



Trans Equality & Inclusion Good Practice in Employment

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Research Findings

- Dearth of research on this topic
- Vast majority of prior research revealed a very negative environment for trans employees

“Trans people’s difficulties in accessing employment and occupation, as well as problems with job retention, is acute across all of the European Union.” Agius & Kohler (2014)

- Engendered Penalties (2007)
- The Luck of the Draw (2010)
- Do You Mean Me? (2011)
- Trans Mental Health Study (2012)
- Speaking from the Margins (2013)



Why Should Employers care?

- Legislation
- Organisations not losing valuable, competent employees
- Benefits of having happy, productive staff
- Research would suggest 1% of population is trans
- Equality

*“Equality in its most basic term means treating everyone fairly. It is not just about treating everyone the same, but making sure that no-one suffers or is disadvantaged when it comes to having their needs met and accessing services. It is about creating a fairer society – **one in which everyone can participate and has the opportunity to fulfil their potential**”* NIFRS 2020 Vision (2011)



Survey



Organisation	Total Employees	Total no. of employees survey was available	No. of responses	Response rate
NIFRS	2250	300	78	26%
BCC	2600	2600	116	4.46%



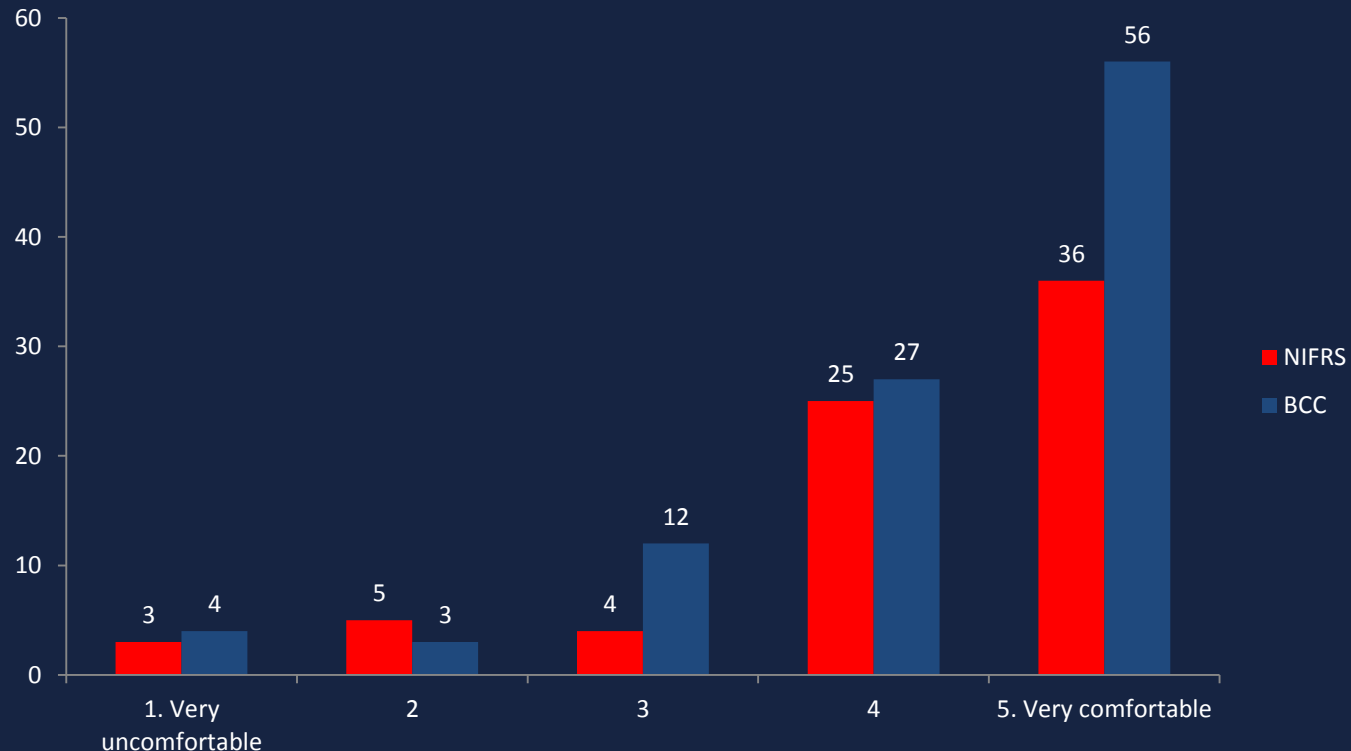
General Information & Preparedness

- Position - 67% of BCC senior managers believed their organisation to be conducive compared with none of the senior management responses from NIFRS
- Age – Younger respondents were more likely to be comfortable working with a trans colleague
- Approx. 80% of staff in both organisations have not received any training on this topic
- 7% of respondents wouldn't feel able to accommodate a trans person
- Only 8% of respondents believe their organisation to be well prepared



Opinions on Trans Employees

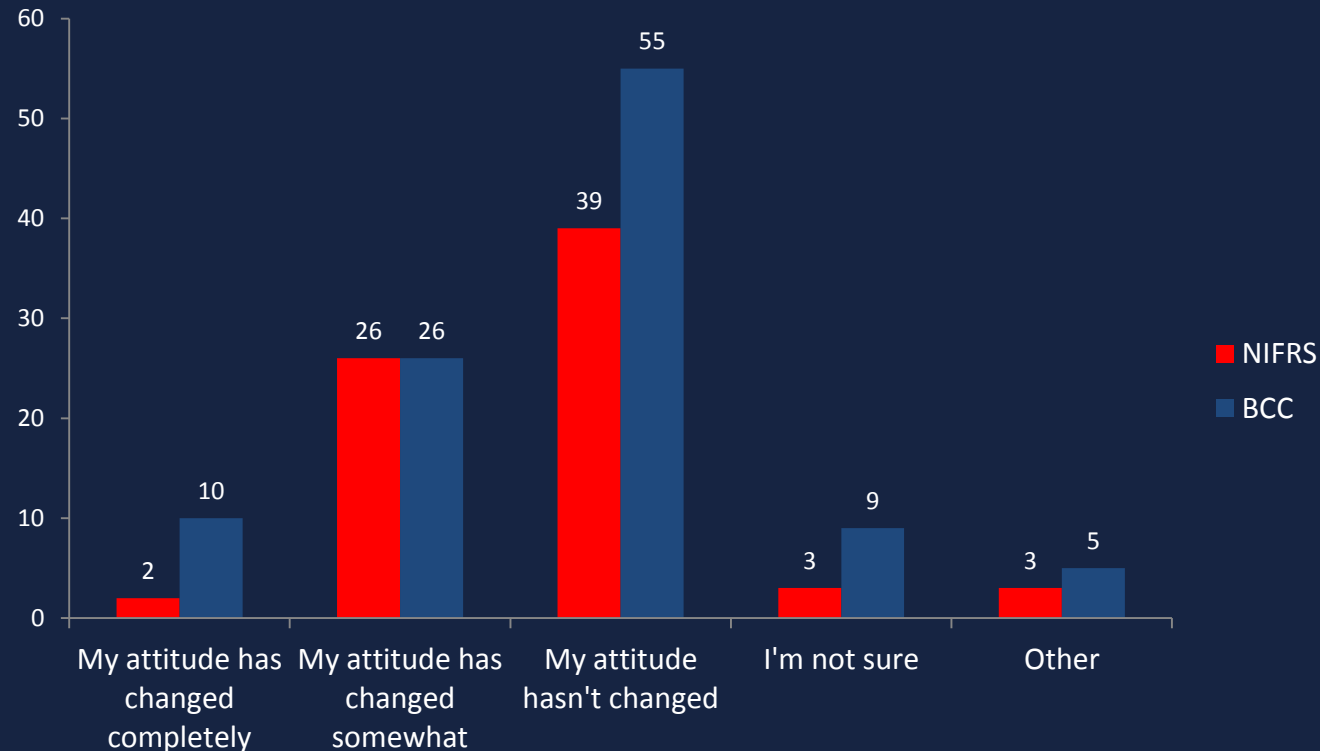
- Q 16: On a scale of 1 to 5, please indicate how comfortable you would feel working with a transgender colleague?





Opinions on Trans Employees

Q 20: Has your attitude towards transgender issues changed within the last 5 years?





Additional Comments

- “I’m not sure BCC would be as accepting of transgender as it would like to be.”
- “I am aware that female colleagues have discussed this and feel somewhat uncomfortable in sharing toilets and shower areas. I am aware that other sections and departments might not be so accommodating, due to pre-conceived attitudes”
- “I think the workplace has a long way to go to be accepting and accommodating of transgender staff.”
- “In previous employment I worked with a transgender woman; she ended up leaving that employer as she said she felt she was in goldfish bowl with people staring at her.”
- “Still a lot needs to be done. There would be too many silly jokes at the expense of TG.”



Interview – HR Manager & Line Manager

- “What was lacking, was a specific guidance or protocol on supporting employees in transition.”
- “Trans individuals had no reference point or assurance that their needs would be met.”
- “This was the biggest thing and most responsibility ever put on me, this was somebody’s life and I felt this was the first time I was ever really caught on the hop..... It was the sheer magnitude of it.”
- “I was concerned about my line manager and his differing views as to how this issue was to be handled, especially in respect of breaking the news to the rest of the immediate personnel.”



Interview – Close Colleague

- “Any training and information I received at the start was in-house and felt very much like a case of lets only do what we need to do to cover ourselves for equality legislation etc.”
- “To be honest the management in my building (with the exception of one) gave the impression that they were afraid to talk about the issue.”
- “Public sector organisations seem to be making an effort to accommodate transgender employees by introducing policies and making staff aware of people’s rights in general, but I personally think that a much greater campaign will need to be introduced in the private sector to educate employees especially in the smaller firms.”



Personal Statement

Pre transition

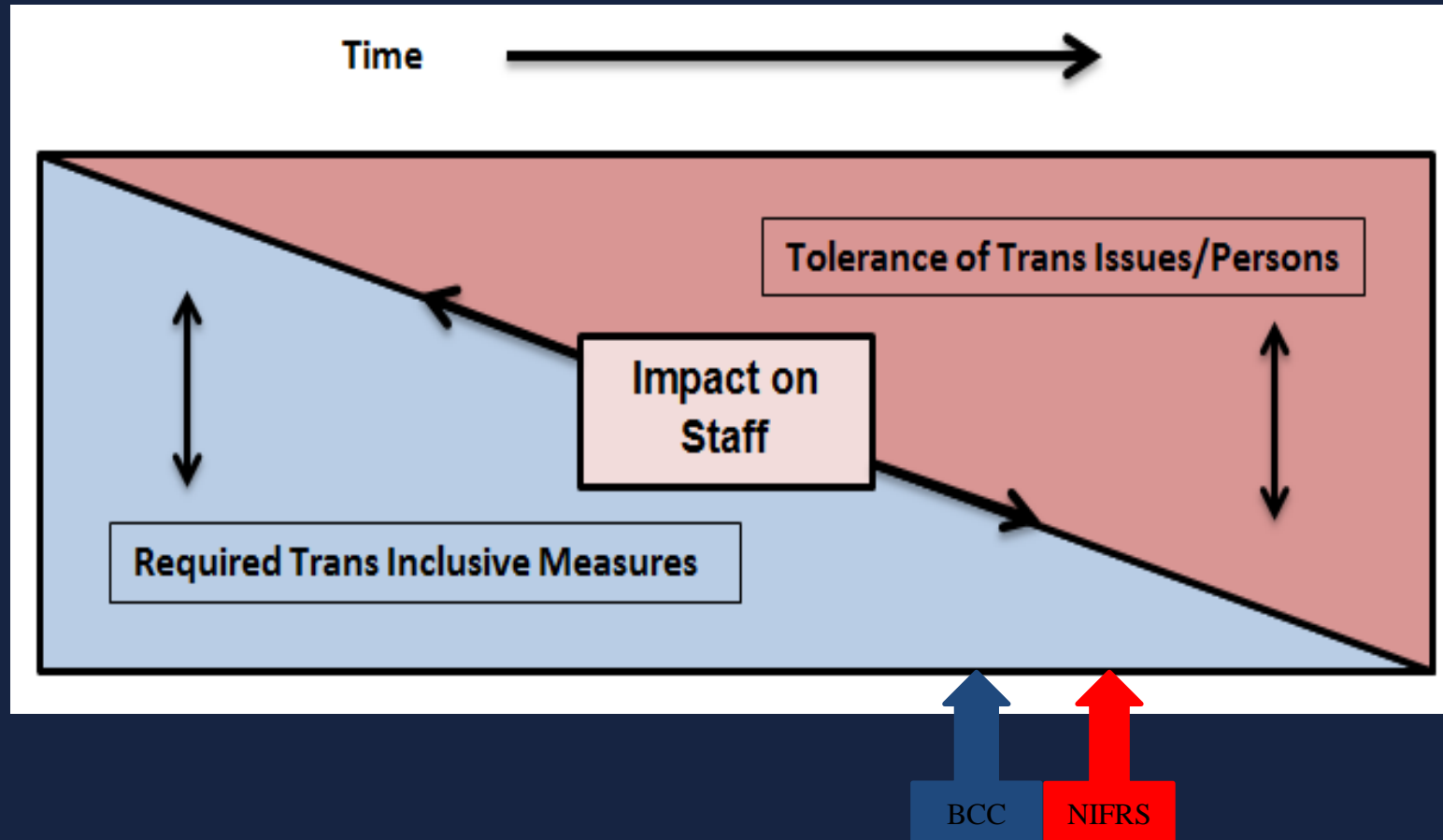
- Fearful and very apprehensive as there was no policy, guidance or any visual references
- Wasn't overly fearful of losing my job due to the legislation in place and the disciplined nature of our organisation
- Not confident of promotion prospects
- Prepared myself mentally for isolation and exclusion in the workplace

Post transition

- Isolation, marginalisation and compartmentation was common
- Reluctant tolerance
- Loss of trust



Impact of Gender Transition





Recommendations

- A specific transgender policy should be created and all staff made aware of its existence. (This should be done as soon as possible and not reactive)
- Training or awareness should be given to personnel on this topic (Input should be given by a specific transgender organisation to humanise this issue and to provide greater knowledge)
- Organisations should provide a suitable visible champion for this issue
- Organisations should make it visible they are a trans friendly organisation (statements/articles on website etc.)



Recommendations Continued...

- Transgender or LGBT staff support network should be introduced
- MOU created between the trans employee pre transition and the employer
- Specific internal support/ mentoring made available for trans employee for as long as required to ensure equality of opportunity
- Monitoring effectiveness of trans inclusive initiatives through staff surveys and consultation with internal and external trans (LGBT) organisations



Thank
You