

How to be inclusive to trans colleagues as a colleague

- Transgender is an umbrella term used to describe people whose gender identity does not match the sex they were assigned at birth. Gender identity refers to a person's internal sense of their own gender, which can be male, female, neither, both, or somewhere along the gender spectrum. On the other hand, sex refers to the biological characteristics typically associated with males and females.
- Transgender people often face discrimination including in the workplace.
- Here are some tips to help you be inclusive to transgender colleagues. It's important to be respectful and treat them with dignity, as well as be aware of the challenges they may face. By doing so, you can help create a safe and comfortable workplace for them.

Here are five key things you can do

Be respectful: Treat transgender colleagues with the same respect and dignity that you would treat any other colleague. Avoid asking them about their transition or medical history unless they choose to share this information with you.

Be a role model: Be a role model for other colleagues by challenging transphobia and discrimination. This may involve speaking up if you hear someone making transphobic comments, or educating others about transgender people.

Be considerate: Avoid making assumptions about someone's gender identity based on their appearance or clothing.

Be polite: Use their correct pronouns and name. If you are unsure of someone's pronouns, it's okay to ask them directly. When meeting someone for the first time, asking about their pronouns is a respectful way to show that you care. Common pronouns include he/him, she/her, and they/them. If you're unsure, it's best to use they/them.

Be open-minded: Educate yourself further about transgender people, using any resources your company has available.