



Trans, non-binary, and gender diverse inclusivity in the workplace

**Educational resources
November 2024**



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

ccdi.ca

Educational resources to support trans, non-binary, and gender diverse inclusivity in the workplace

Transgender (trans), non-binary, and gender diverse people are people that come with various identities, experiences, skills, and knowledges that should be celebrated and recognized. Gender diversity has always existed among all cultures across the globe, and more people are openly identifying as trans, non-binary, and gender diverse today.

This resource guide is carefully constructed as a direct response to the violence of [anti-trans and anti-2SLGBTQIA+ legislation](#) that oftentimes leave this community harassed and discriminated in their daily lives and in the workplace. The need for more vocal and visible allies is significant, particularly in the face of anti-2SLGBTQIA+ voices who have been led by hateful rhetoric and misinformation. While there has been valuable progress that should be celebrated for trans, non-binary, and gender diverse inclusivity, we have also seen a measurable increase in anti-trans violence as well. Trans, non-binary, and gender diverse people's inclusion in the workplace benefits everyone involved, and being mindful and supportive of this community is one of the many ways their diverse experiences can be shared, and further meet the criteria of equity for all.

This resource guide will provide tools, education, and knowledge on supporting trans, non-binary, and gender diverse employees in the workplace. There are also educational suggestions to create spaces for allies to learn more and to find ways to signal additional support.

Moreover, while resources are a great tool, community-generated action allows for this community to feel safe, secure, and validated within different physical spaces. An important archive to consider is [Queering the Map](#), a community-generated mapping project that digitally archives 2SLGBTQIA+ experience in relation to physical space. This meaningful platform provides an interface that collaboratively archives physical locations of queer memories – from park benches to the middle of the ocean – in preserving queer histories and realities that continue to be contested, invalidated, and erased. From collective action to stories of coming out, [Queering the Map](#) operates as a living archive of 2SLGBTQIA+ life.

One important aspect to note about being an ally: it's all about the journey. It's not a noun but an action that begins with awareness, education, and human dignity, and this starts by listening to trans, non-binary, and gender diverse people with empathy, and being open to the reality that we will make mistakes, together.

Learn more about trans, non-binary, and gender diverse inclusivity from [PFLAG](#), a queer organization in pursuit of justice and affirmation, and additionally from the [Queer Toronto Literary Magazine](#), a Canadian queer literary magazine that celebrates and brings together the art created by queer, trans, non-binary, and gender diverse people.

HR support corner

- [How Managers Can Support a Team Member Who's Transitioning](#), Harvard Business Review
- [Creating a Trans-Inclusive Workplace](#), Harvard Business Review
- [Supporting Transgender and Gender Diverse Employees in the Workplace](#), British Columbia: BC Public Service
- [Transitioning in the Workplace: A Guide for Trans Employees](#), Human Rights Campaign
- [Trans Toolkit for Employers](#), Human Rights Campaign
- [Gender Diversity and Inclusion in the Workplace](#), Reed Professional Services
- [How to Improve Gender Diversity in the Workplace](#), Culture Amp
- [Best Practices For Non-Binary Inclusion in the Workplace](#), OutEqual Workplace Advocates
- [Trans and Non-Binary Inclusion Guide](#), CGLCC
- [Building Trans-Inclusive Workplaces](#), PSAC
- [Bargaining beyond the binary: A negotiating guide for trans inclusion and gender diversity](#), CUPE



CCDI WEBINARS

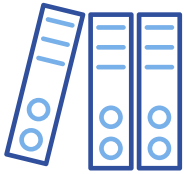
The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Log into Knowledge Repository and click on the links below to view each webinar:

English only

- [CCDI Webinar: Gender Diversity](#) (2020)
- [CCDI Webinar: 2SLGBTQIA+ Inclusion: Challenges in and Strategies for the workplace](#) (2024)
- [CCDI Webinar: DEI Stories of Success: 2SLGBTQIA+ Inclusion](#) (2023)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).



ARTICLES, REPORTS, AND TOOLS

Bilingual

- [Transitioning Employers: A Survey of Policies and Practices for Trans Inclusive Workplaces / La transition des organismes employeurs : une étude sur les politiques et les pratiques favorisant l'intégration des personnes trans en milieu de travail](#), Pride At Work Canada
- [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](#), Pride At Work Canada
- [The Micropedia of Microaggressions / La micropédie des microagressions](#), Pride At Work Canada

English only

- [The Vito Russo Test](#), GLAAD
- [Becoming Visible Allies](#), PFLAG
- [Straight for Equality: Guide to Being a Straight Ally](#), PFLAG
- [Resources to Being a Lifelong Ally](#), PFLAG
- [What's This? Personal Pronouns](#), Straight for Equality
- [Guide to Being an Ally to Trans and Nonbinary People](#), PFLAG
- [Our Trans Loved Ones: Questions and Answers for Parents, Families, and Friends of People Who Are Transgender and Gender Expensive](#), PFLAG
- [Mapping Trans Joy](#)
- [Trans People of Color Coalition \(TPOCC\)](#)
- [Trans Women of Color Collective \(TWOCC\)](#)
- [What the Plus?: Understanding and Supporting Expansive LGBTQ+ Identities](#), PFLAG
- [Supporting Trans and Nonbinary Loved Ones: What Would You Do?](#), PFLAG
- [What Do You Do When Someone Doesn't Use Any Pronouns?](#), PFLAG
- [Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit](#), The 519



BOOKS

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

Bilingual

- [Gender Queer / Genre queer : une autobiographie non binaire](#) (Maia Kobabe)
- [The Book of Non-Binary Joy / Le livre de la joie non binaire](#) (Ben Pechey)
- [Dandelion Daughter / La fille d'elle-même](#) (Gabrielle Boulianne-Tremblay)

English only

- [Authentic Selves: Celebrating Trans and Nonbinary People and Their Families](#) (Peggy Gillespie)
- [Becoming a Visible Man](#) (Jamison Green)
- [Gender Outlaw: On Men, Women, and the Rest of Us](#) (Kate Bornstein)
- [The Last Time I Wore a Dress](#) (Daphne Scholinski)
- [What is Gender History?](#) (Sonya G. Rose)
- [Transgender History: The Roots of Today's Revolution](#) (Susan Stryker)
- [The Celluloid Closet: Homosexuality in the Movies](#) (Vito Russo)
- [Life Isn't Binary: On Being Both, Beyond, and In-Between](#) (Meg-John Barker et Alex Ianataffi)
- [Is Gender Fluid? A primer for the 21st century](#) (Sally Hines)
- [Non-Binary Lives – An Anthology of Intersecting Identities](#) (Jos Twist, Ben Vincent, Meg-John Barker, et Kat Gupta)
- [Ambiguous Selves: Contesting Gender Binaries in Literature, Film, and the Media](#) (Barbara Braid)
- [Nobody Passes: Rejecting the Rules of Gender and Conformity](#) (Mattilda Bernstein Sycamore)
- [Trans Studies: The Challenge to Hetero/Homo Normativities](#) (Yolanda Martinez-San Miguel)
- [They/Them/Their: A Guide to Nonbinary and Genderqueer Identities](#) (Eris Young)
- [Trans*: A Quick and Quirky Account of Gender Variability](#) (J. Jack Halberstam)
- [Trans Bodies, Trans Selves: A Resource for the Transgender Community](#) (Laura Erickson-Schroth)
- [Pageboy](#) (Elliot Page)

French only

- [Une histoire de genres : Guide pour comprendre et défendre les transidentités](#) (Lexie)
- [Vous n'êtes pas binaire \(Personne ne l'est !\)](#) (Alex Iantaffi, Meg-John Barker)
- [Transmania : enquête sur les dérives de l'idéologie transgenre](#) (Dora Moutot and Marguerite Stern)
- [Unique en mon genre : explorer les identités trans et non-binaires](#) (Alex Iantaffi, Meg-John Barker, Michele Godart)
- [Jeunes trans et non-binaires : De l'accompagnement à l'affirmation](#) (Annie Pullen Sansfaçon et Denise Medico)
- [Transidentités, les clés pour comprendre : Enjeux et richesses des parcours trans](#) (Aline Alzetta-Tatone)



FILM AND TELEVISION

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

The films and television shows listed below cover a range of themes. These showcase trans, non-binary, and gender diverse experiences and stories, which have been recognized for their accurate and meaningful messages and portrayal of characters.

Bilingual

- [The Celluloid Closet](#) (Apple TV)
- [Laurence Anyways](#) (Netflix)
- [Ma Vie En Rose](#) (Prime Video)
- [Tangerine](#) (Apple TV)
- [Tomboy](#) (Netflix)
- [Pariah](#) (Prime Video)
- [Paris Is Burning](#) (Apple TV)
- [Breakfast on Pluto](#) (Prime Video)
- [The Rocky Horror Picture Show](#) (Prime Video)
- [Monica](#) (Prime Video)
- [Joyland](#) (Apple TV)
- [Neptune Frost](#) (Apple TV)
- [A Fantastic Woman \(Una mujer fantástica\)](#) (Prime Video)
- [She's A Boy I Knew](#) (YouTube)

English

- [What does being transgender mean anyway?](#) (Jay Simmons; 2023)
- [Why trans and non-binary joy is not radical](#) (Ben Pechey; 2023)
- [A short history of trans people's long fight for equality](#) (Sam Nour Younes; 2018)
- [Language around gender and identity evolves \(and always has\)](#) (Archie Crowley; 2020)
- [How to come out at work, about anything](#) (Micah Eames; 2020)
- [A playful exploration of gender performance](#) (Jo Michael Rezes; 2020)



BALADOS

English

- [Making Gay History: The Podcast](#)
- [What The Trans?!](#)
- [The T Pod](#)
- [Queer Talk](#)
- [Gender Stories with Alex Iantaffi](#)
- [En\(ba\)by: A Podcast About Gender](#)
- [Gender Reveal](#)
- [The Uncovering Belonging Podcast](#)



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English

- [@ihartericka](#)
- [@archiving_our_care](#)
- [@torontobinet](#)
- [@studentsforqueerliberation](#)
- [@bipanlibrary](#)
- [@queerartcrawl](#)
- [@getrealmovement](#)
- [@ccgsd.ccdgs](#)
- [@thearquives](#)
- [@the519](#)
- [@enchantenetwork](#)
- [@rainbowrailroad](#)
- [@queeringthemap](#)
- [@qtlitmag](#)
- [@alokvmenon](#)
- [@mercurystardusttopz](#)

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