Creating a Transgender Affirming Organization
This webinar is being recorded. The slides, handouts, and recording will be made available at aidsunited.org/webinars.

This webinar is in “listen only mode.” To ask a question, please use the Q&A box in the lower right of your screen. Audio information is provided in the right column (above the Q&A).
The Parallax Group
Presenters

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Agenda

• Participation guidelines
• Review language and concepts
• The social, legal, and economic context
• Impact of HIV on Transgender communities
• Meaningful engagement of Transgender people
• Organizational best practices
• High impact programs and services focusing on the Transgender community
• Case Study: Whitman Walker Health
• Additional resources and tools
Participation Guidelines

• Assume a spectrum of experiences and identities
• Respect this space as a learning environment
• Use respectful and pluralistic language
• Challenge yourself by choice
• Practice self care
Gender & sexuality play a large role in human development and the way we bond with others.
Yet, we live in a society where our discussions of sex and gender are often rooted in fear and/or shame.
Things Must Change
Gender is more than the way you look

It’s also about self image, developing your own identity, challenging societal roles, learning to express yourself, and communicating your wishes and boundaries.
Key terms:

- Gender Identity
- Gender/Binary
- Gender Performance
- Gender Expression/Presentation
- Quality Sexuality Education
- Sexually Attracted To
- Sex Assigned At Birth
- Romantically/Emotionally Attracted To
- Gender/Sexuality Spectrum
Are you a little confused?
That’s ok!
The Trans Community is Diverse

I'm a transgender woman and I'm part of DC.

Please treat me the way any woman would want to be treated: with courtesy and respect.

Discrimination based on gender identity and expression is illegal in the District of Columbia.

If you think you've been the target of discrimination, visit www.shrc.dc.gov or call 202/727-4300.

I love the Wharf, listening to jazz at Westminster Church, and playing basketball with other guys.

I'm a transgender man and I'm part of DC.

Please treat me the way any man would want to be treated: with courtesy and respect.

Discrimination based on gender identity and expression is illegal in the District of Columbia.

If you think you've been the target of discrimination, visit www.shrc.dc.gov or call 202/727-4300.

I love seeing bands at 9:30 Club, looking out for great food trucks, and shopping at Eastern Market.

I'm a transgender man and I'm part of DC.

Please treat me the way any man would want to be treated: with courtesy and respect.

Discrimination based on gender identity and expression is illegal in the District of Columbia.

If you think you've been the target of discrimination, visit www.shrc.dc.gov or call 202/727-4300.
Gender Spectrum

Chromosomal Sex

Male [→] Female

Gender Expression

Masculine [→] Feminine

Gender Identity

Man [→] Woman

Sexual Orientation

Women [→] Men
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Rapidly Changing Legal Landscape

Governments and Businesses are increasingly recognizing protections for transgender employees.

19 states + DC explicit non-discrimination protections

Hundreds of businesses have gender transition guidelines

66% of Fortune 500 companies have non-discrimination policies

>50% of Fortune 500 companies offer inclusive healthcare benefits

Source: Corporate Equality Index (2017)
Employment Discrimination is Pervasive

Discrimination against transgender and gender expansive individuals is pervasive throughout social institutions including the workplace.

- **2x** rate of unemployment
- **90%** report discrimination
- **47%** adverse job outcome
- **26%** lost a job
- **50%** experienced harassment

Source: Injustice at Every Turn: A Report of the National Transgender Discrimination Survey (2011)
Federal Context

- There is **no federal law** that explicitly prohibits discrimination against gay, lesbian, bisexual, or transgender individuals.

- However, a series of federal court decisions have established that discrimination based on **sex stereotypes** is considered a form of ‘sex discrimination’ prohibited by Title VII of the Civil Rights Act of 1964.

- **Title VII** prohibits job discrimination based on race, sex, color, religion, and national origin. Title VII applies to federal employers, state and local employers, and private employers with 15 or more employees.

Source: Injustice at Every Turn: A Report of the National Transgender Discrimination Survey (2011)
Intersectionality in Practice NCTE 2015 Survey

- 29% of respondents live in poverty
- Unemployment rate 3x higher
- 30% of respondents have experienced homelessness

Health Care Access

- **55 percent** of those who sought coverage for transition-related surgery in the past year were denied.
- **25 percent** of those who sought coverage for hormones in the past year were denied.
- **40 percent** attempted suicide in their lifetime.
- Respondents were living with HIV at **nearly five times** the rate in the U.S. population.
  - **HIV rates higher** among transgender women (3.4%), especially transgender women of color.

Achim Howard
Applying the Principles of Meaningful Involvement of People Living with HIV

“People cannot achieve their fullest health potential unless they are able to take control of those things which determine their health.”

–World Health Organization, 1986
Meaningful Engagement

• Establish common ground with other organizations and networks of people living with HIV, and demand a place at decision-making tables.

• Ensure that the MIPA Principles are living and practiced concepts within organizations and that new, inclusive and diverse leadership, such as transgender people, young people and other vulnerable population leadership, is nurtured.

• Encourage professionals, particularly people living with HIV, to become involved by offering their skills and services to organizations and networks of people living with HIV.
Case Study: Whitman-Walker Health

Amy Nelson
Best Practices for Trans-Affirming Organizations and Businesses
Employment Non Discrimination & Equal Opportunity Policy

• Include “gender identity and expression” in your Employment Opportunity nondiscrimination policy.

• Prohibit discrimination and harassment in your EO policy or a comparable document. Ensure that “gender identity and expression” is included in lists of reasons not to discriminate or harass staff.
Medical Benefits

• Medically necessary vs cosmetic procedures
• Medically necessary = hormones and transitioning related surgeries, required for gender affirming, but may be excluded from employer provided health care plans.
Gender Markers & Name Change

• Update all visible references to the employee's name (especially e-mail, photo ID, and workplace signs, company directory, and business cards, as soon after transition as possible.
Education for Employees & Clients

• Lead by example! Use the new name and pronouns in all official and unofficial communication. Make it clear that the transition is "no big deal," and that work will continue as before.

• Host a series of gender competency workshops that address HR best practices, focusing on what constitutes harassment.
Confidentiality

• **People’s transgender identity is private.**
  This applies to staff who do not plan to transition, those who are considering a transition, and staff who have transitioned in the past.

• **You cannot disclose this information without consent.**
Dress Code

- “Real life Experience Mandate”
- Transitioning takes time. Flexibility!
- At all costs avoid all sex-specific requirements
Restroom Access

• OSHA rules require that all staff have unlimited, convenient access to restrooms.
• Statement of support for all staff to use the restroom without interference.
• What is a bathroom policy really about?
  – Staff rights, immigration, parental rights, disability rights.
• The case for single stall, gender-neutral bathrooms.
Marital Status & Benefits

• Transgender staff may be married before their transition. Transition does not necessarily terminate a legal marriage. It is possible that transgender staff have a legal spouse of the same gender and this spouse may be a beneficiary in the HR and health care database.

• Permit designation of a lawful spouse, of either gender, as a beneficiary on company health plans.
Sick and Personal Days

- Transgender people may be required to undergo a number of medical treatments to support their transition.
  - Therapist visits (with varying frequency, from quarterly to weekly)
  - Doctor's office visits (usually quarterly)
  - Electrolysis (usually weekly)
  - Laser hair removal treatments (every 4-12 weeks apart)
  - Time off for surgery (up to 6 weeks)
Redefine Success
Other Considerations

- Train HR personnel on trans-affirming interviewing process
- Background check: navigating name changes
- Process for reference checks
- Explicit cross dressing acceptance policy
- Relocation options and support
QUESTIONS
Further Readings


Just One of the Guys?: Transgender Men and the Persistence of Gender Inequality by Kristen Schilt, 2010.


2015 U.S. Transgender Survey
Upcoming AIDS United Opportunities

• **AIDSWatch** – March 27 & 28
  – Hotel Discount Closes 3/3
  – Early Bird Registration Closes 3/11

• **Succession Planning Institute**
  – Applications Due 2/28

• **Sector Transformation Grant Funding**
  – Submit Letter of Intent by 3/13

• **Pedro Zamora Public Policy Fellowship**
  – Apply by 3/15 for Summer Session