Transgender and non-binary employees face distinct challenges when it comes to achieving a feeling of safety at work and having equitable access to important benefits. They also experience deeper disparities in regards to wages, career development opportunities, and work climate.

TRANS & NON-BINARY EMPLOYEE EXPERIENCE AT A GLANCE

For every **$1 earned** by a typical worker...
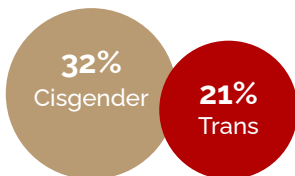
LGBTQ+ workers earn........ **90¢**

Trans men earn .... **70¢**

Non-binary
workers earn .... **70¢**

Trans women earn................**60¢**

Source: HRC (2021)

....

Access to sponsors is more limited for trans compared to cisgender employees

32% Cisgender

21% Trans

Source: McKinsey (2020)

....

Transgender employees experience **higher employment discrimination and verbal harassment** vs. cisgender LGB employees

49%
28%
29%
44%

Cis LGB
Trans

Employment discrimination
Verbal harassment
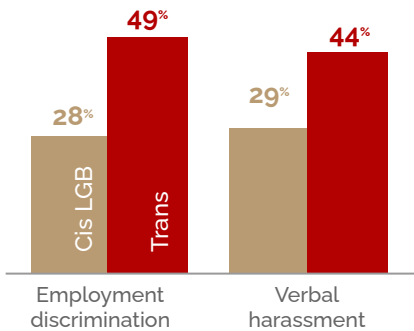
Source: Williams Institute, 2021

....

50% of trans employees report **covering their identity** with co-workers some or all of the time

Source: McKinsey (2021)

ARE YOUR POLICIES, BENEFITS, AND PRACTICES TRANS AND NON-BINARY INCLUSIVE?

- **Does your insurance carrier provide coverage for transgender individuals?** Proactively examine your policy contract to identify discriminatory exclusions for all types of care, including gender-affirming.

- **Does your benefits administration platform offer identification options beyond the gender binary?** Make sure all employees can opt-in and use gender-neutral language in your forms (e.g. "spouse/domestic partner" versus "husband/wife" or "parent/guardian" versus "mother/father").

- **Do you proactively provide information about inclusive benefits and coverage upfront to potential and new employees?** Doing so lifts off the burden from LGBTQ+ employees, eliminating unnecessary stress.

- **Do your medical leave and time-off policies apply to transitioning individuals?** Having formal gender transition guidelines will ensure that managers are well educated on how to adequately manage the procedural and social aspects of the employee's transition.

- **Do all employees have access to bathroom facilities that are consistent with their gender identity?** Evaluate bathroom usage policies and designate non-gender-specific, single-person-use bathrooms throughout the premises.

- **Are you using gender neutral language across the board?** This includes employee handbooks, company dress codes, and other forms of employee communications materials.

A QUICK GUIDE TO PROPER TERMINOLOGY

- **Sex assigned at birth:** The sex assigned to a child at birth based on their external anatomy.

- **Gender identity:** A person's internal understanding of their gender.
  - *Cisgender:* Describes people whose gender identity corresponds with their sex assigned at birth.
  - *Transgender/trans:* An umbrella term for people whose gender identity differs from their sex assigned at birth.
  - *Non-binary:* Describes people whose gender identity does not align with being a man or a woman. They may identify as both, somewhere in between, or with a gender that falls entirely outside of these categories. Examples include *agender* and *genderfluid*.

  Some transgender individuals may also identify as nonbinary and vice versa. However, these terms are not interchangeable.

- **Gender expression**: A person's external expression of their gender (e.g. names, pronouns, clothing, hairstyles, voice, etc),

- **Gender dysphoria:** Distress stemming from the disconnect between an individual's gender identity and their sex assigned at birth. Experiences of discrimination (e.g. being forced to use facilities that do not correspond with one's gender identity) can further compound distress.

- **Transitioning:** A series of processes that some people may undergo in order to live in alignment with their gender identity. These may differ person to person, but can include *social transition* (e.g. changing pronouns), *medical transition* (e.g. reconstructive surgery), and *legal transition* (e.g. changing legal name). Transgender people may choose to undergo some, all, or none of these processes.

- **Gender-affirming care:** Refers to any services or procedures that empower an individual to better align themselves with their gender identity and relieve gender dysphoria. It can be *medical* (e.g. hormone replacement therapy), *surgical* (e.g. plastic surgery), *behavioral* (e.g. speech therapy), or *psychosocial* (e.g. mental health counseling).

- **Misgendering:** Occurs when someone deliberately or accidentally refers to a transgender or non-binary person with language that does not align with their affirmed gender.

- *Deadnaming*: Calling a transgender or non-binary person by a name they no longer use, like their birth name.

Adapted from: HRC; Alphabet Soup: The Essential Guide to LBGTQ+ Inclusion at Work (Bach 2022); Americas Trans and Gender Diversity Toolkit; GLAAD

USEFUL RESOURCES

- LGBTQ+ Briefing Best Practices from EY, Vertex, and Salesforce (BCCWF)

- A Model for Supporting LGBTQ+ Employees: Providing Safety, Equity, and Community (BCCWF)

- Trans Toolkit for Employers (HRC)

- My Pronouns Are She/They. What Are Yours? (HBR)

- Creating a Trans-Inclusive Workplace (HBR)

- Being Transgender at Work (McKinsey)

- Pride in Our Workplace Trans Inclusion Series (PIOW)

- Best Practices for Nonbinary Inclusion in the Workplace (Out and Equal)

- Workplace Gender Identity and Transition Guidelines (Out and Equal)

" This is about everyday Americans who want the same chance as everyone else to pursue health and happiness, earn a living, be safe in their communities, serve their country, and take care of the ones they love."

GLAAD, Talking About LGBT Equality: Overall Approaches