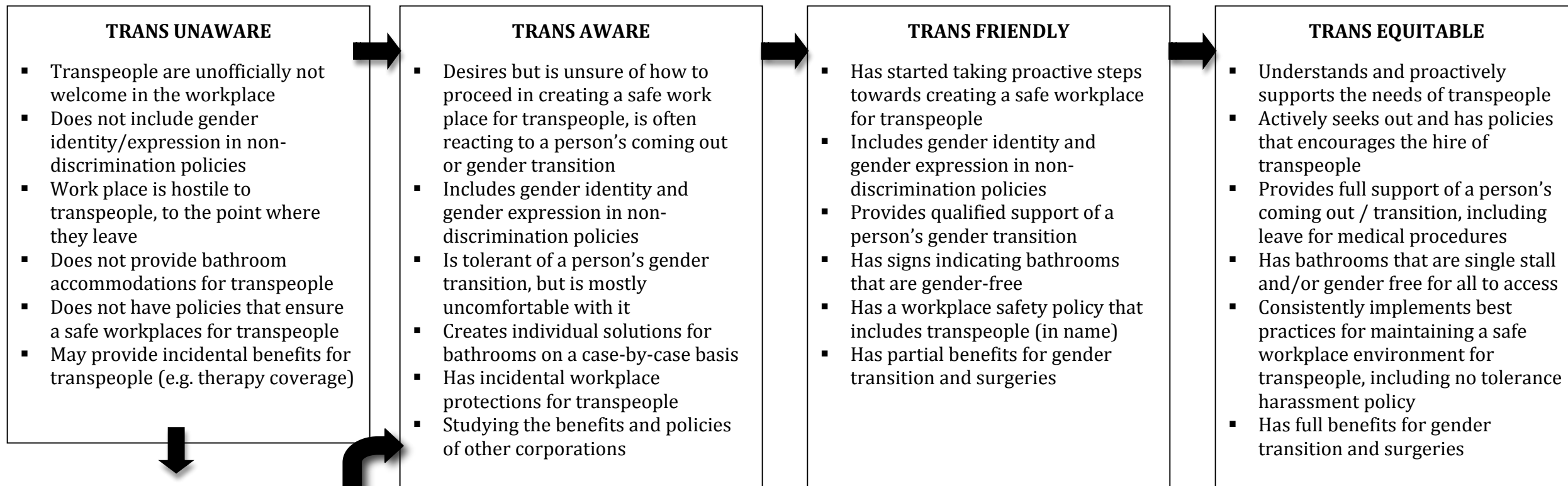


Trans Workplace Inclusion Scale



TRANS UNAWARE

- Transpeople are unofficially not welcome in the workplace
- Does not include gender identity/expression in non-discrimination policies
- Work place is hostile to transpeople, to the point where they leave
- Does not provide bathroom accommodations for transpeople
- Does not have policies that ensure a safe workplaces for transpeople
- May provide incidental benefits for transpeople (e.g. therapy coverage)

TRANS AWARE

- Desires but is unsure of how to proceed in creating a safe work place for transpeople, is often reacting to a person’s coming out or gender transition
- Includes gender identity and gender expression in non-discrimination policies
- Is tolerant of a person’s gender transition, but is mostly uncomfortable with it
- Creates individual solutions for bathrooms on a case-by-case basis
- Has incidental workplace protections for transpeople
- Studying the benefits and policies of other corporations

TRANS FRIENDLY

- Has started taking proactive steps towards creating a safe workplace for transpeople
- Includes gender identity and gender expression in non-discrimination policies
- Provides qualified support of a person’s gender transition
- Has signs indicating bathrooms that are gender-free
- Has a workplace safety policy that includes transpeople (in name)
- Has partial benefits for gender transition and surgeries

TRANS EQUITABLE

- Understands and proactively supports the needs of transpeople
- Actively seeks out and has policies that encourages the hire of transpeople
- Provides full support of a person’s coming out / transition, including leave for medical procedures
- Has bathrooms that are single stall and/or gender free for all to access
- Consistently implements best practices for maintaining a safe workplace environment for transpeople, including no tolerance harassment policy
- Has full benefits for gender transition and surgeries

TRANS PREJUDICE

- Works actively to ensure transpeople are not welcome
- Intentionally discriminates against transpeople
- Firing transpeople for coming out or transitioning
- Does not provide bathroom accommodations for transpeople
- Is verbally and/or physically abusive towards trans employees
- Ridicules the idea of benefits for transpeople

About Eli R. Green, MA, MEd

Eli Green is a professional sexuality educator and consultant based in Philadelphia, specializing in prejudice reduction against transpeople. Eli is an award-winning leader in the LGBTQ community and has a decade of experience providing customized sexuality-related trainings and consulting services for non-profits, educational institutions, and businesses nationally. Learn more about Eli at www.EliRGreen.com

About Dr. David M. Hall

Dr. Hall is the author of *Allies at Work: Creating a Lesbian, Gay, and Bisexual Inclusive Work Environment* and the editor of *Taking Sides: Family and Personal Relationships*. The recipient of teaching and humanitarian awards at the national, state, and local level, Dr. Hall’s clients include JP MorganChase, Merck, US Department of Energy, PSE&G, the University of Pennsylvania, and many others. Learn more about David at DavidMHall.com

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