

Furthering transgender inclusion in the workplace

LGBT+ History Month Research Event: Resources

Advocacy and training organisations

There are a wide range of organisations which promote the needs of the trans community, provide resources and offer training that may be useful to you and your organisation. Some of these include:

[Stonewall](#): The UK's largest LGBT+ charity

[Gendered Intelligence](#): A charity which supports young trans people aged up to 25 and their families/carers. It runs youth groups in London, Leeds and Bristol and a mentoring scheme for young trans people. It also provides resources for parents or carers and offers training in schools and businesses.

[Mermaids](#): Mermaids supports the families of children and young people who are experiencing gender identity issues. It offers information, support, friendship and the opportunity to share experiences. Support is available for individual young people and training is also available.

[Press for Change](#): A voluntary organisation which provides legal advice, training, and research to trans people, as well as their representatives, and public and private bodies.

[Scottish Trans Alliance](#): A part of Scotland's LGBT+ Equality Network which works to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

[GIRES](#): A charity promotes the experiences of trans and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families. It offers resources on a range of areas relating to being trans and offers training for educational and medical professionals.

[Inclusive Employers](#): Offering specific training around trans inclusion for staff, visitors, customers and future workers including foci on terminology, legislation and the realities of trans employees' experiences at work.

Policies and practices

Within your workplace, there are a range of different policies and practices you may wish to consider introducing or reviewing to ensure they may specific reference to trans workers and experiences. However, it is crucial that we remember no two identity journeys look the same, so different people's needs and preferences will look very different. With that in mind, a non-exhaustive list of things you may want to consider include:

- LGBT+ staff networks

- Workplace champions
- Diversity training
- Line management training
- Anti-bullying and anti-harassment policies
- Transition policies
- Absence management
- Data management
- Professional development
- Workplace dress codes
- Use and promotion of pronouns

Events

There are a number of dedicated events throughout the year that you may wish to celebrate or mark. One of the most familiar may be Pride events which take place nationally at different times throughout the summer, including particularly large events in [London](#), [Brighton](#), [Manchester](#) and [Birmingham](#) as well as events [all over the country](#). You may also wish to engage with specific Pride events, such as [UK Black Pride](#) and [Trans Pride](#). Other events you may wish to mark include:

- [Transgender Day of Remembrance](#): This takes place annually on November 20th and honours the memory of trans people whose lives were lost in acts of anti-trans violence.
- [Trans Day of Visibility](#): This takes place annually on March 31st, celebrating the contribution of trans people to society and raising awareness of discrimination.
- [Transgender Awareness Week](#): Taking place annually between November 13th to 19th – the week before the Transgender Day of Remembrance – Transgender Awareness Week aims to raise the visibility of trans people and issues the community faces.
- [IDAHOBIT](#): The International Day Against Homophobia, Biphobia and Transphobia is celebrated annually on May 17th to draw attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics.
- [Intersex Awareness Day and Intersex Day of Solidarity](#): These take place annually on the 26th October and 8th November respectively, aiming to promote the rights of intersex people and document the history and work of the intersex movement.
- [International Non-binary People's Day](#): This is celebrated annually on July 14th, to raise awareness of the issues facing non-binary people.

Documentaries, films and podcasts

There is a very large selection of documentaries, films and podcasts which explore trans experiences with nuance and can play a crucial role in self-education. Some examples include:

- [Disclosure](#)
- [Seahorse](#)
- [The Trans List](#)
- [Passing](#)

- [The Death and Life of Marsha P Johnson](#)
- [Paris is Burning](#)
- [NB](#)
- [Gender Reveal](#)
- [The GenderGP Podcast](#)