Transitioning Employers: Survey results for inclusive practices

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

**Recruiting and Training Support**

- **Inclusive recruiting** for trans and gender non-conforming people: 19%
- **Onboarding training** on gender identity: 29%
- **Employee training** on gender identity (only 41% offer training regularly): 75%

**Organizational Support**

- Organizational community networking to support trans and gender non-conforming inclusion initiatives: 86%
- Employee resource groups: 74%
- Encourage employees to be allies: 67%
- Diversity and inclusion manager with mandate to address trans and gender non-conforming staff: 62%
- Platform for matching trans employees with mentors: 17%

**Companies provide these supports...**

Are employers moving beyond basic accommodations to create truly inclusive cultures for transgender workers?

Large Canadian workplaces are still at the early stages of creating transgender-inclusive practices.

Companies are increasingly making basic accommodations for trans and gender non-conforming employers.

Health coverage, protocols for changes in names and identity markers, protocols for assisting employees in transition for onboarding, supportive facilities, forms, and dress codes.

But only 13% of these cover all medically necessary procedures.


http://prideatwork.ca/transitioning-employers