCLUSION AT WORK

HAN | ACCOUNT MANAGER | THEY/THEM

MORGAN | TRANS DELIVERY AND IMPACT MANAGER | SHE/HER

Embedding trans inclusion at work

Understand what makes a trans inclusive workplace

Share good practice embedding trans inclusion at work

Discuss involving your whole organisation in trans inclusion

Housekeeping

- **Take a break when you need**

- **This session is interactive**

- **Share your knowledge and expertise**

- **Use 'kind eyes'**

- **Facilitators are here to share good practice and keep to time**

Session Timings

1 hr 25 mins

- **Introduction – 15 mins**

- **Good Practice – 25 mins**

- **Action Planning – 35 mins**

- **Closing – 10 mins**

What are the barriers to embedding trans inclusion in your organisation?

One barrier per post-it note

5 minutes activity
5 minutes reflection

Stonewall Guidance

What does a trans inclusive workplace look like?

Visible support for trans staff

Celebrating trans individuals throughout the year

Half of trans people have hidden their identity at work for fear of discrimination.

Inclusive policies developed in consultation with trans staff

Employee training

A trans inclusive workplace is a workplace where trans staff can thrive.

Key Principles of Trans Inclusion

These principles should inform all trans inclusion work

- no matter where you are on your journey

Create safe and welcoming environments for LGBTQ+ people-from the interview process through to exit interviews

Be led by your Trans staff and LGBTQ+ Network Group

Transitioning doesn't look the same for every trans person

Inclusive Facilities

- **Ensure a range and balance of facilities available i.e. single-sex spaces, gender-neutral and accessible spaces**

- **Gender-neutral facilities should be clearly communicated to staff and service users**

- **Allow trans staff access to the facilities that align with their lived gender**

Trans Inclusive Healthcare

- **Private healthcare and insurance are explicitly LGBTQ+ and trans inclusive**

- **Ensure health or mental health related benefits are trans inclusive and trained on trans issues**

- **Access to medical leave for transition-related appointments is an important factor of trans inclusion**

Trans Inclusion Policies

- Policies should be formalised

- Trans inclusion and transitioning at work policies should be explicitly non-binary inclusive

- Development of policies and benefits/practices can be supported by the LGBTQ+ Network group

- Policy should be accessible, ensuring everyone can understand the content and their roles and responsibilities

Good practice

Inclusive policies cover:

- A wide range of information and support
- Show the contents to support staff on finding correct information

How do I support our Trans colleagues in the workplace?

How do we support our Trans colleagues in the workplace as an organisation?

As a manager, how do I support someone who is in the process of transitioning?

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SPEAKER

ANN O'DONOGHUE | BARCLAYS | DEI BUSINESS PARTNER | SHE/HER

Trans Inclusion at Barclays

Gender Inclusive Facilities
- Current state assessment and opportunities – exciting building upgrade work
- Principles on inclusive design – embedded into Corporate Real Estate approach

Transitioning Policy
- For trans and non-binary colleagues
- Input from Stonewall on policy design
- Includes Guidance for line managers and broader teams
- Principles on inclusion

Guidance on name changes
- Social and legal name changes across HR and IT systems

Trans Inclusion at Barclays

ERG Partnerships

- Creating a culture of inclusion
- Gender ERG/Diversity Network is trans-inclusive
- Storytelling, awareness sessions + resources

Additional Activities

- Advocacy – Partnering with external LGTBQ+ organisations
- Data Collection – HR systems and/or engagement surveys
- Additional commentary on gender within UK Pay Gap Report

UK Pay Gap report

Gender

We recognise that our colleagues have a range of gender identities and that not everyone's gender identity aligns to their sex assigned at birth. Our systems and the reports they inform use definitions set out by legal reporting requirements. We are updating our systems to better reflect and honour the spectrum of gender identities. For the purposes of this report, we use the identifiers 'male' and 'female' for the category of gender as captured in our systems. While colleagues are able to select 'non-binary' as a gender, there is an insufficient sample size to report on non-binary colleagues in this report.

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Action Planning

Discussion

- One barrier per group

- Discuss ways to overcome your barrier. Think about approaches that might work across your organisations and what you might need to change for your organisation – use the handout provided

- You have 15 minutes to discuss

Questions to consider

What is contributing to this barrier?

What can be done?

What is a short-term solution?
What is long-term solution?

Who needs to be involved?
How can this be embedded across an organisation?

Reflections

Share a summary of your discussion.

Each group has two minutes.

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Summary

Understand what makes a trans inclusive workplace

Share good practice embedding trans inclusion at work

Discuss involving your whole organisation in trans inclusion

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What is one thing you will take away from this session?

THANK YOU

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