

# Beyond Transition: Non-Transitioning and Post-Transition Trans Employees

**Presenters:**        **Dr. Jamison Green**  
                              **Donna Rose**

**Date:**                **Oct. 3, 2018 11:00am – 12:30pm**



## Donna Rose

- Author, educator, public speaker
- Consultant on transgender issues
- Served on boards of HRC, GLAAD, NGLCC
- Currently Out & Equal Board of Directors
- Works for American Airlines and lives in Phoenix, AZ

## Dr. Jamison Green

- Author, educator, public speaker
- Consulting expert in transgender health and employment discrimination litigation
- Past-president of WPATH (the World Professional Association for Transgender Health)
- Works for Transgender Strategies Consulting, LLC and lives in Vancouver, WA



# Goals

- Review Traditional Perspectives
- Discuss Issues/Flaws
- Review some of the Barriers
- Highlight Unmet Needs of a gender diverse workforce
- Scenarios
- Where are we going from here?
  - Next steps
- Q&A

# Transition Model

A transition means “a gradual change from one state to another”.

In the context of a gender transition it refers to the process of “changing genders”, as originally envisioned and outlined in the traditional Standards of Care (v?-9). It is a medical model.

1. Requires involvement of a therapist
2. Hormone Replacement Therapy
3. “Real Life Test” – live in their authentic gender for at least 1 year
4. Referral Letters
5. Sex Reassignment Surgery (SRS) / Gender Confirmation Surgery (GCS) – genital based

Most trans-supportive benefits are built around this model.

# Problems with the Transition Model

The traditional model is largely outdated by today's standards.

1. Based on a gender binary
2. Not everyone wants to follow that model
3. Discounts profound and life-affirming procedures
4. Traditional transition does NOT really end at a surgery
5. An aging trans population faces unique challenges

RESULT: Current Trans supportive benefits and policies are inadequate.

# Trans Supportive Workplace Timeline

Corporate Equality Index (CEI) is generally accepted as Defining the Standard for Trans Supportive Benefits.

2002: Addition of Gender Identity/Expression to Company EEO Policy

2002: Training includes transgender topics

2005: Introduction of Trans Wellness Benefits

- At least one benefits plan without transgender exclusions (pharmacy, medical, mental health wellness)
- A company only needed 2 of 5 for a perfect score

2007: Companies must meet all Trans Wellness guidelines on benefits plans for perfect score.

No major updates on trans topics in 10 years!

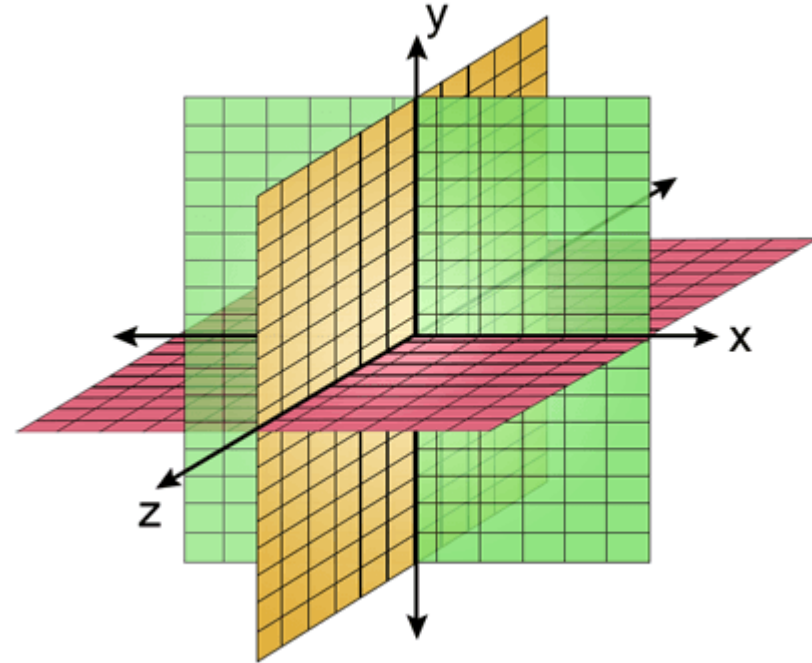


# A 3-Dimensional View

## Elements to Consider

- X. Populations / Needs
- Y. Elements/Benefits
- Z. Time

Alternatives?



*There is no one-size-fits-all narrative; everyone's path winds in different ways.*  
--Sarah McBride, HRC

# Problem Areas

The Gender Binary/Gender Normative Behaviors are embedded and reinforced throughout Corporate Cultures





# Barriers

- Traditional thinking
  - “We’ve always done it that way...”
  - Never considered implications
  - Put yourself in someone else’s shoes
  - Sending unintended messages
  - Missed opportunities
  - Lack of Creativity
- Unaware
- Availability of Resources
- Ability to make The Business Case
- Cultural Competency



# Barriers

- Traditional thinking
- Unawareness
- Availability of Resources
- Need to make The Business Case
- Cultural Competency



# Mid-Life Transitioner

## Some Situational Scenarios

### **A 'typical' scenario:**

Comes out at work and indicates that they are planning to transition genders. Benefits and policies are usually built around this scenario, and involve surgeries.

### **Scenario #1:**

Employee transitioned several years ago. Has been working in their authentic gender role since that time. This person may have been “stealth” at work, and is an excellent employee. Now has health issues that may or may not be related to their gender situation.

# Mid-Life Transitioner

## Some Situational Scenarios

### **Scenario #2:**

Same situation as scenario 1. Could not afford full transition care at the time of their transition (electrolysis / HRT / FFS / surgical procedures). Now that they are an employee they would like to use their benefits to complete their process.

### **Scenario #3:**

Not out at work. Is living their authentic gender and applying for job post-transition. When filling out the paperwork there are questions such as: list any previous names, list medical conditions, etc. They are concerned about the implications of their responses in the recruitment and interview process.

# Non-Transitioner

## Some Situational Scenarios

### **Scenario #4:**

A young gender nonbinary student is applying for a job

### **Scenario #5:**

An employee who has previously seemed just a bit androgynous now announces they are nonbinary and wish to have “they/them” pronouns and want their records changed to support nonbinary identity.

# Family-based Situational Scenarios

## **Scenario #6:**

The legal husband/wife/spouse of an employee announces that they are planning to transition genders. The couple may or may not stay together, but there are no plans for a formal divorce at this point.

## **Scenario #7:**

An employee has a child come out as transgender. The parents consult specialists and decide to pursue a course to delay puberty until such time as longer-term decisions can be made.



# The Gender Binary

Gender\*

Male  Female



# Definitions & Terminology

<http://transhealth.ucsf.edu/trans?page=guidelines-terminology>

- Gender Identity
- Gender Dysphoria
- Sex
- Gender expression
- Transgender
  - Cisgender
- Gender nonconforming
  - Genderqueer
- Nonbinary

# Definitions & Terminology

<http://transhealth.ucsf.edu/trans?page=guidelines-terminology>

- Trans-masculine/trans-feminine
- They/Them/Their
- Transsexual
- Cross dresser / drag queen / drag king
- Sexual orientation

# Medical / Wellness / Insurance

# ‘Trans Broken Arm Syndrome’ – the way our healthcare system fails trans people



THE REPORT OF THE

**2015**  
**U.S.**  
**TRANSGENDER**  
**SURVEY**

December 2016





# Study finds health risks for transgender women on hormone therapy

The study looked at the records of 5,000 transgender people and found a higher risk of blood clots, stroke and heart attack for transgender women.

by Avichai Scher / Jul.09.2018 / 3:45 PM ET

# MEDPAGE TODAY®

Public Health & Policy > Health Policy

## Filling the Info Gaps in Transgender Healthcare

— Experts offer key points to consider in this patient population

by Shannon Firth, Washington Correspondent, MedPage Today

July 31, 2018

<https://www.medpagetoday.com/publichealthpolicy/healthpolicy/74342>

# 4 Things That Suck About Going To The Doctor As A Gender Non-Binary Person

November 15, 2017 by **Neesha Powell**

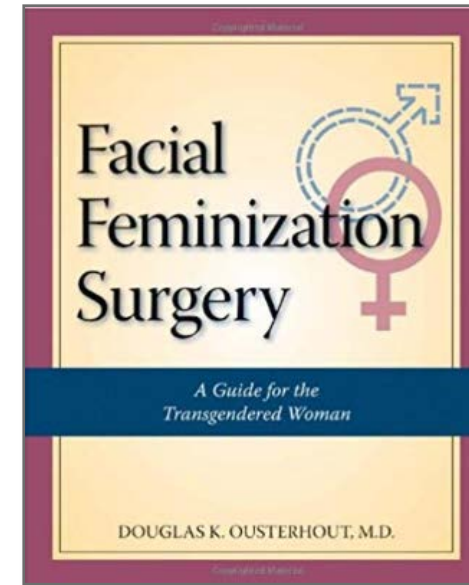
# Facial Feminization Surgery (FFS)

As a transgender person, it is impossible to explain the inconsolable anguish of looking into a mirror, day after day and year after year, and seeing an imposter there. How does one find the words to express the endless frustration of play-acting through an uncomfortable, unfulfilling life trapped inside a body that never fit? At the same time, what words can accurately convey the simple peace that comes with alignment of spirit, mind, and body? Most people never ask themselves those questions. For many of Dr. O's patients, we are consumed by them.



## Foreword

My FFS was the single-most profound experience of my entire life in many, many ways. I was on his operating table for eleven hours, and when I awoke I cried, wondering "What have I done?" I refused to look in the mirror for those first few days, afraid of what I'd see. But as the swelling subsided, the incisions healed, and feeling returned to the top of my head I found myself constantly startled when I'd see myself, almost as if looking at a strangely familiar stranger. A sister, maybe. Or a cousin. The money spent on these procedures was the best money I have ever spent on anything, and it was the single most important event of my entire transition, including the "other" surgery. (See *Chapter 2, Figure 2-1*.)

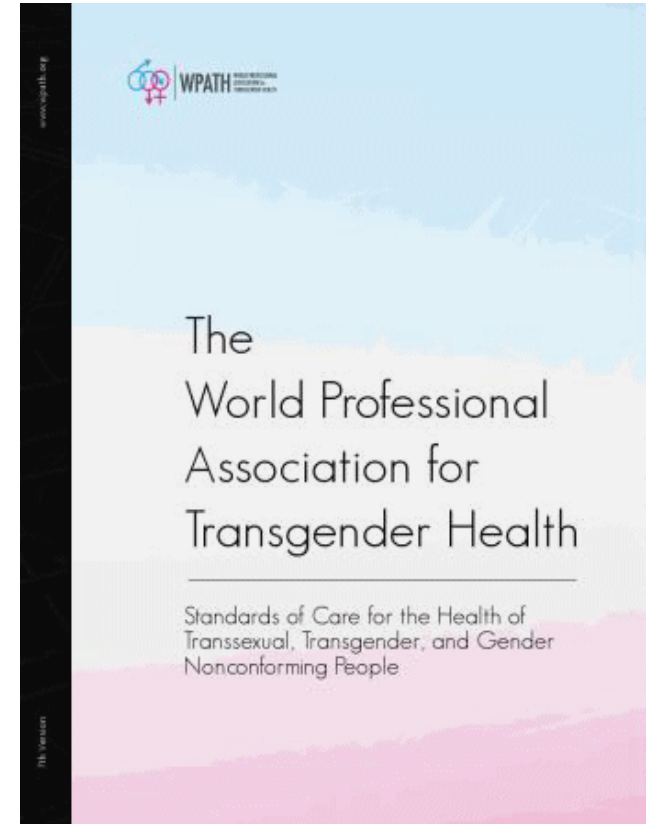


There are those who trivialize Dr. O's work as simple cosmetic surgery. These people choose to misunderstand. A better comparison, I think, would be to a surgeon whose efforts help a blind person to see, or a disabled person to walk, or a deaf person to hear. His work gives us the hope for living a better life. It's not simply about vanity. It's about that deeper sense of inner peace that comes with alignment.



# WPATH Standards of Care (SOC)

The **overall goal of the SOC** is to provide clinical guidance for health professionals to assist transsexual, transgender, and gender nonconforming people with **safe and effective pathways to achieving lasting personal comfort with their gendered selves**, in order to maximize their overall health, psychological well-being, and self-fulfillment.



WPATH Standards of Care, Ver. 7

# Starbucks Reveals New Health Care Plan That Promises to Cover All Trans Team Members

“Some but not all corporations expanding options for transgender employees”





# TRANSGENDER HEALTH BENEFITS EXPAND—AT STARBUCKS AND BEYOND

Starbucks recently announced a plan to pay for a number of medical procedures for transgender employees that would not otherwise be covered by traditional health insurance. The move by the coffee chain, which was assisted by an association, reflects increased corporate interest in such benefits.

# Documentation / Self Disclosure

# Transgender Inclusion as a Cultural Competency

What elements could be expected from a company to provide awareness, support, and inclusion for the full spectrum of trans employees/ family members/ customers/ candidates as a Cultural Competency?

- Paperwork is inclusive of the broader spectrum of gender identities.

# Gender Aware Documentation

Callen-Lorde patient registration print form provides an explanation of their demographic questions

<b>Preferred Pronoun:</b> <input type="checkbox"/> He <input type="checkbox"/> She <input type="checkbox"/> They <input type="checkbox"/> Ze <input type="checkbox"/> A pronoun not listed <input type="checkbox"/> No pronoun preference			
We require the following information for the purposes of helping our staff use the most respectful language when addressing you, understanding our population better, and fulfilling our grant reporting requirements. The options for some of these questions were provided by our funders. Please help us serve you better by selecting the best answers to these questions. Thank You.			
<b>Preferred Spoken/Written Language:</b> <input type="checkbox"/> English <input type="checkbox"/> Spanish <input type="checkbox"/> American Sign Language <input type="checkbox"/> Other: _____ Language interpretation services needed? <input type="checkbox"/> No <input type="checkbox"/> Yes, language: _____	<b>Race:</b> *Select all that apply* <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Black and/or African American <input type="checkbox"/> White/Caucasian  Asian: <input type="checkbox"/> Asian Indian <input type="checkbox"/> Chinese <input type="checkbox"/> Korean <input type="checkbox"/> Filipino <input type="checkbox"/> Vietnamese <input type="checkbox"/> Japanese <input type="checkbox"/> Other  Native Hawaiian/Pacific Islander: <input type="checkbox"/> Native Hawaiian <input type="checkbox"/> Guamanian or Chamorro <input type="checkbox"/> Samoan <input type="checkbox"/> Other Pacific Islander <input type="checkbox"/> Decline to Answer	<b>Ethnicity:</b> <input type="checkbox"/> Non-Hispanic/Latino <input type="checkbox"/> Dominican <input type="checkbox"/> Cuban <input type="checkbox"/> Mexican, Chicano/a <input type="checkbox"/> Puerto Rican <input type="checkbox"/> Other Hispanic/Latino <input type="checkbox"/> Decline to Answer  <b>Housing Status:</b> <input type="checkbox"/> Stable Housing <input type="checkbox"/> Homeless <input type="checkbox"/> Decline to answer If homeless, select which best applies: <input type="checkbox"/> Street <input type="checkbox"/> Homeless Shelter <input type="checkbox"/> Transitional <input type="checkbox"/> Doubling Up (not paying rent)	<b>Veteran?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No  <b>Migrant Worker?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No  <b>How did you first learn of Callen-Lorde?</b> <input type="checkbox"/> Friend/Patient <input type="checkbox"/> Referral <input type="checkbox"/> Health Fair/Presentation <input type="checkbox"/> Callen-Lorde Website/Internet <input type="checkbox"/> Callen-Lorde Brochure/Ad <input type="checkbox"/> Facebook/Social Media <input type="checkbox"/> TV/Radio/Print Media
<b>Sexual Orientation</b> <input type="checkbox"/> Lesbian <input type="checkbox"/> Gay <input type="checkbox"/> Straight <input type="checkbox"/> Bisexual <input type="checkbox"/> Queer <input type="checkbox"/> Something Else <input type="checkbox"/> Decline to Answer	<b>Gender Identity:</b> <input type="checkbox"/> Male/Man <input type="checkbox"/> Female/Woman <input type="checkbox"/> TransMale/TransMan <input type="checkbox"/> TransFemale/TransWoman <input type="checkbox"/> Genderqueer/Gender nonconforming <input type="checkbox"/> Something Else <input type="checkbox"/> Decline to Answer	<b>Sex Assigned at Birth:</b> <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersex <input type="checkbox"/> Decline to Answer	<b>Do you have a non Callen-Lorde primary care provider that you want to continue to see?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No



By GLEN OWEN, DEPUTY POLITICAL EDITOR FOR THE MAIL ON SUNDAY  
PUBLISHED: 20:56 EDT, 30 June 2018 | UPDATED: 13:49 EDT, 1 July 2018

## **BBC chief stunned as secret staff sex survey reveals 417 of the corporation's workers are transgender**

The **BBC** has more than 400 transgender staff, a confidential internal survey has revealed.

The figure represents more than one in 50 of the workforce – about four times higher than the proportion in the population at large.

And it stunned the BBC executive behind the research, who described the total number of trans employees, at 417, as 'very, very high'.

Tunde Ogungbesan, the BBC's director of diversity, has now launched a major reform to make the Corporation more 'trans-friendly' following the findings.

<http://www.dailymail.co.uk/news/article-5905129/BBC-chief-stunned-secret-staff-sex-survey-reveals-417-workers-transgender.html>





There is no shortage of information available for parents trying to navigate this difficult terrain. If you read the bible of medical and psychiatric care for transgender people—the *Standards of Care* issued by the World Professional Association for Transgender Health (WPATH)—you’ll find an 11-page section called “Assessment and Treatment of Children and Adolescents With Gender Dysphoria.” It states that while some teenagers should go on hormones, that decision should be made with deliberation: “Before any physical interventions are considered for adolescents, extensive exploration of psychological, family, and social issues should be undertaken.” The American Psychological Association’s guidelines sound a similar note, explaining the benefits of hormones but also noting that “adolescents can become intensely focused on their immediate desires.” It goes on: “This intense focus on immediate needs may create challenges in assuring that adolescents are cognitively and emotionally able to make life-altering decisions.”

**For many young people in early studies, transitioning appears to have greatly alleviated their dysphoria. But it’s not the answer for everyone.**

## **The Loaded Language Shaping the Trans Conversation**

The current era of gender-identity awareness has undoubtedly made life easier for many young people who feel constricted by the sometimes-oppressive nature of gender expectations. A rich new language has taken root, granting kids who might have felt alone or excluded the words they need to describe their experiences. And the advent of the internet has allowed teenagers, even ones in parts of the country where acceptance of gender nonconformity continues to come far too slowly, to find others like them.

<https://www.theatlantic.com/magazine/archive/2018/07/when-a-child-says-shes-trans/561749/>



harris poll

A Harris Poll survey of Americans' acceptance of LGBTQ people

# Accelerating Acceptance 2017

- *Accelerating Acceptance* 2017 survey shows that Millennials (people ages 18-34) are significantly more likely to openly identify as LGBTQ than generations before them. Specifically, Millennials are more than twice as likely (20% vs. 7%) to identify as LGBTQ than the Boomer generation (people ages 52-71) and two-thirds (20% vs. 12%) more likely than Generation X (people ages 35-51).
- The survey also found that 12% of Millennials identify as transgender or gender non-conforming, meaning they do not identify with the sex they were assigned at birth or their gender expression is different from conventional expectations of masculinity and femininity -- doubling the number of transgender and gender non-conforming people reported by Generation X (6%).
- While older generations (people ages 35+) of LGBTQ people largely use the words "gay" and "lesbian" and/or "man" and "woman" to describe their sexual orientation and gender identity respectively, Millennials appear more likely to identify in terminology that falls outside those previously traditional binaries.

<https://www.glaad.org/blog/new-glaad-study-reveals-twenty-percent-millennials-identify-lgbtq>



# The future is fluid: Generation Z's approach to gender and sexuality is indeed revolutionary

Also called the iGeneration, Generation Z is loosely defined as anyone born between the mid-1990s and the mid-2000s (aka ages 7 to 22). Growing up in the shadow of what is now the largest living American generation, Generation Z inevitably took a lot of inspiration from millennials. But as this group of young Americans become teenagers, even certified legal-drinking adults, one defining feature experts are starting to notice is the iGen's tendency to view gender and sexuality as something on a spectrum, not just simply male or female, or gay or straight.

For these Gen Zers, fluidity isn't reactionary like it was (and still is) for millennials; now, it's closer to the norm.

In fact, a 2016 survey by the consumer insight agency J. Walter Thompson Innovation Group found that only 48 percent of Generation Z identifies as “completely heterosexual,” compared to 65 percent of millennials. And over half of these young Americans reported knowing someone who goes by non-traditional gender pronouns like “they/them,” making this generation the only demographic where that is the case.

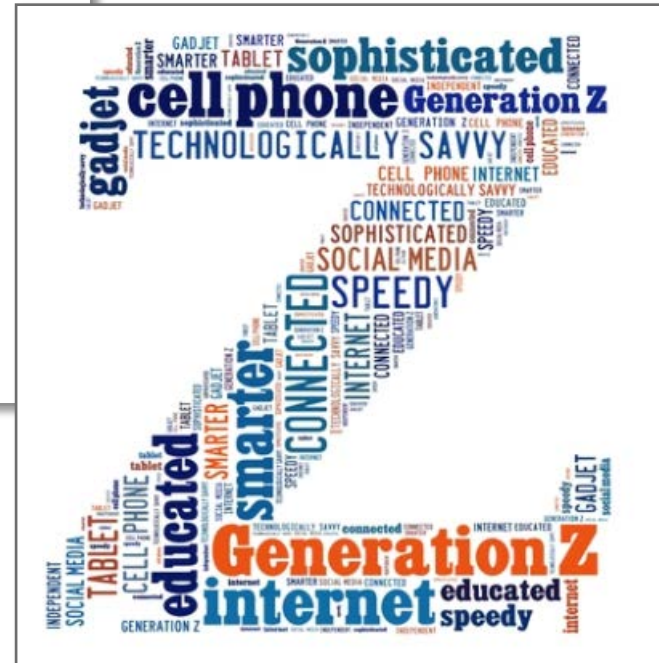


## 61 million Gen Zers are about to enter the US workforce and radically change it forever

- Gen Z accounts for 61 million people in the U.S., a group larger than Gen X.
- Hiring Gen Zers will require more of a marketing effort by companies. This group is looking more for good day-to-day work experiences.
- Managers say it will be more difficult to manage and train Gen Z employees than older generations, since they are not as savvy at social interaction, according to a national survey by APPrise Mobile.

Chris Morris | @MorrisatLarge

Published 9:00 AM ET Wed, 2 May 2018 | Updated 12:02 PM ET Thu, 3 May 2018



## Attracting Generation Z Employees To Be Big Focus at SHRM Conference

<https://www.dailydot.com/irl/generation-z-fluid/>



# Best Practices

- Emphasize personal safety and cooperative, collaborative workplaces
- Learn about who your employees are
- Allow people to change and grow
- No tolerance for harassment or unkindness
- Cultivate flexibility



# Reference Materials

## **Additional Information:**

- *Belonging at Work: everyday actions you can take to cultivate diverse and inclusive organizations*  
by Rhodes Perry, MPA
- *Gender Diversity and Non-binary Inclusion in the Workplace: the essential guide for employers*  
by Sarah Gibson and J. Fernandez (UK, Jessica Kingsley Publishers)
- *WPATH Standards of Care v7* (and v8 forthcoming)