



Creating a transgender inclusive workplace

**Educational resources
November 2022**



**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

www.ccdi.ca

Educational resources on creating a transgender inclusive workplace

Transgender Day of Remembrance is commemorated each year on November 20th to honour the lives of transgender people who have been murdered in acts of hate, prejudice, and violence. This day brings attention to transgender hate crimes and the many victims whose cases have still not been solved.

This educational guide aims to provide information for creating welcoming and safe environments for transgender and gender-diverse individuals.

Learn more about the Transgender Day of Remembrance from [GLAAD](#) or the [GSA Network](#).

Becoming an ally to transgender people

Learning the fundamentals

- [Affirming and Inclusive Language](#), Egale
- [Grammaire neutre \(PDF\)](#), Egale
- [Pronouns and Inclusive Language](#), UC Davis
- [S'outiller pour mieux intervenir avec les personnes trans, non-binaires ou en questionnement de leur identité de genre \(PDF\)](#), Aide aux Trans du Québec
- [Supporting the Transgender People in Your Life: A Guide to Being a Good Ally \(PDF\)](#), National Center for Transgender Equality
- [Tips for Allies of Transgender People](#), GLAAD
- [Transgender Identity Terms and Labels](#), Planned Parenthood
- [Understanding Non-Binary People: How to be Respectful and Supportive](#), National Center for Transgender Equality

Concerns facing transgender people

- [Avoidance of Public Spaces by Trans Ontarians: The Impact of Transphobia on Daily Life \(PDF\) / Évitement des espaces publics par les personnes trans d'Ontario : L'impact de la transphobie sur la vie quotidienne \(PDF\)](#), TransPulse
- [Fatal Violence Against the Transgender and Gender Non-Conforming Community in 2022](#), Human Rights Campaign
- [The struggle of trans and gender-diverse persons](#), United Nations Human Rights
- [Transgender people of color face unique challenges as gender discrimination and racism intersect](#), The Conversation

Coming out, or not, at work

- ◉ 7 Myths About Coming Out at Work, Harvard Business Review
- ◉ Being Transgender at Work, McKinsey & Company
- ◉ Coming Out as Trans at Work, Harvard Business Review
- ◉ Coming Out at Work: How to promote trans-inclusive workplaces, Here to Help
- ◉ De la galère d'être une personne transgenre dans le monde du travail, VICE
- ◉ Enjeux et conseils pratiques : Les personnes transgenres au travail, Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec
- ◉ Femme transgenre au travail : « Comment mon entreprise m'a accompagnée dans ma transition », Les Echos Start
- ◉ Gender Transitioning in the Workplace: An Employer's Guide, FisherPhillips
- ◉ Know Your Rights: A Guide for LGBTQ2+ Employees (PDF), Pride at Work Canada
- ◉ Quelle place dans le monde du travail lorsqu'on est une femme transgenre?, Radio-Canada

From support to affirmation in the workplace

Building safe and affirming workplaces

- ◉ Building trans-inclusive workplaces: A guide for managers, unions and workers (PDF) / Des milieux de travail accueillants pour les personnes trans: Guide à l'intention des gestionnaires, des syndicats et du personnel (PDF), Public Service Alliance of Canada
- ◉ Building Trans-Inclusive Workplaces: Fact Sheet (PDF) / Des milieux de travail accueillants pour les personnes trans : Fiche d'information (PDF), Public Service Alliance of Canada
- ◉ Companies Can't Ignore Shifting Gender Norms, Harvard Business Review
- ◉ Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit / Créer des milieux authentiques: Une boîte à outils sur l'identité et l'expression de genre, the 519
- ◉ Gender-Inclusive Washrooms in your Workplace: A guide for employees and managers (PDF) / Toilettes neutres en milieu de travail: Guide à l'intention du personnel et des gestionnaires (PDF), Public Service Alliance of Canada
- ◉ Hiring Across All Spectrums: A Report on Broadening Opportunities for LGBTQ2+ Jobseekers (PDF), Pride at Work Canada
- ◉ Intégrer les personnes trans en milieu de travail: Guide d'information (PDF), Fondation émergence
- ◉ Restroom Access for Transgender Employees, Human Rights Campaign

Conversation starters

- ◉ Comment soutenir le coming-out d'une personne trans en entreprise ? (PDF), Transgender Network Switzerland
- ◉ How to Talk about Pronouns at Work: A Visual Guide, Harvard Business Review
- ◉ Transgender Inclusion Conversation Starters (PDF), Human Rights Campaign

Transition support and planning

- ◉ Supporting an Employee in Transition, the 519
- ◉ Transitioning Employers: A survey of policies and practices for trans inclusive workplaces (PDF) / La transition des organismes employeurs : une étude sur les politiques et les pratiques favorisant l'intégration des personnes trans en milieu de travail (PDF), Pride at Work Canada
- ◉ Workplace Gender Transition Guidelines, Human Rights Campaign

Organizations supporting transgender people across Canada

- ◉ Egale Canada strives to improve the lives of LGBTQ2S+ Canadians and to strengthen international responses.
- ◉ The Canadian Centre for Gender and Sexual Diversity (CCGSD) strives to empower gender and sexually diverse communities through education, research, and advocacy.
- ◉ The Canadian Professional Association for Transgender Health (CPATH) is a network of health care providers across the country works to support the health, wellbeing, and dignity of trans and gender diverse people.
- ◉ Trans Lifeline is a Canadian crisis line for transgender people. The contact is 1-877-330-6366.
- ◉ Transgender Map and the Canadian Aids Society provide national resources and listings by Canadian province or territory.

Other resources



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

- ◉ Appelez-moi Nathan (FR - Catherine Castro)
- ◉ Becoming a Visible Man (Jamison Green)
- ◉ Beyond the Gender Binary (Alok Vaid-Menon)
- ◉ Fireweed (Tunchai Redvers)

- From the Stars in the Sky to the Fish in the Sea (Kai Cheng Thom)
- Gender Failure (Ivan E. Cayote and Rae Spoon)
- Little Fish (Casey Plett)
- Love Lives Here (Amanda Jetté Knox)
- Nouvel éloge de la diversité sexuelle (FR - Michel Dorais)
- On Earth We're Briefly Gorgeous (Ocean Vuong)
- She Who Became the Sun (Shelley Parker-Chan)
- The Breaks (Julietta Singh)
- The Last Time I Wore a Dress (Dylan Scholinski)
- The Queer Evangelist: A Socialist Clergy's Radically Honest Tale (Cheri DiNovo)
- To Survive on This Shore: Photographs and Interviews with Transgender and Gender Nonconforming Older Adults (Jess T. Dugan and Vanessa Fabbre)
- Transgender 101: A Simple Guide to a Complex Issue (Nicholas M. Teich)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

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- Alice Junior (Netflix)
 - Beauty / Beautés (National Film Board of Canada)
 - Disclosure (Netflix)
 - Growing Up Coy (Amazon Prime Video)
 - High Maintenance (Crave / SUPER ÉCRAN)
 - I Am Skylar / Appelez-moi Skylar (National Film Board of Canada)
 - Il est Elle (FR- AlloCiné)
 - Lingua Franca (Netflix)
 - Tangerine (YouTube)
 - TRANSFINITE (Vimeo)
 - Transhood / Enfance trans (Crave / SUPER ÉCRAN)
 - Work in Progress (Crave / SUPER ÉCRAN)



TED TALKS

Note: French links are for the original Ted Talk with French subtitles and/or French transcript.

- ◉ "Transgender" is not a scary word / Transgenre n'est pas un mot effrayant (Samuel Rae Bernstein)
- ◉ A short history of trans people's long fight for equality / Une brève histoire de la longue lutte des personnes trans pour l'égalité (Samy Nour Younes)
- ◉ How to talk (and listen) to transgender people / Comment dialoguer avec les personnes transgenres (et les écouter) (Jackson Bird)
- ◉ The trans story includes you / La transsexualité vous concerne aussi (Nicole Maines)
- ◉ Why we need gender-neutral bathrooms / Pourquoi il faut inventer des toilettes « neutres » (Ivan Coyote)



PODCASTS

- ◉ Camille (FR)
- ◉ Contact humain (FR)
- ◉ Gender Reveal
- ◉ Queersplaining
- ◉ Récit(f)s d'hippocampes - un podcast de VoGay (FR)
- ◉ The T Pod
- ◉ Those Trans Guys



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