
CREATING A TRANS INCLUSIVE WORKPLACE

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WHERE WE ARE NOW

- Over 160 bills across the United States targeting transgender people in 2022 – many focused on targeting children's access to healthcare and social participation. (Sports, bathrooms, schools etc.)
- Transgender people were 3x more likely to be unemployed than a cisgender person
- Trans people face disproportionate harassment and violence in the workplace, unjust terminations, lack of developmental opportunities, and other inequities
- Public perceptions on transgender people limit people's empathy for us

WHAT WE WANT

- Fair and equitable treatment – transgender people may have specific healthcare and access needs that differ from their cisgender coworkers.
- Safety – transgender people are 4x more likely to experience violence than cisgender people. This is even more acute for Black and Brown transgender women.
- To do our jobs – just like *almost* everyone else, transgender people must work for a paycheck to stay alive.
- Respect - transgender people deserve to be treated with respect and dignity, just like anyone else.

HOW WE GET THERE

- Cultural changes in our workplaces, our families, and our society. Direct conversations with peers about transgender people, interrupting oppressive moments.
- Organizing in our workplace to protect and uplift transgender coworkers.
- Investment in resources that directly impact transgender people, such as professional development opportunities, support networks, employee resource groups etc.
- Thinking critically about legislation and policies that may have an impact on marginalized people, including transgender people.

TRANS TERMINOLOGY

- Pronouns: words we use to describe each other. (They, She, He, Ze, and many more!) Can correlate with gender identity, but not prescriptive; may change in context.
- Transgender: gender identity is different than considered typical for their assigned sex.
- Non-binary: gender identity is not solely represented in the gender binary. May be agender, male, female, both, or neither.
- Cisgender: gender identity is associated with their assigned sex. (Does not necessarily mean total gender conformity)
- Gender binary: The social norm of male and female being opposite, fixed identities, generally associated with sex characteristics.
- Gender: A social identity influenced by cultural contexts; can be a form of expression and personal meaning, as well as a way of identifying with others. (Family roles, social responsibilities,)
- Sex: A biological characteristic that is typically designated by external genitalia at birth. There are at least 6 human sexes based on karyotypes (XX, XY, XXY, etc) and a variety of intersex conditions, where individuals may have blended physical sex characteristics. This is very personal information and not a necessary thing to understand about another person unless medically necessary.

WHAT DOES A TRANS-INCLUSIVE WORKPLACE LOOK LIKE?

- Transgender people are employed there and receiving services there (depending on your workplace)
- Workers are protected by a Collective Bargaining Agreement and a strong union
- Low-or-no cost health care with coverage for transition needs
- Pronouns and names are respected, and when mistakes happen, they are corrected
- Gender identity specific non-discrimination/anti-harassment policies
- Transgender people feel safe, understood, and accepted at work
- Cisgender people are given adequate training to understand the needs of their transgender coworkers
- When transgender people speak on issues, they are listened to and respected.

WHAT CAN YOU DO?

- Raise issues you notice with union organizer, stewards, and address at labor management committee
- Get involved in your union – sublocal, caucus, or local leadership!
- Put up pride flags and other visible demonstrations of support in workspaces, and follow that sentiment with action
- Advocate for legislation that supports transgender people, and fighting back against anti-trans legislation
- Be a safe person for your transgender coworkers
- Educate yourself, your peers, and your family
- Be conscious of who is in the room, and who is not, when decisions are made.
- Organize with your fellow coworkers to fight for policies in the workplace that support trans people
You don't have to be LGBTQIA2S+ to advocate for your coworkers, but center their leadership



TRANSITION CARE RESOURCES



DISCUSSION & QUESTIONS