Only **22%** of surveyed companies have senior executive leadership focused on trans inclusion.

**Recruiting and Training Support**

- **19%** offer inclusive recruiting for trans and gender non-conforming people.
- **29%** offer onboarding training on gender identity.
- **75%** offer employee training on gender identity (only 41% offer training regularly).

**Organizational Support**

- **86%** provide organizational community networking to support trans and gender non-conforming inclusion initiatives.
- **74%** provide employee resource groups.
- **67%** encourage employees to be allies.
- **62%** have a diversity and inclusion manager with mandate to address trans and gender non-conforming staff.
- **17%** provide a platform for matching trans employees with mentors.

...but most of these initiatives combine trans and gender non-conforming employees under the broader LGBTQ+ umbrella.