

## INCLUSION OF TRANS & GENDER DIVERSE EMPLOYEES

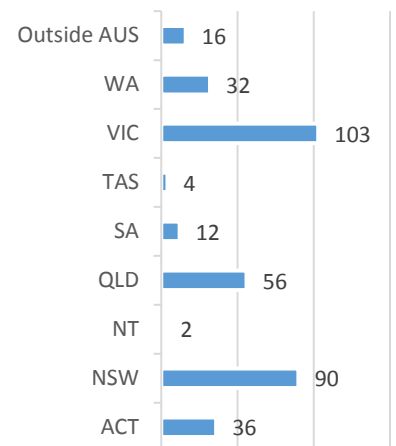
The AWEI annually seeks to highlight the lived experience of LGBTI people within Australian workplaces, in particular those workplaces that are active (to various degrees) in LGBTI inclusion.

While we understand that language/terminology/acronyms can always be problematic, articulating the range of gender diverse identities within one umbrella term is fraught with problems and can be seen as exclusionary by many. For the purposes of collecting a sufficient number of survey responses from those who identify as trans, those who have a trans history but don't identify as trans and those who identify by a diverse range of gender identities other than cis-gendered male/female, we utilised an umbrella term of **Trans & Gender Diverse**. We understand that any one umbrella term would be far from ideal and as a result will have its limitations in regard to data collection, but we also acknowledge that in using an umbrella term, our aim is one of inclusion and our intent one of investigation. We wanted to understand the lived experience of Trans & Gender Diverse people within the growing number of workplaces participating in the 2018 AWEI. This paper summarises those findings.

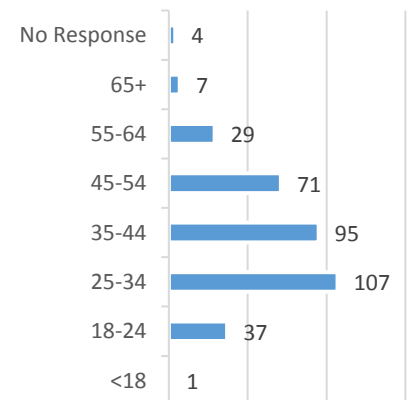
### PARTICIPATION DEMOGRAPHICS

In asking the question if, according to the survey definition, participants would fall into the *Trans & Gender Diverse* grouping, 351 responded yes at which point their responses to a series of questions were selected. Those who chose *No* as a response skipped the questions for Trans & Gender Diverse participants, moving through to the next section.

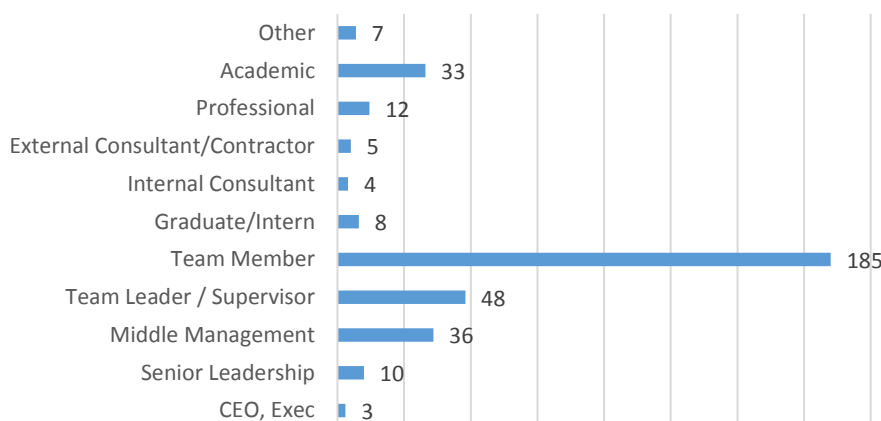
State (n=351)



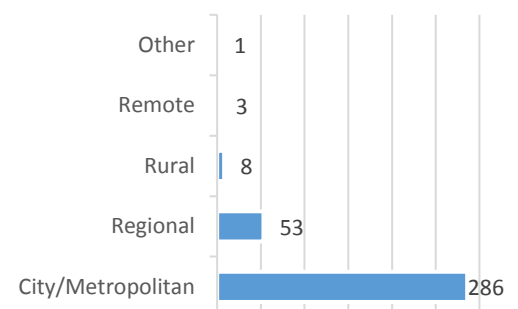
Age (n=351)



Role (n=351)

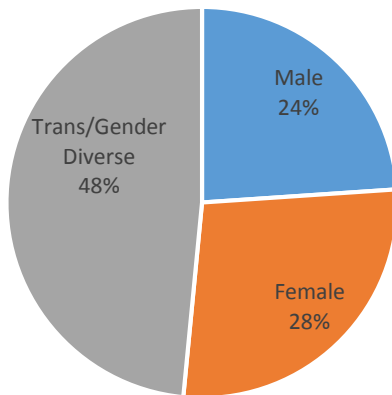


Location (n=351)



## HOW RESPONDENTS IDENTIFIED

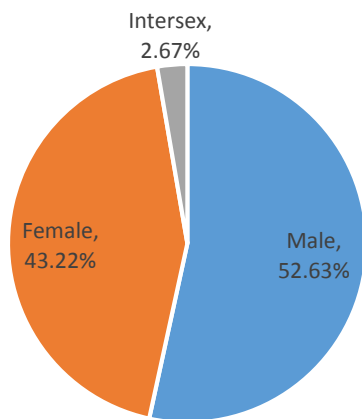
Gender Identity  
(n=326)



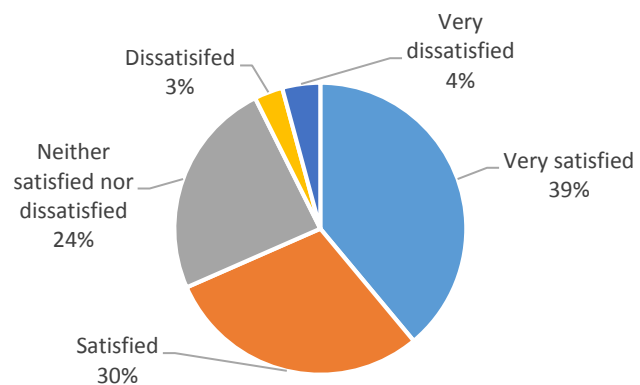
For the purposes of the survey, the umbrella term **Trans/Gender Diverse** included but was not limited to those who identified as *trans*, *those with a trans history* who identified only as their affirmed gender and those who identified with a gender other than a cis-gendered binary. This latter group included but was not limited to those who identified as *gender diverse*, *bi-gender*, *gender fluid*, *non-binary*, *gender queer*, *a-gender* or *other*.

Self-defined identities other than those described above included: *gender neutral*; *two-spirits*; *demi-girl*, *non-binary girl*; *gender nonconforming female*; *trans girl*, *androgynous*, *gender non-conforming*, *X*, *genes and phenotype*, *agenderex*, *woman-aligned non-binary*; *M2F transgender*; *trans-masculine*; *demi-boy*; *trans Hetero*; *male with female leanings*; *Ppolygender*; *neutral*; and *the gender spectrum*.

Assigned at Birth (n=329)

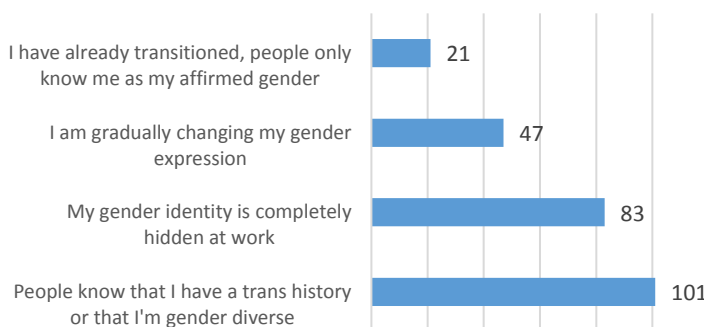


For those who transitioned in the current workplace, level of satisfaction with process and outcome (n=95)



## BEING OPEN ABOUT GENDER IDENTITY AT WORK

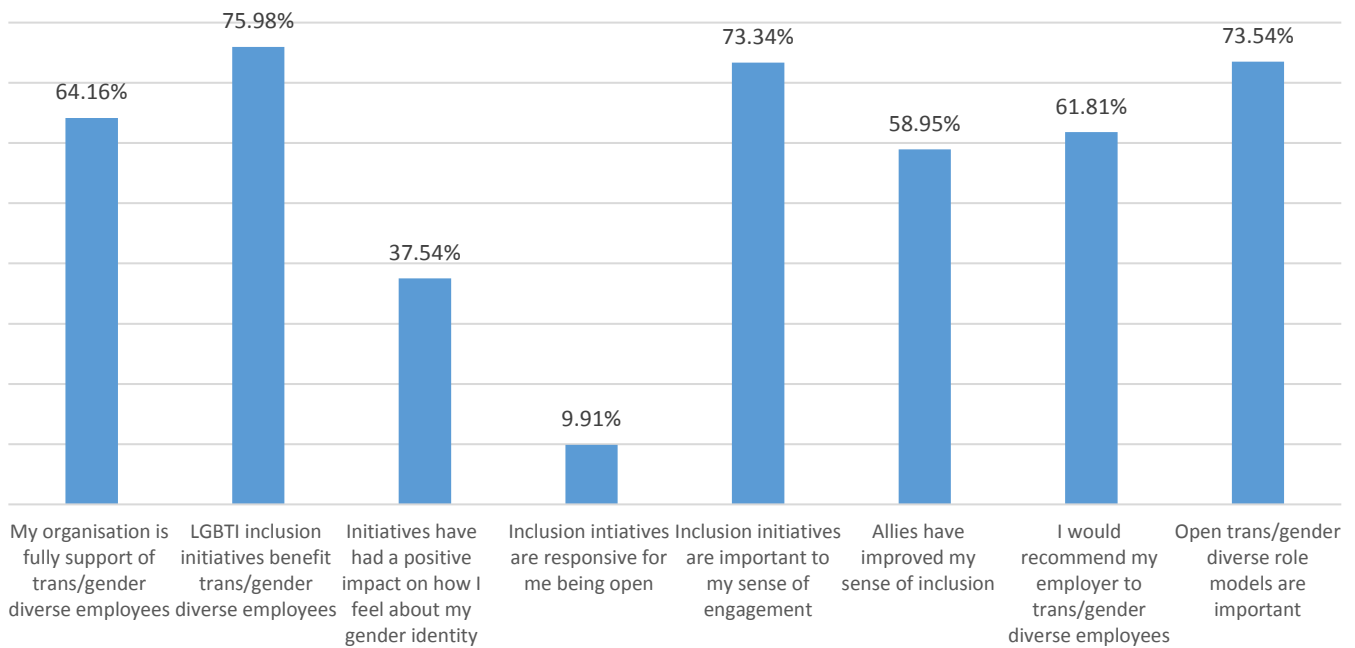
Which statement best describes your openness in regard to your gender identity at work? (n=252)



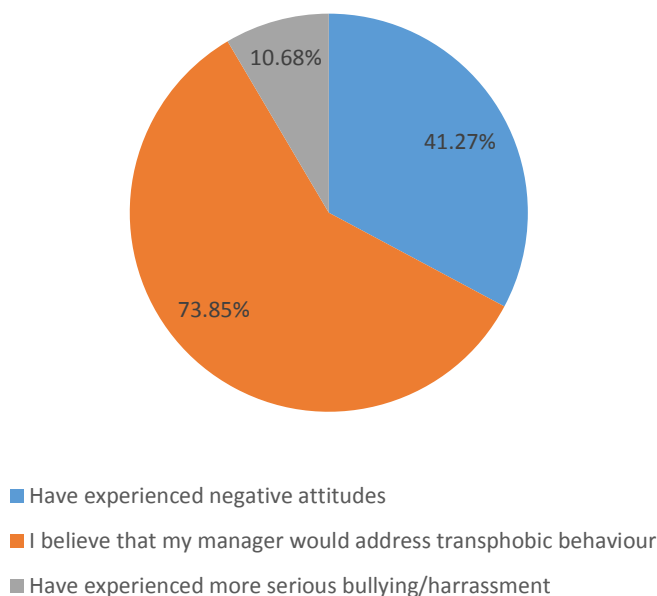
For those who were open at work in regard to their gender identity:

- 78.13% that they were comfortable being open about their gender identity or trans history (43.75% extremely; 34.38% somewhat); and
- 61.86% claimed that they were more productive as a result (30.93% significantly more productive, 30.93% more productive).

## VIEWS ON WORKPLACE CULTURE



## BULLYING & HARASSMENT AT WORK DUE TO GENDER IDENTITY



10.68% of all trans/gender diverse respondents (n=337) stated that they had been bullied or harassed because of their gender identity within their current place of work within the 2017 year.

Of those who have been more seriously bullied/harassed at work:

- 50% formally reported this; and
- 55.55% have considered leaving their current employment as a result.

For those who did not report this, the top reasons were:

- It would make things worse within my team (55.56%)
- Belief that it would not be taken seriously (50%); and
- Concern that it would reflect badly on them (44.44%)

---

*Incredibly, 63.89% of the bullying/harassment reported in the survey by trans/gender diverse employees came from their immediate manager (36.11%) or other Senior Leaders (27.78%) within the organisation. 27.78% came from within the immediate team.*

---

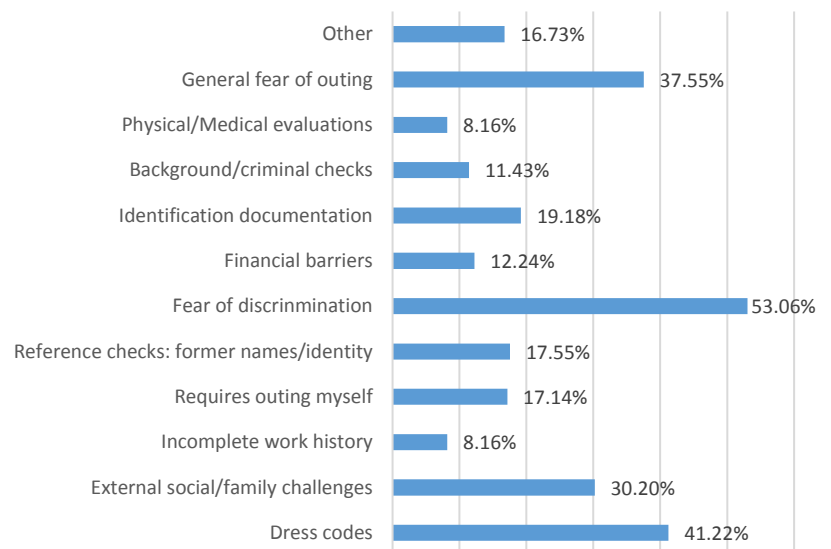
## INCLUSION PRACTICE POINTS

- Clearly articulate support of trans/gender diverse employees
- Ensure guidelines/processes for those affirming their gender in the workplace
- Consider better leave entitlements for those transitioning/affirming gender
- Review forms, surveys and processes for language that excludes trans & gender diverse employees
- Ensure access to unisex or gender neutral bathrooms for those who wish to use them
- Review dress codes for gender diverse employees and those who move between female and male expressions
- Celebrate of LGBTI days of significance (Transgender Day of Visibility – 31 March; Non binary people’s day – July 14; Transgender Day of Remembrance – 20 November)
- Provide an opportunity for trans/gender diverse people to contribute to LGBTI inclusion strategies and review policies/forms
- Review the experience of trans/gender diverse customers or service users
- Communicate zero tolerance of transphobic / homophobic behaviour : call this out within policies. Take instances of destructive behaviour seriously and equip managers to address this within teams.

## RECRUITMENT

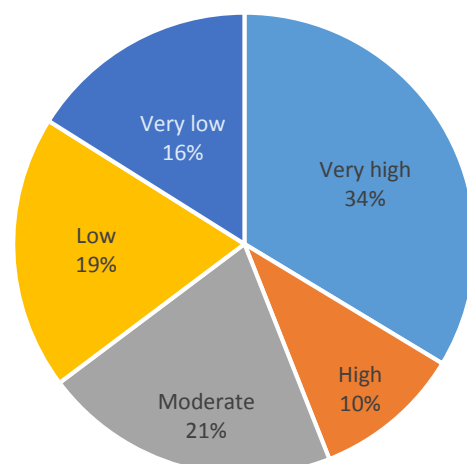
Recruitment is one of the biggest issues faced by trans/gender diverse people with many of the recruitment processes carrying significant stumbling blocks before even getting to the interview process. While the AWEI this year saw some exceptional to reduce some of these barriers across leading practice organisations, there is still a significant amount of work to be done.

### Barriers to employment encountered



- Only 14.61% of trans/gender diverse applicants disclosed their gender diversity to their current employer during the recruitment process.
- Of those who did 22.16% were either very satisfied (10.34%) or satisfied (11.82%) with the process overall. 7.9% were dissatisfied.

48.22% of respondents experienced anxiety during the recruitment process due to their gender identity/expression



## RECRUITMENT PRACTICE POINTS

**Respondent suggestions** as to how employers can help reduce the barriers to employment for trans/gender diverse employees:

- Clearly signal during the recruitment process that applications from trans and gender diverse applicants are welcome.
- Skill up recruitment teams on language, etiquette and take a support role to those hiring managers who may not understand.
- Provide information about, and support for the onboarding process that may be difficult for trans/gender diverse people to navigate.
- Add things like “preferred name” boxes. Don’t ask us about our “sex”. Use alternate gender markers. Give more diverse options for gender on forms or discard those options entirely.
- Recognise that trans and gender diverse people can’t always access up to date identity documents especially those who have socially transitioned but can’t or won’t medically.
- Assist with Learning & Development opportunities and scholarships for all trans & gender diverse people, not just younger people to help address the significant disadvantages that trans & gender diverse face.
- If background checks aren’t actually required for the position, drop the “previous names” field on an application or change to an obviously voluntary field on employment applications.
- State that interview attire appropriate to the applicant’s gender identity is accepted and encouraged.
- Have the recording of personal identity information (ie birth certificates/passports) completely separate from the employee information forms, so that it is clear that the background check process is separate and sensitive information won’t be shared as general employee information.
- Ensure processes are in place where transgender employee’s identities are kept private and confidential to all other managers and employees unless explicit consent has been given for this to be shared with any intended parties.
- The fear is largely one of social stigma and anxiety so a rainbow flag visibly shown in interview areas may help.

[1] The Australian Workplace Equality Index (AWEI) Survey is an optional component of the LGBTI benchmarking instrument used to assess, benchmark and shift practice in LGBTI Inclusion within Australia. Academic insights and an executive summary of the survey results will be released mid-2018 by ACON’s Pride in Diversity Program. In 2018 the survey received 23,120 responses. These fact sheets will deep dive into the data on a regular basis providing Australian Diversity Professionals, HR, Executive Sponsors and Network leaders with local current data to support their initiatives.

**Newsletter signup:** <http://eepurl.com/dvH0rv>