

# THE TRANSGENDER WORK EXPERIENCE? “PEOPLE NEED TO FEEL SAFE.”



# Being ...

- Being transgender today often means facing not only stigma but also increasing threats to safety and existence, whether it's record-high levels of deadly violence or a higher-than-typical likelihood of encountering employment or housing discrimination.

-Transgender employees are also underrepresented in management and company leadership. Only 12 percent of our cisgender respondents reported being entry-level employees, while 32 percent were managers or senior leaders. In contrast, 27 percent of transgender respondents were on the entry level and only 19 percent were managers or senior leaders. Without seeing representation in the upper ranks, no wonder many transgender people have concerns about their prospects for career advancement.

# Disparities...

- ▣ In the US, according to the new report, 29 percent of transgender adults live in poverty compared to less than 8 percent of the US population as a whole. Transgender adults are twice as likely as cisgender adults to be unemployed; and when they do have a job, they earn one-third less than cisgender people, even with an equal or higher level of education.

- ▣ More than half of transgender employees say they are not comfortable being out at work. This may lead to limiting themselves to certain industries, with 59 percent of survey respondents citing safety as a concern. Once hired, they are more likely to report a sense of alienation and insecurity among their colleagues and managers. The feeling of not being able to bring their whole selves to work can induce a sense of stress that can inhibit them from fully participating.

## ...TRIUMPHS

- A record number of trans and non-binary people are running for office.

- China: Advancements in Trans Rights

Breaking with its usual prejudice toward LGBTQIA rights and issues, China launched its first medical clinic this year to treat transgender children and adolescents.

- Dr. Rachel Levine: 1st Openly Trans Federal Official Confirmed by Senate.

-Marsha P. Johnson: 1st Statue to Honor Transgender Women in NYC.

- Intersex Activists are Thriving

In recent years the acronym LGBT (and expanded forms like LGBTQ+ and LGBTQIA+) has become much more widely used. Until now the L, G, B and T members of the community have received most of the spotlight from mainstream media. There is, however, one group still to gain from more awareness, understanding and overall acceptance: the I, or intersex.

# Gender Identities: A Partial Glossary

## ▣ Gender Identity

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

## ▣ Transgender

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

- ▣ Gender Non-Conforming

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

- ▣ Nonbinary

An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer, or gender-fluid.

- ▣ Gender-Fluid

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

- ▣ Gender Dysphoria

Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.

- ▣ Gender Transition

The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

- ▣ \*Source: <https://www.hrc.org/resources/glossary-of-terms>

# THANKYOU SO MUCH

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