



# TRANSGENDER INCLUSION AND SUPPORT TRAINING

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## *Creating an Inclusive Workplace for Transgender Families*

According to a new study by [The Workforce Institute at UKG](#) which included 3,400 people across ten countries, 69% of people said their managers had the most significant impact on their mental health. And this was more than the impact of their doctor (51%) or therapist (41%). **Are your organization's managers up-to-date on how to affirm transgender families?** Consider how much more time people spend with their co-workers compared to their therapists.

**Available as a one-hour discussion or a half-day workshop**

Throughout the training, participants will engage in interactive discussions, case studies, and scenario-based exercises to deepen their understanding and application of concepts. The goal is to equip your team with practical strategies, tools, and resources to foster an inclusive workplace culture that respects and supports transgender individuals or their parents.

By investing in this transgender inclusion and support training, you empower your leaders and employees to create a welcoming and affirming environment where gender diversity can thrive, fostering a culture of respect, acceptance, and equality for all employees.

## Key Topics Covered

**Understanding Gender Identity:** Participants will gain a deeper understanding of gender identity and explore the complexities of transgender experiences. They will learn about different gender identities, terminology, and the importance of recognizing and respecting individuals' self-identified gender.

**Transgender Challenges and Barriers:** This section delves into the unique challenges and barriers faced by transgender individuals and their families in various aspects of life, including the workplace. Participants will explore topics such as gender dysphoria, social stigma, discrimination, and disparities in healthcare and legal protections. This understanding will help participants empathize with the lived experiences of transgender individuals.

**Creating an Inclusive Workplace Culture:** Participants will learn practical strategies for fostering an inclusive workplace culture that supports transgender individuals and their family members. This includes examining policies and practices to ensure they are transgender-inclusive, promoting gender-neutral language and pronouns, addressing unconscious bias and stereotypes, and providing access to gender-affirming facilities and resources.

**Providing Support and Allyship:** Participants will acquire skills to provide effective support and allyship to transgender colleagues or colleagues raising transgender youth. This includes understanding the importance of active listening, offering emotional support, and advocating for transgender individuals or parents within the organization.

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## ABOUT TAMMY

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Tammy received her Global DEIB Strategy Certificate from ELVTR in 2023, is a certified life coach, author of *Beyond Pronouns: The Essential Guide for Parents of Trans Children*, and a speaker who began her career as a registered nurse. She's provided training and keynotes at Algonquin College, the Government of Canada, TransFamily Alliance (California), Skipping Stone's Caring Hearts, TransPride Pittsburgh Health & Wellness Conference and been a panellist for ANKORS Trans Connect, Nose Creek Players, and ENMAX.

As the parent of four queer kids, including two transgender teens, Tammy volunteered on the board of directors with Airdrie Pride for over five years, where she launched a peer-led support group. Her freelance work has appeared in *Today's Parent* and *LGBTQ Nation* and on national television on *The Doctors*, *The Social* and *The Marilyn Denis Show*, *Global Radio*, and *CBC Radio*.

