

Expanding Corporate Responsibility: Engaging Trans Youth

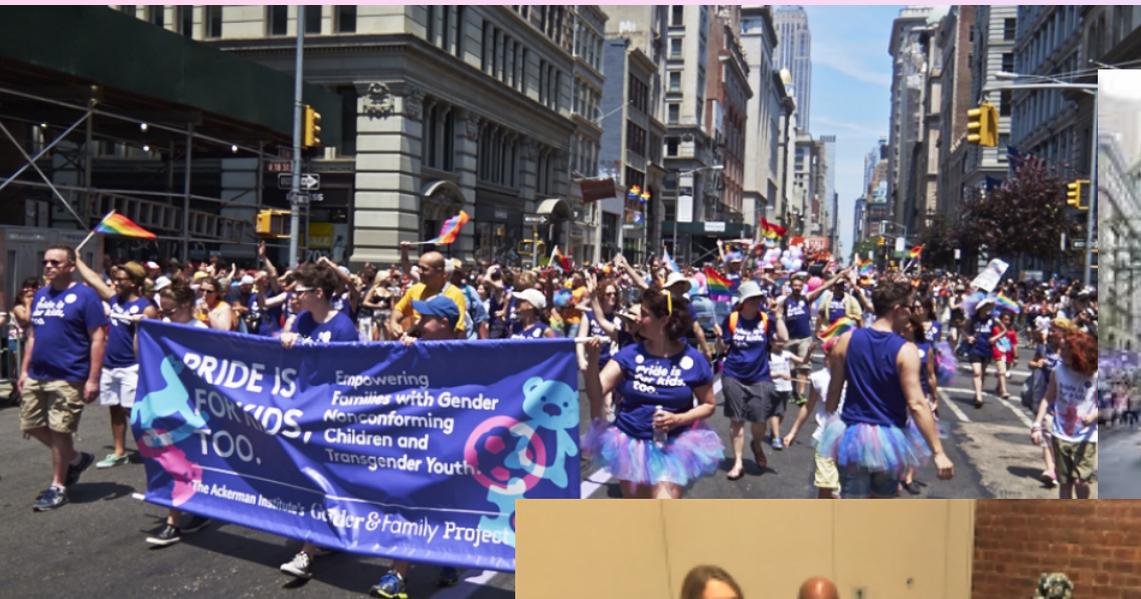
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The Gender & Family Project (GFP) empowers youth, families and communities by providing gender affirmative services, training and research. GFP promotes gender inclusivity as a form of social justice in all the systems involved in the life of the family.



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The Gender & Family Project

Services since 2010:

- Support group for parents of gender expansive children (up to 14)
- Play group for TGNC children (4 to 14)
- Spanish-speaking parent support group
- Parent Group (14 and up) and teen space (14–18)
- Sibling Group
- Family therapy and parental coaching
- Child assessment and referrals for on-going child therapy
- School training, work with DOE, ACS and other larger systems
- 300 families served over past 3 years.
- 6,000 teachers and educators trained over past 2 years.

Location

- Clinical and community services onsite in midtown Manhattan
- Training and education nationally and internationally

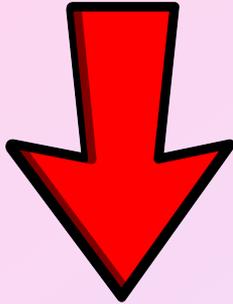
Access

- Accept all major insurance
- Sliding scale
- No one turned away for lack of ability to pay

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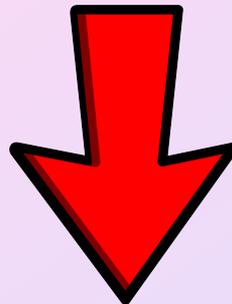
Snapshot of TGNC Youth Today

75% of transgender youth feel unsafe at school (GLSEN)



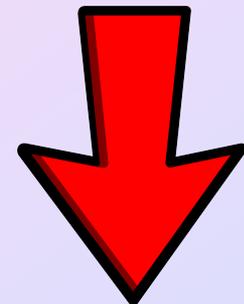
significantly lower GPAs

**No access to
bathrooms**



more likely to miss
school out of
concern for their
safety

**Excluded
from trips**



less likely to plan on
continuing their
education

**Excluded
from sports**

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Cisgender/Transgender Population Inequities

Double the rate of unemployment

Survey respondents experience unemployment at twice the rate of the population as a whole.

Near universal harassment on the job

97% of those surveyed reported experiencing harassment or mistreatment on the job.

Significant losses of jobs and careers

47% had experienced an adverse job outcome, such as being fired, not hired or denied a promotion.

High rates of poverty

15% of transgender people in our sample lived on \$10,000 per year or less—double the rate of the general population.

Significant housing instability

19% have been or are homeless, 11% have faced eviction and 26% were forced to seek temporary space.

National Transgender Discrimination Survey, 2016

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TGNC Youth Narratives on Work

“There are some kinds of work I won’t be able to do, simply because I’m trans.”

“Being trans at a 9-5 type of job will be really hard. Maybe it’s best I do something more independent like be an artist or musician.”

“People will not accept me because I’m trans.”

“I won’t be able to use my correct name, pronoun, or bathrooms.”

“I can barely make it through high school– I doubt I will ever make it to college or beyond. What’s the point, anyway?”



Why Support for Trans Youth Matters

Based on a 2012 study of 433 individuals

Trans Youth with Supportive Parents

Trans Youth with Unsupportive Parents



Reported Life Satisfaction

72% 33%

Reported High Self-Esteem



64% 13%



Described Mental Health As "Very Good" or "Excellent"

70% 15%

Faced Housing Problems



0% 55%

Suffered Depression



23% 75%



Attempted Suicide

4% 57%

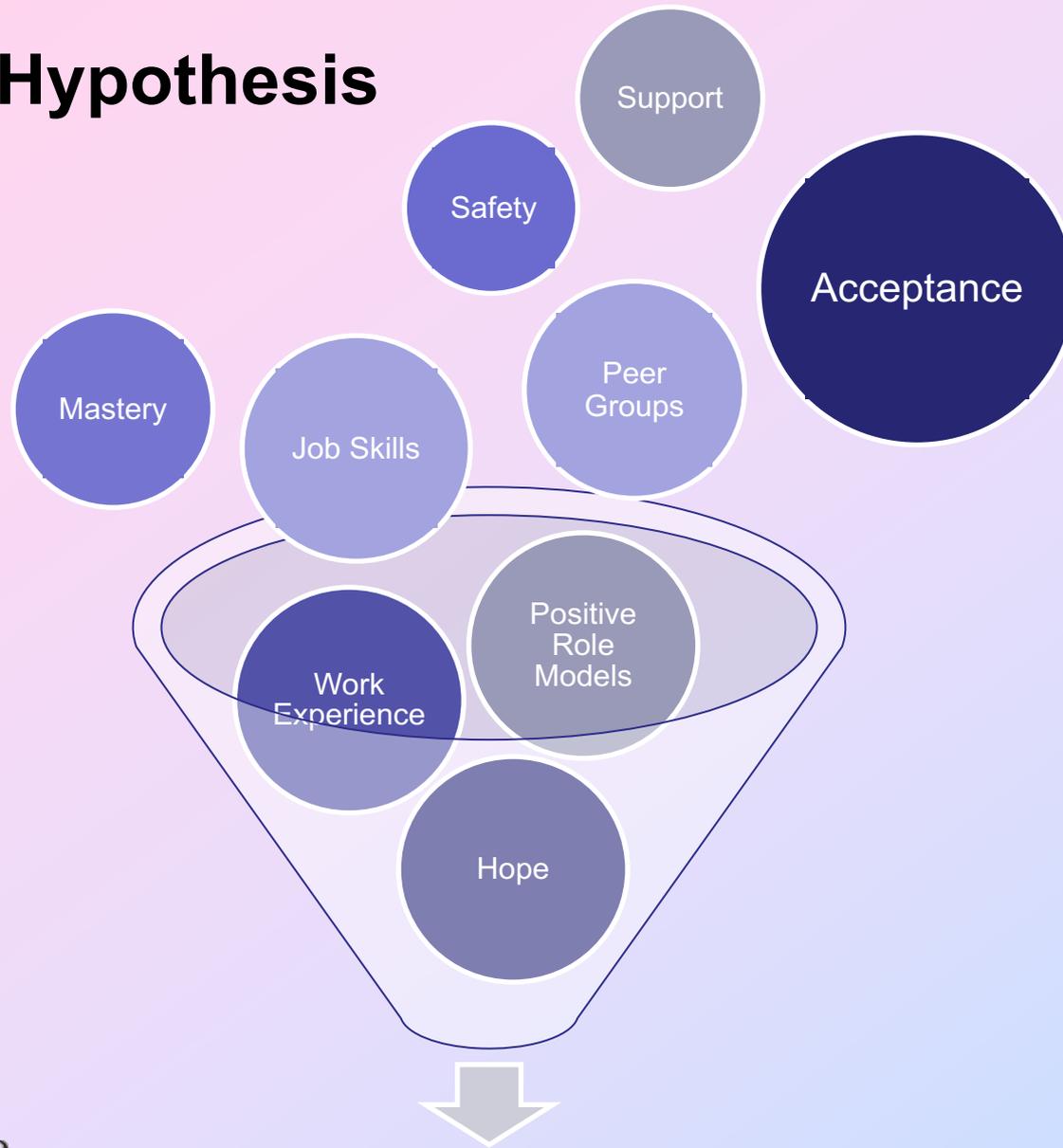
Travers R, Bauer G, Pyne J, Bradley K, for the Trans PULSE Project; Gale L, Papadimitriou M. Impacts of Strong Parental Support for Trans Youth: A Report Prepared for Children's Aid Society of Toronto and Delisle Youth Services. 2 October, 2012.

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For more information, go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Program Hypothesis



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Success

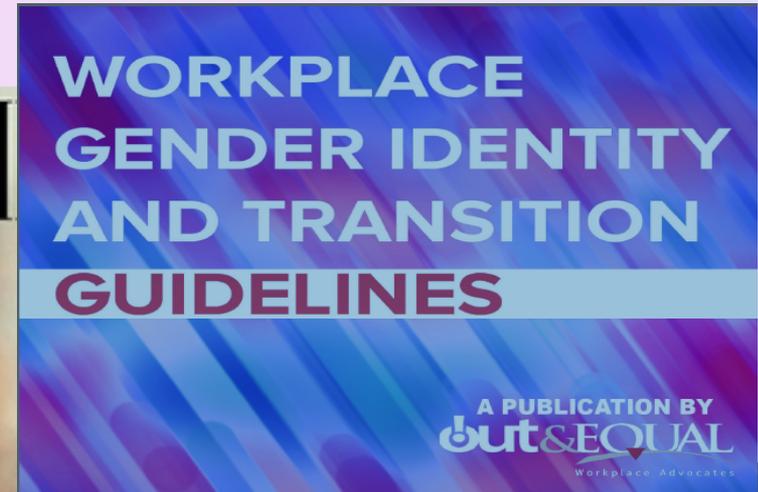
Corporate Experience

(N of 1)

- Transitioning on the Job
 - Back to February 9th 2012
 - Before and After
 - Gender Transition Liaison and working with the Open and Out ERG
- Resources Within a Corporation
 - ‘Transition’ or ‘Gender Identity’ Guidelines
 - Internal guidelines and practices
 - O&E - <http://outandequal.org/transition-guidelines/>

Making it Possible

- Out and Equal Transition Guidelines



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Making it Possible

- O&E Gender Identity and Transition Guidelines
 - Company Policies
 - Consideration of an Employee's Expectations
 - Transition planning
 - Guidelines for Management and HR
 - Appearance, Customer & Supplier Contact, Restrooms
 - Health Insurance
 - Appendices

The Aha Moment



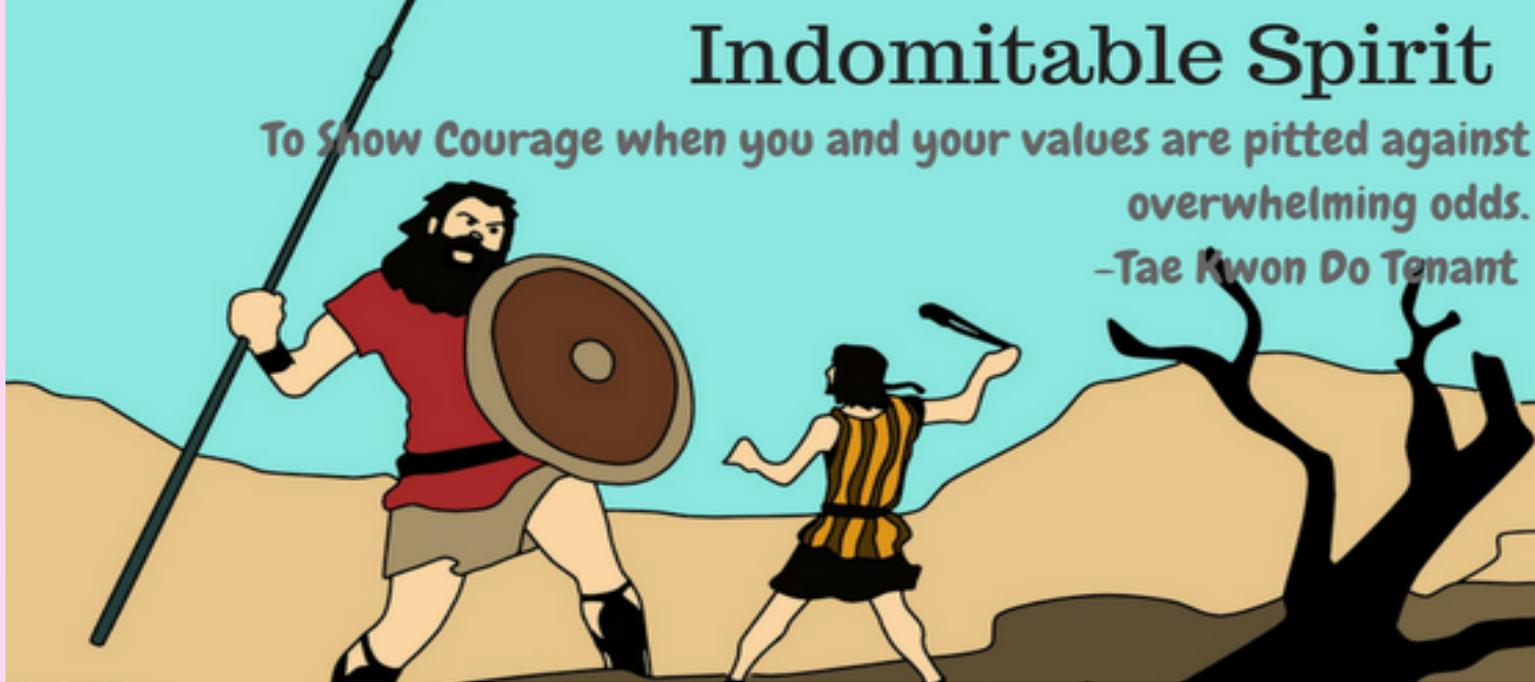
- **Attended Gender Conference East 2016**
 - ‘Health’ Professionals and Families/Young Adults Come Together
- **Corporations and Young Adults Come Together?**

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Indomitable Spirit

To Show Courage when you and your values are pitted against
overwhelming odds.

-Tae Kwon Do Tenant



Indomitable Spirit

Someone who cannot be
subdued or overcome, as
persons, will, or courage;
unconquerable



How Diversity Makes Us Smarter

- Being around people who are different from us makes us more creative, more diligent and harder-working – Sci Am. Katherine W. Phillips, October 1, 2014
- Q - How could a corporation engage, contribute to and help develop Trans identified individuals?
- A - a 'Mentorship Program' - 'Bridging the Gap' Program?
- A program that shares vast corporation knowledge of engagement, leading teams, confidence building, structural organization, communication, etc

Mentoring Experiences

- Transitioning on the job
 - Personal Challenges and Successes
- Why I Love Mentoring Young Adults
 - Challenges
 - Rewards
 - Learnings

Intersectionality with Corporate Culture

“The Gray Zone”

Things I have learned from having trans, corporate, and mentor perspectives:

- Transphobia vs Sexism
 - Gain or Loss of Privilege
- Transphobia/Non-Binary vs Corporate Culture of Conformity
- Trans Visibility in Corporate Culture
 - Out or Stealth?
 - Non-Conformity (Non-Binary) Within Corporate Culture
 - Transitioning on the Job vs Entering the Market Post Transition
 - Are There Corporate Roles Less Available?
 - Public Facing (Front Office) vs Support Functions (Back Office)
 - ... and back to conformity and sexism!
- There May Not be Definitive Answers to Many of These Questions
 - Need Mentors Who Understand the Unique Issues

Gaps: Calling Out For Mentors

More things I have learned from combining the experience of mentoring with decades on the job:

- Knowing People Like You On the Job
- Misconceptions About the Workplace
- Importance of Leadership Opportunities
- Developing Networks, Allies, and Champions
- Strategies To Deal With Implicit Bias
 - Understanding and Recognition
 - Micro-aggressions, micro-exclusions, Marginalization
- Learning Compromise and Negotiation
- Communication Skills: Particularly f2f
- Setting And Pursuing Goals
 - Knowing Personal Strengths and Opportunities for Growth

Multiagency Mentor

The Need is Bigger Than the Odd Coffee Conversation

- Mentor
 - Skills
 - Gaps
 - Life Stuff (Trans and Otherwise)
 - Coach and Support Gray Zone Navigation
- Advocate
 - Developing/Sharing Champions, Resources and Networks
- Change Agent
 - Champion Inclusive Policies in the Gray Zone Within Companies
 - Non-binary is the New Frontier

Building Bridges

- The GFP Movement and the Transgender Youth Mentorship Program (TYMP):
 - Needs of the Youth Community – Resources in the Adult Communities
 - Links between Generations, Family/Corporate Allyship
 - Redefining Prevention: Empowerment Starts Early!
 - Acceptance Is Protection

TYMP Goals

- Create a pathway for TGE youth to the workforce
- Foster leadership skills in TGE young adults and develop the next generation of trans leaders
- Provide a network of support for TGE youth
- Support organizations that are mindful of gender diversity and inclusion in the workplace

TYMP Structure & Foci

- Pairing of:
 - Youth: 4-6, between 16 and 24 years old, GFP members
 - Mentors: diverse work industries (corporate, non-profit, art); primarily in NYC/Tri-State area.
- Format: Combination of
 - Individual mentoring (phone, face to face) and
 - Group meetings at Ackerman Institute
 - Facilitation by program coordinator and staff.
- Foci: Combination of
 - Dialogue and support specific to TGE experience in the workplace: personal experiences, setbacks, and successes...
 - Skills building and work readiness programming: Resume, cover letter, interviewing, networking and researching a field...

TYMP Schedule & Funding

- Schedule will follow school calendar:
 - Recruitment in Spring, orientations/training in Summer
 - Initial gathering and introductions in Fall
 - Programing in Fall/Winter/Spring
 - Graduation & evaluation in Spring/Summer
- Funding:
 - Currently fundraising and engaging sponsors
 - Sustainable model free of charge for youth and mentors
 - Opportunity for corporate visibility and partnerships
 - Larger institutional scaling up

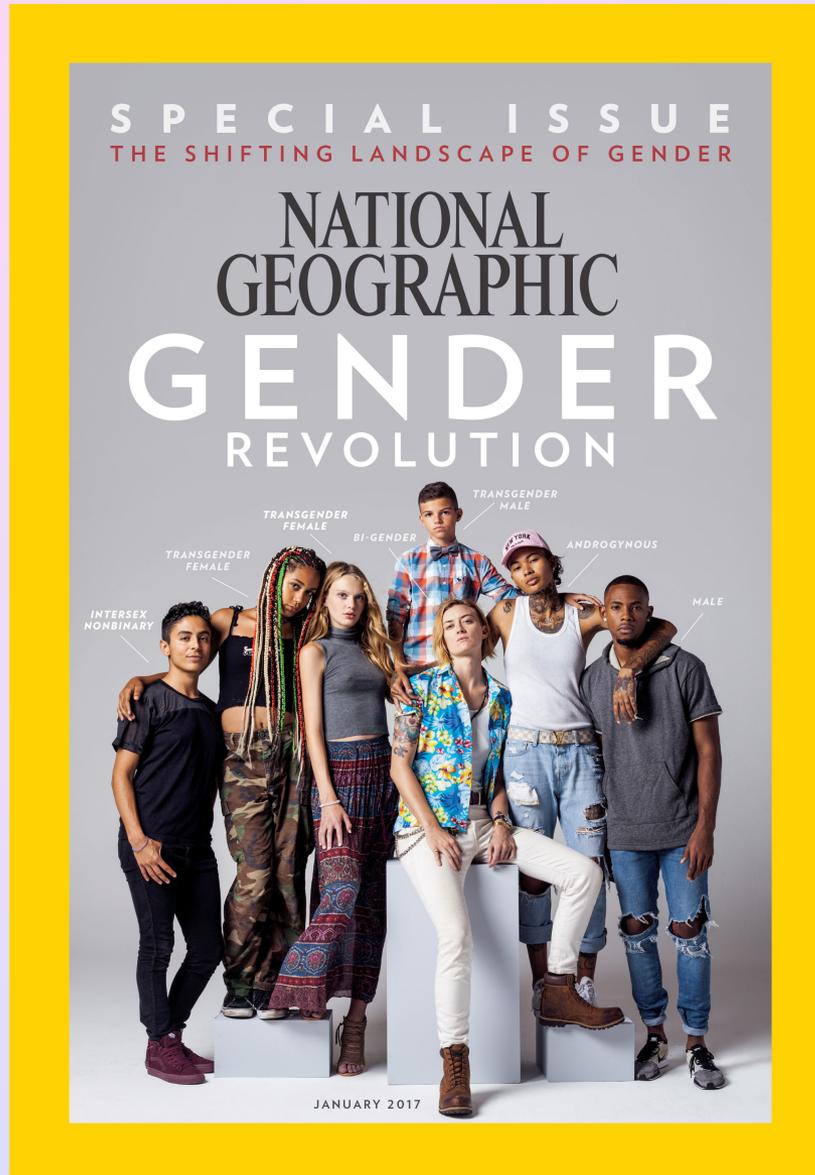
How does TYMP Benefit All?

- Creates a pathway for TGE youth to enter the workforce.
- Empowers trans talents by increasing trans visibility and acceptance in the workforce.
- Increases workplace diversity, benefit current trans and other LGBQ employees.
- Supports cisgender employees with transgender family members.
- Fosters welcoming climate and inclusive workplace culture for all.

How Can You Get Involved?

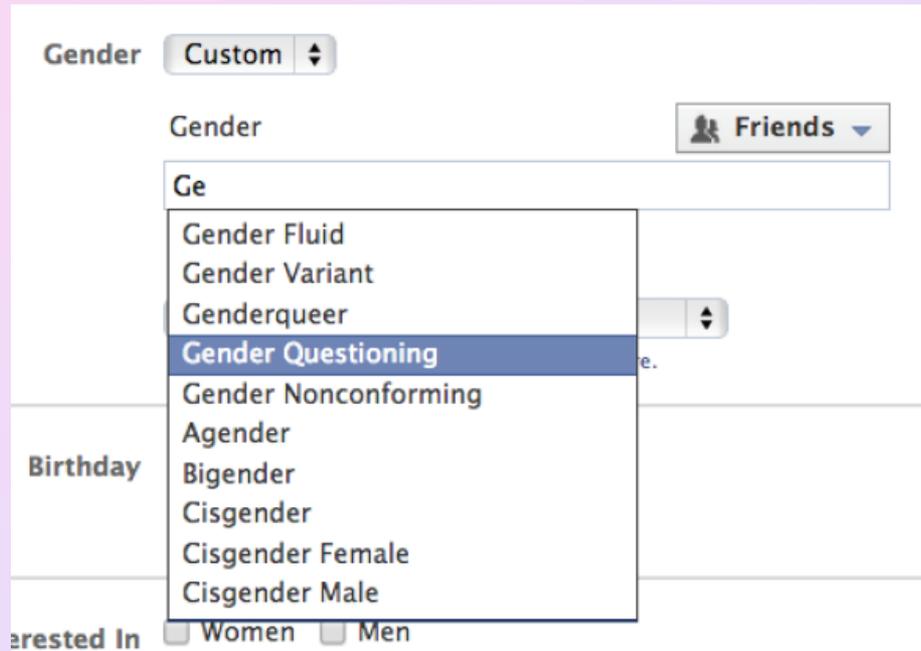
- Are you a mentee?
- Are you a mentor?
- Are you a parent of a trans child?
- Are you a member of the LGBTQ ERG?
- Do you want to increase gender inclusivity at your workplace?
- Do you want to partner up and co-sponsor this program?

Is your workplace ready for the Gender Revolution?



Is your workplace ready for the Gender Revolution?

- Are corporations ready for the next generation of non-binary identities?



The image shows a screenshot of a social media profile's gender selection interface. At the top, the label "Gender" is followed by a "Custom" button with a dropdown arrow. Below this, the word "Gender" is displayed next to a "Friends" button with a dropdown arrow. A search bar contains the text "Ge". A dropdown menu is open, listing various gender identities: Gender Fluid, Gender Variant, Genderqueer, Gender Questioning (highlighted in blue), Gender Nonconforming, Agender, Bigender, Cisgender, Cisgender Female, and Cisgender Male. To the left of the dropdown menu, the label "Birthday" is visible. At the bottom left, the text "Interested In" is followed by radio buttons for "Women" and "Men".

Q & A

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